



Highlights Report DFAT



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RESPONSES:
5,293 of 7,503
RESPONSE RATE:
71%

EXPLORING YOUR RESULTS



Take time to understand your report. Consider your response rate to determine how representative your results are of the views of your colleagues.



Most questions in this report have information about the proportion of colleagues responding positively, neutrally or negatively.



Identify the areas where you are performing well. These will tend to be high results which are notably above any comparative results. Celebrate these results.



Identify areas that need improvement. These will be the lower results, and/or those which are scoring notably below your comparators.



Generally a difference of $-/+$ 5 percentage points is worthy of attention, but the size of the group is important. Changes in small groups can be unreliable.

EMPLOYEE ENGAGEMENT: SAY, STAY, STRIVE



HOW ENGAGED IS YOUR TEAM?

EMPLOYEE ENGAGEMENT IS MORE THAN SIMPLY JOB SATISFACTION OR COMMITMENT TO AN ORGANISATION. IT IS THE EXTENT TO WHICH EMPLOYEES ARE MOTIVATED, INSPIRED AND ENABLED TO IMPROVE AN ORGANISATION'S OUTCOMES.

YOUR EMPLOYEE ENGAGEMENT INDEX SCORE		75	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
SAY	Overall, I am satisfied with my job	77	13 10	77%	+1	+4	0	+1
	I am proud to work in my agency	82	14	82%	+1	+6 ↑	+3	+2
	I would recommend my agency as a good place to work	67	21 12	67%	+3	-1	-8 ↓	-7 ↓
	I believe strongly in the purpose and objectives of my agency	86	11	86%	0	+2	+1	0
STAY	I feel a strong personal attachment to my agency	65	23 11	65%	-1	+5 ↑	+6 ↑	+3
	I feel committed to my agency's goals	86	12	86%	0	+3	+2	+1
STRIVE	I suggest ideas to improve our way of doing things	91	8	91%	-1	+4	+1	+2
	I am happy to go the 'extra mile' at work when required	93		93%	0	+3	0	+1
	I work beyond what is required in my job to help my agency achieve its objectives	86	11	86%	-3	+6 ↑	+4	+5 ↑
	My agency really inspires me to do my best work every day	61	26 13	61%	+3	+3	+1	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



LEADERSHIP - IMMEDIATE SUPERVISOR



IMMEDIATE SUPERVISOR

THE IMMEDIATE SUPERVISOR SCORE ASSESSES HOW EMPLOYEES VIEW THE LEADERSHIP BEHAVIOURS OF THEIR IMMEDIATE SUPERVISOR IN LINE WITH THE *APS LEADERSHIP CAPABILITY FRAMEWORK*.

YOUR IMMEDIATE SUPERVISOR INDEX SCORE		75	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES	
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	77	15 8	77%	-1	-1	-2	-2	
	My supervisor can deliver difficult advice whilst maintaining relationships	76	15 8	76%	-1	-2	-3	-3	
	My supervisor invites a range of views, including those different to their own	80	12 8	80%	-2	-1	-4	-3	
	My supervisor encourages my team to regularly review and improve our work	79	14 8	79%	-2	-2	-2	-3	
	My supervisor is invested in my development	73	17 10	73%	-2	-3	-4	-4	
	My supervisor ensures that my workgroup delivers on what we are responsible for	87	9	87%	0	0	-2	-2	
Other similar questions									
	My supervisor provides me with helpful feedback to improve my performance	75	15 9	75%	-2	-2	-2	-2	
	My immediate supervisor encourages me	75	17 8	75%	0	-1	-3	-3	
KEY		AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	Positive Neutral Negative					

LEADERSHIP - SES MANAGER



SES MANAGER

THE SES MANAGER SCORE ASSESSES HOW EMPLOYEES VIEW THE LEADERSHIP BEHAVIOURS OF THEIR IMMEDIATE SES MANAGER IN LINE WITH THE APS LEADERSHIP CAPABILITY FRAMEWORK.

YOUR SES MANAGER LEADERSHIP INDEX SCORE		71	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
					-2	+3	-1	0

SES Manager	My SES manager clearly articulates the direction and priorities for our area		72	18	10	72%	-3	+4	-2	0
	My SES manager presents convincing arguments and persuades others towards an outcome		70	22	8	70%	-3	+9 ⬆️	0	+3
	My SES manager promotes cooperation within and between agencies		75	20		75%	-3	+9 ⬆️	-1	+2
	My SES manager encourages innovation and creativity		67	23	9	67%	-4	+3	-2	-1
	My SES manager creates an environment that enables us to deliver our best		69	21	11	69%	-3	+5 ⬆️	-2	0
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS		79	16		79%	-3	+6 ⬆️	-1	+1

Other similar questions

In my agency, the SES work as a team		57	28	15	57%	+2	+3	-3	0
In my agency, the SES clearly articulate the direction and priorities for our agency		65	22	13	65%	+4	+2	-3	-1
In my agency, communication between SES and other employees is effective		56	26	18	56%	+2	+3	-4	-2
My SES manager routinely promotes the use of data and evidence to deliver outcomes		67	25	8	67%	-	+1	-4	-3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



COMMUNICATION AND CHANGE



COMMUNICATION

THE COMMUNICATION SCORE MEASURES COMMUNICATION AT THE INDIVIDUAL, GROUP AND AGENCY LEVEL.

CHANGE

EFFECTIVE COMMUNICATION IS AN IMPORTANT PART OF ANY CHANGE PROCESS. NOTE THESE QUESTIONS DO NOT CONTRIBUTE TO THE ABOVE INDEX SCORE.

YOUR COMMUNICATION INDEX SCORE	68	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
				+1	0	-2	-2










Communication	My supervisor communicates effectively	79	11	9	79%	0	-1	-1	-2
	My SES manager communicates effectively	73	17	11	73%	-2	+4	-2	-1
	Internal communication within my agency is effective	53	25	22	53%	+5 ⬆️	-3	-7 ⬇️	-6 ⬇️

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	65	17	17	65%	-1	-2	-3	-3
	Staff are consulted about change at work	44	36	19	44%	0	-5 ⬇️	-7 ⬇️	-7 ⬇️
	Change is managed well in my agency	39	30	31	39%	+3	-4	-6 ⬇️	-4

KEY	⬆️ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	⬇️ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	Positive	Neutral	Negative

WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My job gives me opportunities to utilise my skills		81%	-1	+3	0	0
I have a choice in deciding how I do my work		67%	-1	+3	-4	-4
Where appropriate, I am able to take part in decisions that affect my job		73%	-1	+4	-3	-1
I am clear what my duties and responsibilities are		79%	0	0	+1	0
I am satisfied with the recognition I receive for doing a good job		68%	-1	+2	-5 ↓	-3
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		62%	-2	+10 ↑	-5 ↓	0
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		68%	-4	-6 ↓	-12 ↓	-11 ↓
I am satisfied with the stability and security of my job		81%	-6 ↓	-1	-5 ↓	-1
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		65%	-1	-14 ↓	-20 ↓	-19 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR


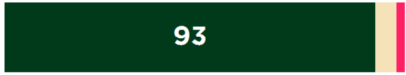



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative








WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
I feel a strong personal attachment to the APS		62%	-2	0	0	0
I understand how my role contributes to achieving an outcome for the Australian public		93%	+1	+1	+1	0
I believe strongly in the purpose and objectives of the APS		86%	-1	+1	0	0

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
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What best describes your current workload?

Well above capacity - too much work		24%	-3	+1	0	+1
Slightly above capacity - lots of work to do		39%	-2	-1	0	-1
At capacity - about the right amount of work to do		29%	+4	0	+2	0
Slightly below capacity - available for more work		6%	+1	0	-1	0
Well below capacity - not enough work		1%	0	0	0	0

KEY

 **AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR**
 **AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR**

Positive Neutral Negative



INCLUSION AND FLEXIBLE WORKING

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture		74%	+4	-6 ↓	-9 ↓	-8 ↓
My supervisor actively ensures that everyone can be included in workplace activities		82%	-1	-1	-2	-2
I receive the respect I deserve from my colleagues at work		81%	0	0	-2	-1

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		7%	-1	-7 ↓	-7 ↓	-6 ↓
Flexible hours of work		17%	-1	-11 ↓	-5 ↓	-9 ↓
Compressed work week		3%	+1	0	0	-1
Job sharing		1%	0	0	0	0
Working away from the office/working from home		23%	-1	-34 ↓	-40 ↓	-43 ↓
None of the above		60%	+1	+34 ↑	+35 ↑	+39 ↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



ENABLING INNOVATION



ENABLING INNOVATION

THE INNOVATION SCORE ASSESSES BOTH WHETHER EMPLOYEES FEEL WILLING AND ABLE TO BE INNOVATIVE, AND WHETHER THEIR AGENCY HAS A CULTURE WHICH ENABLES THEM TO BE SO.

YOUR ENABLING INNOVATION INDEX SCORE		63	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
Enabling innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	82	13	82%	-4	+3	-1	0
	My immediate supervisor encourages me to come up with new or better ways of doing things	72	20	72%	-4	0	-3	-2
	People are recognised for coming up with new and innovative ways of working	53	31	53%	0	-4	-5↓	-5↓
	My agency inspires me to come up with new or better ways of doing things	47	36	47%	0	-3	-3	-3
	My agency recognises and supports the notion that failure is a part of innovation	32	38	32%	+3	-7↓	-6↓	-8↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

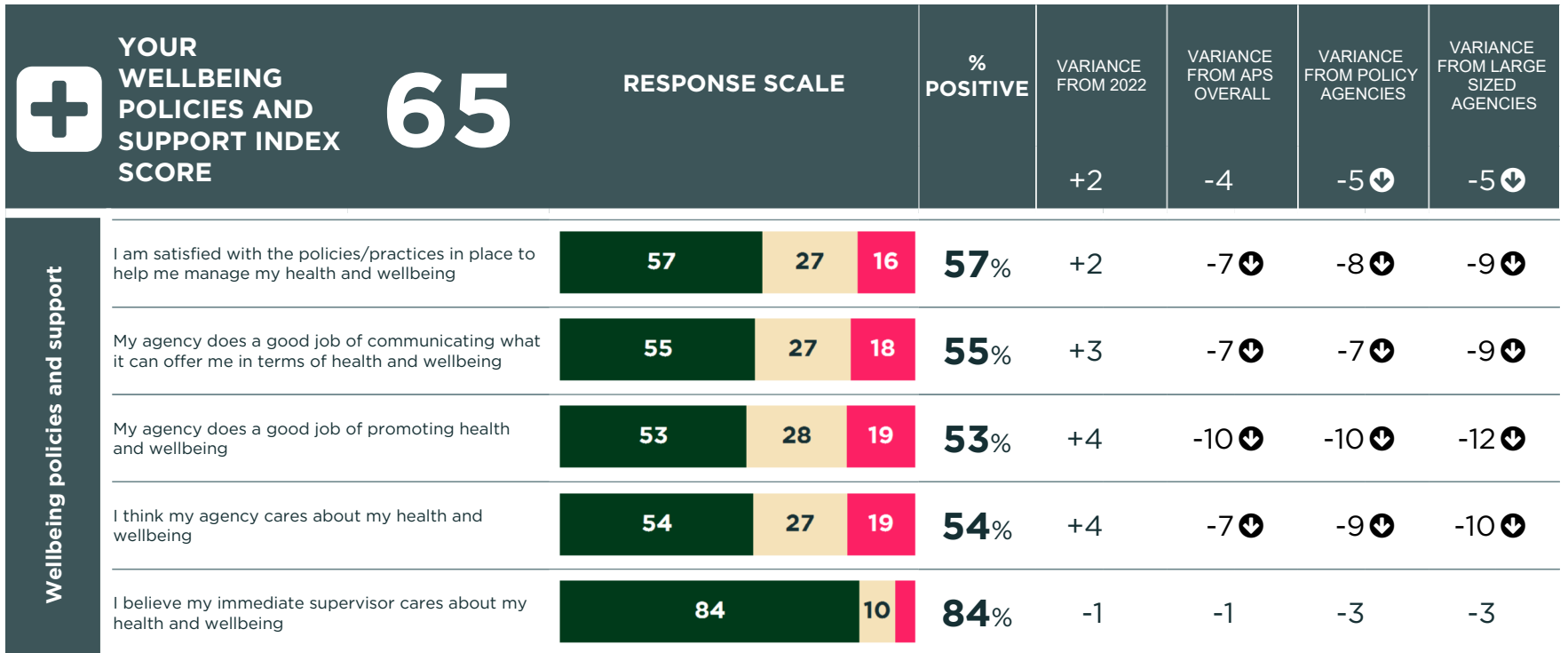


WELLBEING POLICIES AND SUPPORT



WELLBEING

THE WELLBEING SCORE PROVIDES A MEASURE OF THE PRACTICAL AND CULTURAL ELEMENTS THAT ALLOW FOR A SUSTAINABLE AND HEALTHY WORKING ENVIRONMENT.



KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR


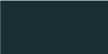



Positive Neutral Negative








WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
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How often do you find your work stressful?

Always		4%	-1	-1	0	0
Often		27%	-2	+1	0	+1
Sometimes		50%	0	+1	+1	0
Rarely		17%	+2	-1	-1	-1
Never		2%	+1	0	0	0

To what extent is your work emotionally demanding?

To a very large extent		7%	-1	-1	+1	0
To a large extent		22%	0	+1	+2	+2
Somewhat		40%	-1	+2	+2	+2
To a small extent		23%	+2	-1	-2	-2
To a very small extent		8%	+1	-1	-2	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WELLBEING

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
I feel burned out by my work						
Strongly agree		7%	-1	-1	-1	-1
Agree		23%	0	-1	-1	-1
Neither agree nor disagree		32%	0	0	+2	+1
Disagree		31%	+1	+2	+1	+1
Strongly disagree		7%	+1	0	0	0
In general, would you say that your health is:						
Excellent		13%	0	+3	+3	+3
Very good		38%	0	+4	+3	+3
Good		37%	+1	-1	-1	-1
Fair		11%	-1	-4	-4	-4
Poor		2%	0	-1	-1	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR








AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR










PERFORMANCE

RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		29%	0	+2	-1	-1
Very good		56%	0	+1	+1	+1
Average		13%	0	-2	0	0
Below average		2%	0	0	0	0
Well below average		0%	0	0	0	0

In the last month, please rate your agency's success in meeting its goals and objectives

Excellent		19%	+4	+3	0	+2
Very good		60%	+7 	+6 	+1	+3
Average		18%	-6 	-6 	-1	-3
Below average		2%	-3	-2	0	-1
Well below average		1%	-2	-1	0	0

KEY








AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		80%	-1	+2	0	0
My workgroup has the tools and resources we need to perform well		58%	-2	0	-1	0
The people in my workgroup use time and resources efficiently		75%	-3	-1	-2	-2
My workgroup can readily adapt to new priorities and tasks		83%	-2	0	-2	-2
The people in my workgroup cooperate to get the job done		88%	-1	0	-2	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



RETENTION



EMPLOYEES WHO INDICATED THAT THEY WANTED TO LEAVE THEIR CURRENT POSITION AS SOON AS POSSIBLE OR WITHIN THE NEXT 12 MONTHS WERE ASKED WHAT THEIR PLANS WERE.

RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
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Which of the following statements best reflects your current thoughts about working in your current position?

I want to leave my position as soon as possible		10%	+1	0	0	+1
I want to leave my position within the next 12 months		29%	+2	+5	0	+2
I want to stay working in my position for the next one to two years		37%	-2	0	-5	-3
I want to stay working in my position for at least the next three years		24%	-1	-4	+5	0

What best describes your plans involved with leaving your current position?

I am planning to retire		3%	0	-2	0	0
I am pursuing another position within my agency		50%	0	+9	+10	+9
I am pursuing a position in another agency		16%	0	-11	-13	-10
I am pursuing work outside the APS		12%	-1	+1	+2	+1
It is the end of my non-ongoing, casual or contracted employment		6%	+5	+3	+2	+2
Other		12%	-3	0	-2	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

RETENTION



EMPLOYEES WERE ALSO ASKED FOR THE PRIMARY REASON BEHIND THEIR DESIRE TO LEAVE AND COULD SELECT ONE RESPONSE FROM A LIST OF ITEMS.

ONLY THE FIVE REASONS FOR LEAVING WITH THE HIGHEST PROPORTION OF RESPONSES ARE PRESENTED HERE. THESE MAY VARY BETWEEN AGENCIES, WORK UNITS AND WITH RESULTS FOR THE APS OVERALL.

RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
I wish to pursue a promotion opportunity	16%	-	-	-	-
I am looking to further my skills in another area	15%	-	-	-	-
Other	8%	-	-	-	-
I have achieved all I can in my current position	8%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	8%	-	-	-	-

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

UNACCEPTABLE BEHAVIOUR



EMPLOYEES WHO HAD PERCEIVED DISCRIMINATION IN THE LAST 12 MONTHS IN THE COURSE OF THEIR EMPLOYMENT WERE ASKED WHAT THE BASIS WAS FOR THE DISCRIMINATION. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

ONLY THE THREE TYPES OF DISCRIMINATION WITH THE HIGHEST PROPORTION OF RESPONSES ARE PRESENTED HERE. THESE MAY VARY BETWEEN AGENCIES, WORK UNITS AND WITH RESULTS FOR THE APS OVERALL.

DISCRIMINATION	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
During the last 12 months and in the course of your employment, have you experienced discrimination on the basis of your background or a personal characteristic?						
Yes		13%	+1	+2	+3	+3
No		87%	-1	-2	-3	-3
Did this discrimination occur in your current agency?						
Yes		92%	+1	+1	+3	+2
No		8%	-1	-1	-3	-2
Basis for the discrimination that you experienced (3 highest responses):						
Gender		34%	-	-	-	-
Age		28%	-	-	-	-
Race		26%	-	-	-	-

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

UNACCEPTABLE BEHAVIOUR



EMPLOYEES WHO PERCEIVED HARASSMENT OR BULLYING IN THE LAST 12 MONTHS WERE ASKED WHAT TYPE OF HARASSMENT OR BULLYING THEY EXPERIENCED. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

ONLY THE THREE OPTIONS WITH THE HIGHEST PROPORTION OF RESPONSES ARE PRESENTED HERE. THESE MAY VARY BETWEEN AGENCIES, WORK UNITS AND WITH RESULTS FOR THE APS OVERALL.

HARASSMENT AND BULLYING

RESPONSE SCALE

%

VARIANCE FROM 2022

VARIANCE FROM APS OVERALL

VARIANCE FROM POLICY AGENCIES

VARIANCE FROM LARGE SIZED AGENCIES

During the last 12 months, have you been subjected to harassment or bullying in your current workplace?

Yes		12%	+1	+2	+2	+2
No		81%	-2	-3	-4	-4
Not sure		7%	+1	+2	+2	+2

Types of harassment or bullying experienced (3 highest responses):

Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		49%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		45%	-	-	-	-
Deliberate exclusion from work-related activities		30%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		38%	+4	+3	+5	+3
It was reported by someone else		8%	-1	0	0	0
I did not report the behaviour		54%	-4	-3	-4	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

UNACCEPTABLE BEHAVIOUR



EMPLOYEES WHO INDICATED THAT THEY HAD WITNESSED POTENTIAL CORRUPT BEHAVIOUR WERE ASKED TO DESCRIBE THE BEHAVIOUR. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

ONLY THE THREE TYPES OF CORRUPT BEHAVIOURS WITH THE HIGHEST PROPORTION OF RESPONSES ARE PRESENTED HERE. THESE MAY VARY BETWEEN AGENCIES AND WITH RESULTS FOR THE APS OVERALL.

CORRUPTION	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
Excluding behaviour reported to you as part of your duties, in the last 12 months have you witnessed another APS employee in your agency engaging in behaviour that you consider may be serious enough to be viewed as corruption?						
Yes		3%	0	0	+1	+1
No		89%	-1	-2	-4	-3
Not sure		5%	+1	+1	+2	+2
Would prefer not to answer		3%	0	0	+1	+1
Types of corrupt behaviours witnessed (3 highest responses):						
Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		59%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		26%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		22%	-	-	-	-
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		18%	+5	-2	0	-2
It was reported by someone else		23%	+5	+7	+7	+8
I did not report the behaviour		59%	-9	-4	-7	-6
KEY			AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR		

DEMOGRAPHICS

How do you describe your gender?	Responses
Man or male	39%
Woman or female	57%
Non-binary	0%
I use a different term	0%
Prefer not to say	3%

Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?	Responses
Yes	2%
No	98%

Do you have an ongoing disability?	Responses
Yes	7%
No	93%

Do you have carer responsibilities?	Responses
Yes	44%
No	56%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	9%
No	91%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	55%
Australian Aboriginal and/or Torres Strait Islander	2%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	4%
Anglo-European	13%
North-West European (excluding Anglo-European)	3%
Southern and Eastern European	6%
South-East Asian	15%
North-East Asian	4%
Southern and Central Asian	5%
North American	1%
South and Central American and Caribbean Islander	2%
North African and Middle Eastern	3%
Sub-Saharan African	2%

Do you consider yourself to be neurodivergent?	Responses
Yes	5%
No	86%
Not sure	9%

AGENCY POSITION



AGENCY POSITION

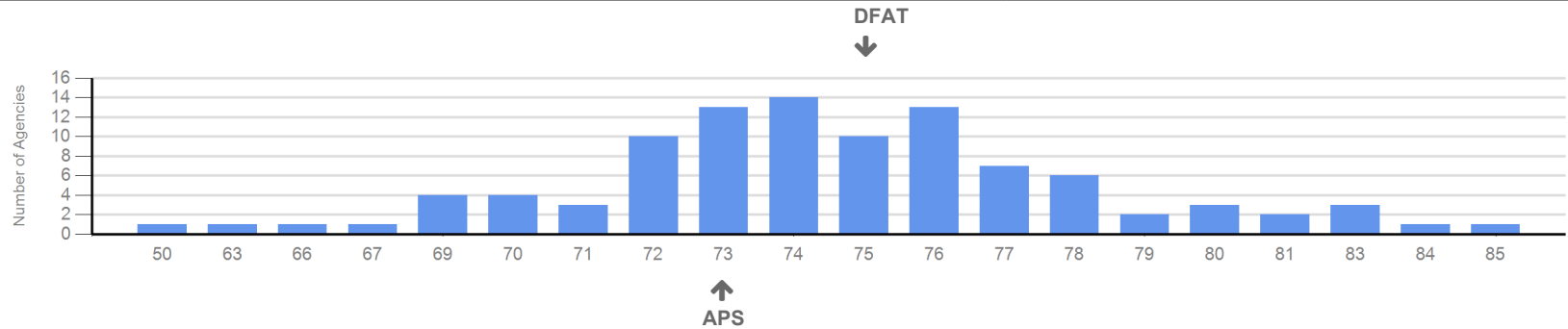
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE OVERALL APS INDEX SCORE AND THE SCORES OF OTHER AGENCIES.

ALONG THE LINE (Y-AXIS) ARE THE INDEX SCORES. THE HEIGHT OF THE BAR (X-AXIS) IS HOW MANY AGENCIES HAVE THAT INDEX SCORE.

PLEASE NOTE, THE Y-AXIS VALUES ARE NOT CONSECUTIVE AS ONLY INDEX SCORES RECEIVED BY AN AGENCY ARE REPRESENTED.

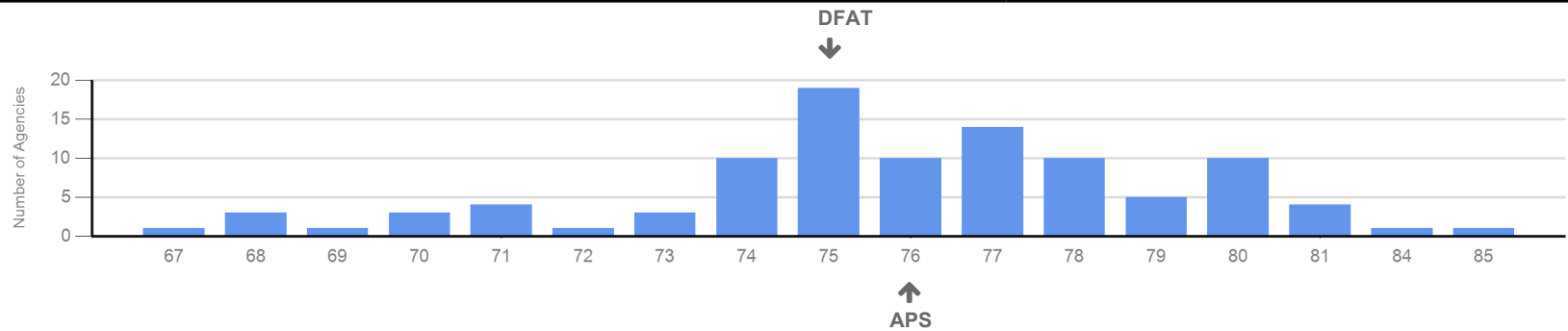
Employee Engagement Index

Ranking : 47th of 100



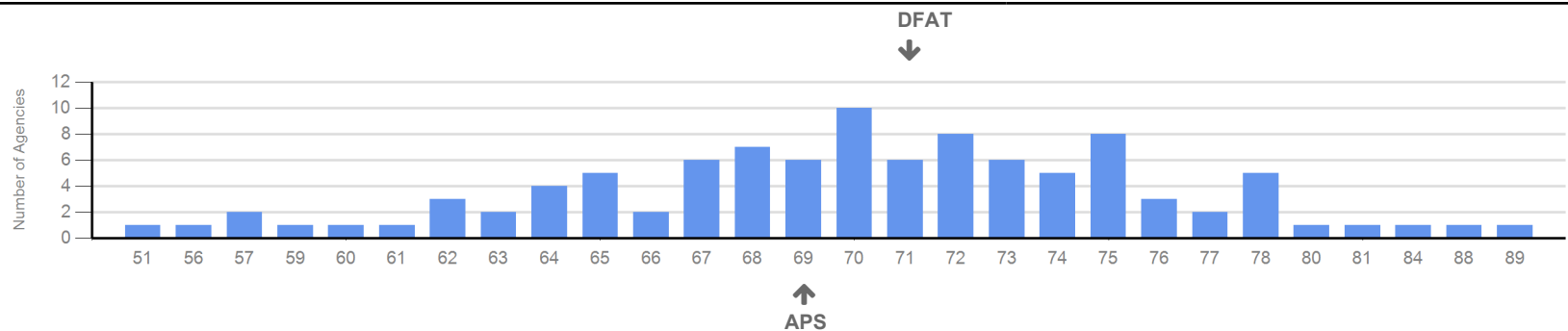
Leadership – Immediate Supervisor Index

Ranking : 70th of 100



Leadership – SES Manager Index

Ranking : 43rd of 100



AGENCY POSITION



AGENCY POSITION

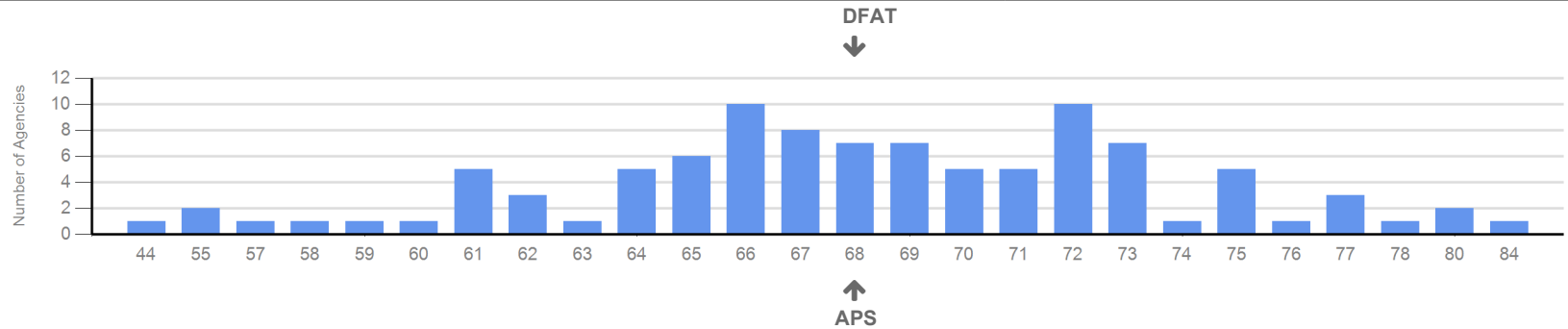
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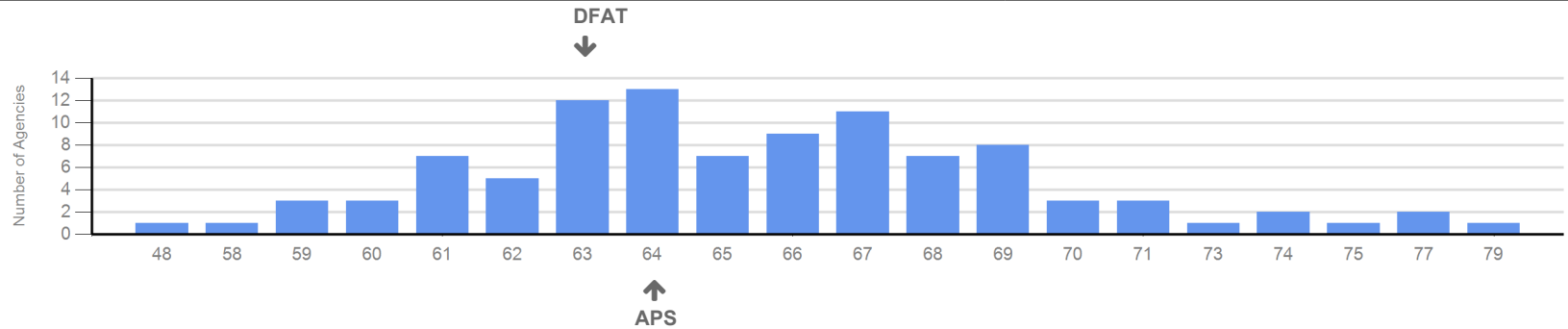
Communication Index

Ranking : 49th of 100



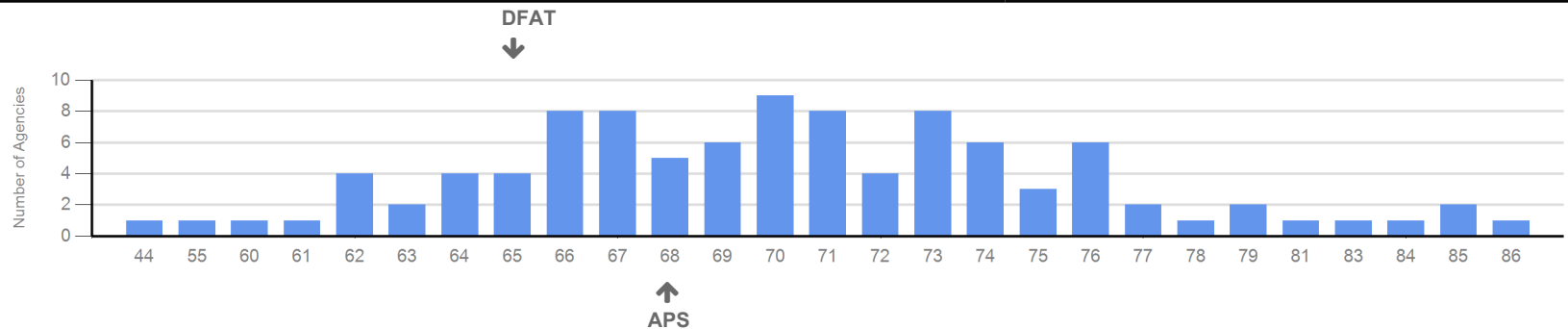
Enabling Innovation Index

Ranking : 79th of 100



Wellbeing Policies and Support Index

Ranking : 86th of 100



SUGGESTED QUESTIONS TO FOCUS ON



WHAT TO FOCUS ON?

THROUGH DRIVER ANALYSIS, THESE KEY QUESTIONS HAVE BEEN IDENTIFIED AS BEING IMPORTANT TO EMPLOYEES IN YOUR AGENCY AND ASSOCIATED WITH EMPLOYEE ENGAGEMENT.

THEY ARE NOT NECESSARILY THE QUESTIONS WITH THE LOWEST SCORES.

SOME WILL BE AREAS TO IMPROVE UPON AND SOME WILL BE AREAS TO MAINTAIN.

DEVELOP ACTIONS AND ACTIVITIES TO IMPROVE UPON THESE, WHERE POSSIBLE, TO DRIVE HIGHER LEVELS OF PERFORMANCE.

		AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
.1	My agency supports and actively promotes an inclusive workplace culture			74%	+4	-6	-9	-8
.2	My agency inspires me to come up with new or better ways of doing things			47%	0	-3	-3	-3
.3	Internal communication within my agency is effective			53%	+5	-3	-7	-6
.4	I am satisfied with the recognition I receive for doing a good job			68%	-1	+2	-5	-3
.5	In my agency, communication between SES and other employees is effective			56%	+2	+3	-4	-2
.6	Where appropriate, I am able to take part in decisions that affect my job			73%	-1	+4	-3	-1

DFAT SPECIFIC QUESTIONS


	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022
My supervisor manages performance effectively in my group	71	19	9	71%	-
I can easily find the information I need (on our information management system) to do my job	49	21	30	49%	+11⬆️
DFAT's policies, programs and services are developed and delivered in consultation and/or collaboration with external stakeholders	51	38	10	51%	+7⬆️
My skills, knowledge and previous work experience are valued by the department	62	20	18	62%	-
Considering your work and life priorities, how satisfied are you with the work-life balance in your current job?	63	19	17	63%	+2
The workload I have is appropriate for the job that I do	59	19	22	59%	+3
My SES manager holds themselves and their peers accountable for leading people with care and consideration	68	22	9	68%	-3
My supervisor holds themselves and their peers accountable for leading people with care and consideration	78	15		78%	-2
I believe the department effectively handles allegations of employee misconduct	41	40	18	41%	-

KEY

 **AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR**
 **AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR**


Positive  Neutral  Negative 

TIME TO TAKE ACTION


CELEBRATE

What things do we do well?

THINK ABOUT HOW WE CAN BUILD ON OUR STRENGTHS AND LEARN FROM WHAT WE ARE GOOD AT.


INVESTIGATE FURTHER WITH OUR TEAMS

Are there any other opportunities coming out of the results that we want to explore further?

HOW COULD WE INVESTIGATE? THROUGH LOOKING AT THE DATA IN MORE DETAIL OR THROUGH DISCUSSIONS WITH STAFF?


OPPORTUNITIES

Areas we need to focus on and turn into action plans:

WHAT ARE THE KEY THINGS WE NEED TO IMPROVE TO MAKE WORKING HERE BETTER?



USE THIS PAGE TO START YOUR LOCAL ACTION PLANS

IDENTIFY AREAS TO CELEBRATE, OPPORTUNITIES FOR IMPROVEMENT AND AREAS WHICH YOU NEED TO INVESTIGATE FURTHER.

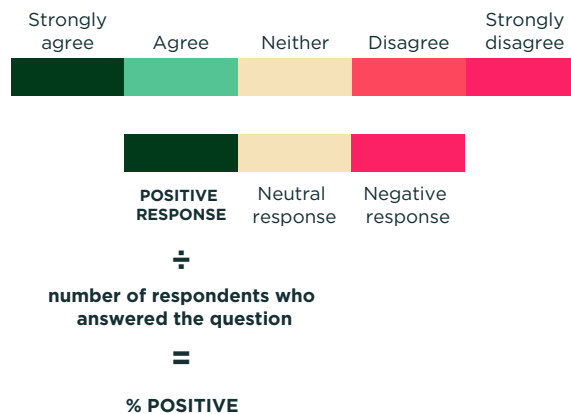
PRIORITISE 3 AREAS TO TAKE FORWARD

	PRIORITISE 3 AREAS FOR ACTION	TIMESCALES	OWNER	RESOURCES REQUIRED	TARGET/SUCCESS MEASURE
1					
2					
3					

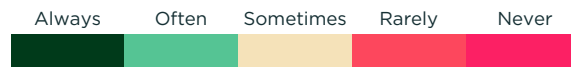
GUIDE TO THIS REPORT

% POSITIVE

WHERE RESULTS ARE SHOWN AS POSITIVE PERCENTAGES (% POSITIVE), THESE ARE CALCULATED BY ADDING TOGETHER POSITIVE RESPONSES ("STRONGLY AGREE" + "AGREE" OR "ALWAYS" + "OFTEN") AND DIVIDING BY THE NUMBER OF RESPONDENTS WHO ANSWERED THE QUESTION.



FOR 5 POINT SCALE QUESTIONS NOT ASKED ON THE *AGREE TO DISAGREE* SCALE THE SAME RULES APPLY, THE GREEN PERCENT REPRESENTS A **POSITIVE RESPONSE** (UNLESS THE QUESTION IS NEGATIVELY WORDED).



ROUNDING

RESULTS ARE PRESENTED AS WHOLE NUMBERS FOR EASE OF READING, WITH ROUNDING PERFORMED AT THE LAST STAGE OF CALCULATION FOR MAXIMUM ACCURACY. VALUES FROM X.00 TO X.49 ARE ROUNDED DOWN AND VALUES FROM X.50 TO X.99 ARE ROUNDED UP. THEREFORE IN SOME INSTANCES, RESULTS MAY NOT TOTAL 100%.

	STRONGLY AGREE	AGREE	NEITHER	DISAGREE	STRONGLY DISAGREE	TOTAL
NUMBER OF RESPONSES	151	166	176	96	24	613
PERCENTAGE	24.63%	27.08%	28.71%	15.66%	3.92%	100%
ROUNDED PERCENTAGE	25%	27%	29%	16%	4%	101%
NUMBER OF POSITIVE	151 + 166 = 317					
% POSITIVE	317 ÷ 613 = 52%					

ANONYMITY

IT IS BEST PRACTICE NOT TO DISPLAY THE RESULTS OF GROUPS OF RESPONDENTS TO THE EXTENT WHERE THE ANONYMITY OF INDIVIDUALS MAY BE COMPROMISED. RESULTS WILL NOT BE SHOWN WHERE THERE ARE LESS THAN 10 RESPONDENTS IN A GROUP.

COMPARISONS WITH RESULTS FROM PREVIOUS YEARS

THE METHOD OF ANALYSING AND REPORTING SPECIFIC RESULTS MAY BE PERIODICALLY REVIEWED AND REVISED. SUCH IMPROVEMENTS ARE APPLIED TO CURRENT DATA AND THAT OF PREVIOUS YEARS. FOR THIS REASON THE CURRENT REPORT IS ALWAYS THE MOST ACCURATE DATA SOURCE FOR APS EMPLOYEE CENSUS RESULTS, INCLUDING COMPARISONS WITH TIME SERIES DATA.