



Highlights Report ATSB



CONTENT	
	Page
Exploring your results	2
Employee Engagement: Say, Stay, Strive	3
Leadership	4
Communication and Change	6
Workplace Conditions	7
Inclusion	9
Enabling Innovation	10
Wellbeing Policies and Support	11
Wellbeing	12
Performance	14
Retention	16
Unacceptable Behaviour	18
Demographics	21
Agency Position	23
Suggested Questions to Focus On	25
Agency Specific Questions	26
Time to Take Action	28
Guide to this Report	29

RESPONSES:

83 of 94

RESPONSE RATE:

88%

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.



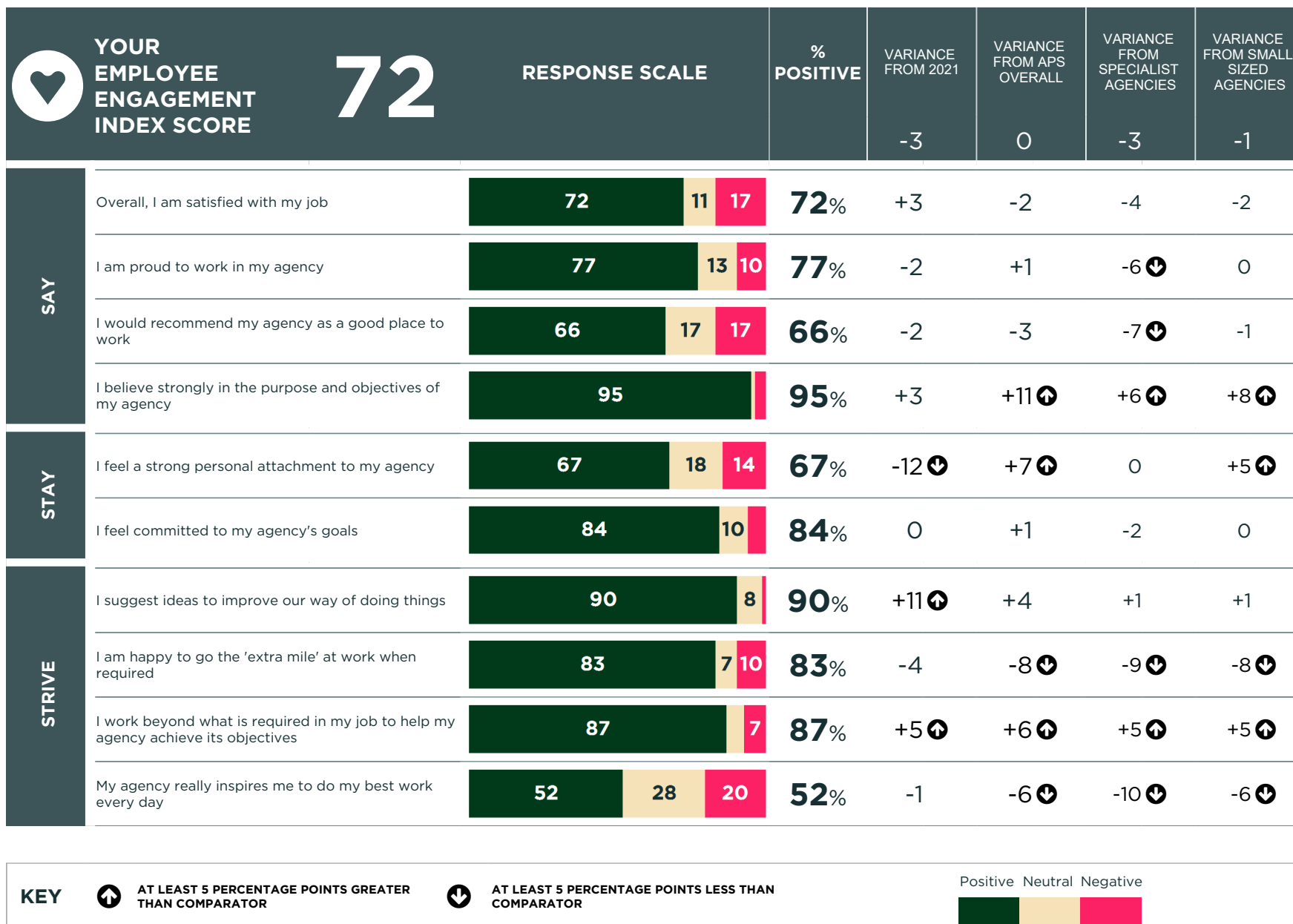
Generally a difference of ± 5 percentage points is worthy of attention, but the size of the group is important. Changes in small groups can be unreliable.

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.



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	69	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES

Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	67	16	17	67%	+3	-12⬇️	-11⬇️	-8⬇️
	My supervisor can deliver difficult advice whilst maintaining relationships	72	13	14	72%	+6⬆️	-6⬇️	-6⬇️	-3
	My supervisor invites a range of views, including those different to their own	75	13	12	75%	+8⬆️	-7⬇️	-9⬇️	-5⬇️
	My supervisor encourages my team to regularly review and improve our work	75	12	13	75%	-1	-7⬇️	-5⬇️	-3
	My supervisor is invested in my development	67	14	18	67%	+8⬆️	-8⬇️	-8⬇️	-6⬇️
	My supervisor ensures that my workgroup delivers on what we are responsible for	81	7	12	81%	0	-6⬇️	-6⬇️	-4

Other similar questions

	My supervisor provides me with helpful feedback to improve my performance	76	10	14	76%	+12⬆️	-2	-1	+3
	My supervisor actively ensures that everyone can be included in workplace activities	71	17	12	71%	-	-13⬇️	-12⬇️	-10⬇️

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		62	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
SES Manager	My SES manager clearly articulates the direction and priorities for our area	60	19	20	60%	-4	-8 ↓	-9 ↓	-4
	My SES manager presents convincing arguments and persuades others towards an outcome	61	20	18	61%	+4	-1	-3	-1
	My SES manager promotes cooperation within and between agencies	66	22	12	66%	-2	-1	-3	0
	My SES manager encourages innovation and creativity	55	22	23	55%	+1	-10 ↓	-11 ↓	-8 ↓
	My SES manager creates an environment that enables us to deliver our best	55	22	23	55%	-3	-9 ↓	-10 ↓	-5 ↓
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	65	20	14	65%	-7 ↓	-9 ↓	-11 ↓	-7 ↓
Other similar questions									
All SES	In my agency, the SES work as a team	56	22	22	56%	-12 ↓	+2	+4	+5 ↑
	In my agency, the SES clearly articulate the direction and priorities for our agency	58	20	22	58%	-1	-5 ↓	-4	+1
	In my agency, communication between SES and other employees is effective	53	23	24	53%	-8 ↓	-1	+1	+4
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		63	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
					-6 ↓	-6 ↓	-6 ↓	-3

Communication	My supervisor communicates effectively	76	11 13	76%	-2	-5 ↓	-5 ↓	-2
	My SES manager communicates effectively	61	17 22	61%	-4	-8 ↓	-9 ↓	-4
	Internal communication within my agency is effective	59	12 29	59%	-7 ↓	+1	+2	+6 ↑

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	65	16 19	65%	-1	-4	-5 ↓	-3
	Staff are consulted about change at work	36	33 31	36%	-12 ↓	-13 ↓	-13 ↓	-10 ↓
	Change is managed well in my agency	34	27 40	34%	-9 ↓	-11 ↓	-9 ↓	-5 ↓

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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills	77 7 16	77%	-5⬇️	-2	-5⬇️	-4
I have a choice in deciding how I do my work	67 24 9	67%	-4	+3	-9⬇️	-5⬇️
Where appropriate, I am able to take part in decisions that affect my job	66 14 19	66%	-3	-4	-9⬇️	-6⬇️
I am clear what my duties and responsibilities are	78 16	78%	-6⬇️	-2	-4	-1
I am satisfied with the recognition I receive for doing a good job	57 16 28	57%	-4	-10⬇️	-13⬇️	-11⬇️
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	52 23 25	52%	-8⬇️	-9⬇️	-7⬇️	-10⬇️
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	78 13 8	78%	-6⬇️	+2	-3	-2
I am satisfied with the stability and security of my job	78 13 8	78%	-2	-2	+1	+3
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	84 10	84%	0	+6⬆️	0	+2

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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	42 40 18	42%	+4	-20 ↓	-13 ↓	-12 ↓
I understand how my role contributes to achieving an outcome for the Australian public	92	92%	+2	-1	-2	0
I believe strongly in the purpose and objectives of the APS	76 22	76%	+5 ↑	-9 ↓	-8 ↓	-6 ↓

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
--	----------------	---	--------------------	---------------------------	-----------------------------------	------------------------------------

What best describes your current workload?

Well above capacity - too much work		19%	-1	-4	-5 ↓	-6 ↓
Slightly above capacity - lots of work to do		49%	-2	+9 ↑	+10 ↑	+9 ↑
At capacity - about the right amount of work to do		24%	+2	-5 ↓	-5 ↓	-3
Slightly below capacity - available for more work		6%	0	0	0	0
Well below capacity - not enough work		1%	+1	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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	<div><div>67</div><div>12</div><div>20</div></div>	67%	-8⬇️	-11⬇️	-12⬇️	-8⬇️
My supervisor actively ensures that everyone can be included in workplace activities	<div><div>71</div><div>17</div><div>12</div></div>	71%	-	-13⬇️	-12⬇️	-10⬇️
I receive the respect I deserve from my colleagues at work	<div><div>72</div><div>19</div><div>8</div></div>	72%	-2	-9⬇️	-9⬇️	-6⬇️

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time	<div><div></div></div>	7%	-3	-7⬇️	-7⬇️	-7⬇️
Flexible hours of work	<div><div></div></div>	29%	-4	+2	-6⬇️	-1
Compressed work week	<div><div></div></div>	2%	-1	0	0	-2
Job sharing	<div><div></div></div>	0%	0	0	0	0
Working away from the office/working from home	<div><div></div></div>	76%	+9⬆️	+21⬆️	+9⬆️	+10⬆️
None of the above	<div><div></div></div>	13%	-11⬇️	-14⬇️	-5⬇️	-4

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

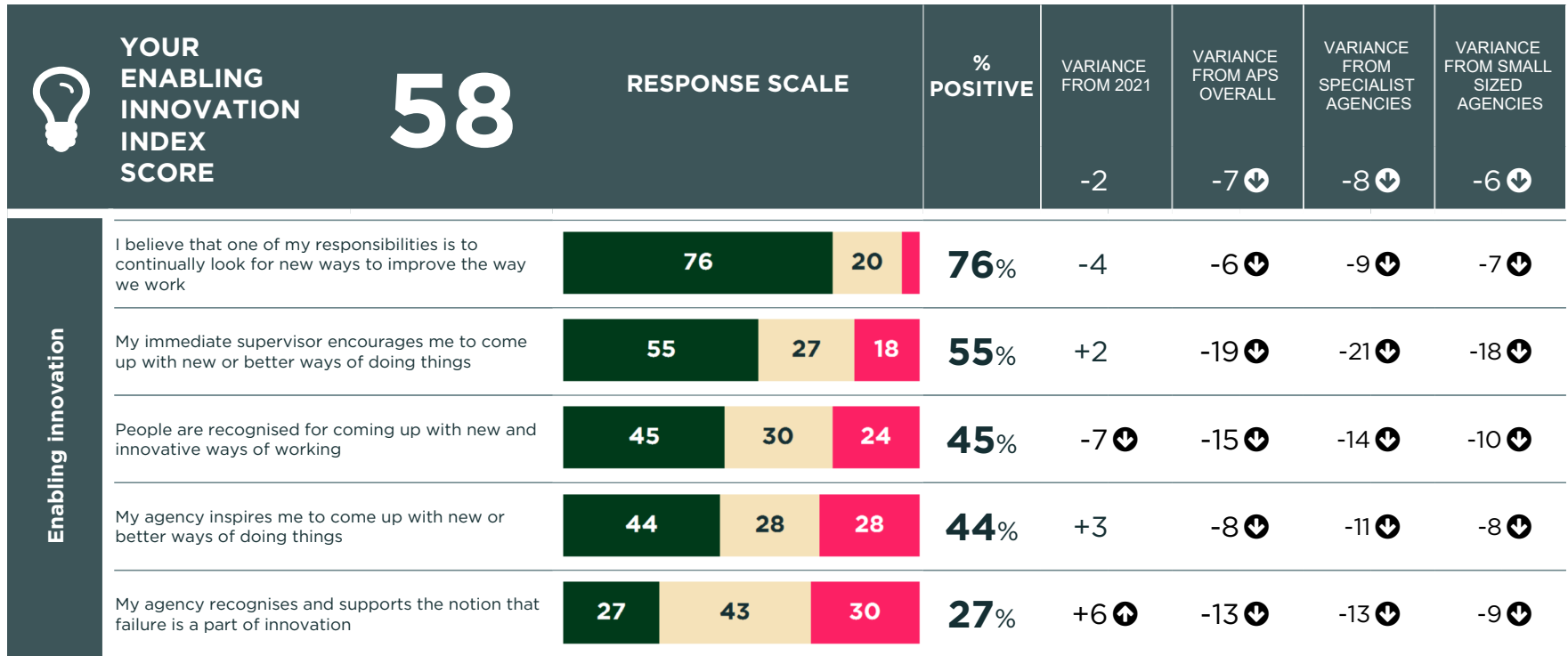


ENABLING INNOVATION



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.



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.



**YOUR
WELLBEING
POLICIES AND
SUPPORT INDEX
SCORE**

67

RESPONSE SCALE

**%
POSITIVE**

**VARIANCE
FROM 2021**

**VARIANCE
FROM APS
OVERALL**

**VARIANCE
FROM
SPECIALIST
AGENCIES**

**VARIANCE
FROM SMALL
SIZED
AGENCIES**

-4

-1

-4

-2

Wellbeing policies and support

I am satisfied with the policies/practices in place to help me manage my health and wellbeing

63

26

11

63%

-8 ↓

-1

-5 ↓

-2

My agency does a good job of communicating what it can offer me in terms of health and wellbeing

59

27

14

59%

-10 ↓

-5 ↓

-9 ↓

-6 ↓

My agency does a good job of promoting health and wellbeing

56

31

14

56%

-7 ↓

-8 ↓

-12 ↓

-9 ↓

I think my agency cares about my health and wellbeing

65

20

15

65%

-10 ↓

+4

-4

-1

I believe my immediate supervisor cares about my health and wellbeing

79

12

9

79%

-3

-7 ↓

-9 ↓

-7 ↓

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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
How often do you find your work stressful?						
Always	<div></div>	6%	-3	+2	+2	+2
Often	<div></div>	28%	+2	+2	+4	+2
Sometimes	<div></div>	54%	-3	+4	+3	+4
Rarely	<div></div>	12%	+3	-6 ↓	-8 ↓	-6 ↓
Never		0%	0	-2	-2	-2
To what extent is your work emotionally demanding?						
To a very large extent	<div></div>	12%	+5 ↑	+5 ↑	+6 ↑	+6 ↑
To a large extent	<div></div>	32%	+7 ↑	+11 ↑	+13 ↑	+12 ↑
Somewhat	<div></div>	40%	-12 ↓	+1	+2	+2
To a small extent	<div></div>	15%	+1	-9 ↓	-11 ↓	-11 ↓
To a very small extent	<div></div>	1%	0	-8 ↓	-10 ↓	-9 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WELLBEING

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel burned out by my work						
Strongly agree	<div></div>	9%	-3	+1	+1	0
Agree	<div></div>	26%	+6	+1	+3	+3
Neither agree nor disagree	<div></div>	37%	-7	+5	+7	+7
Disagree	<div></div>	26%	+1	-4	-6	-5
Strongly disagree	<div></div>	4%	+2	-3	-4	-5
In general, would you say that your health is:						
Excellent	<div></div>	7%	0	-3	-4	-4
Very good	<div></div>	29%	-9	-5	-6	-6
Good	<div></div>	43%	+6	+5	+6	+6
Fair	<div></div>	13%	-1	-1	0	-1
Poor	<div></div>	7%	+5	+4	+4	+4

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
----------------	---	--------------------	---------------------------	-----------------------------------	------------------------------------

In the last month, please rate your workgroup's overall performance

Excellent	<div></div>	7%	-12 ↓	-20 ↓	-22 ↓	-20 ↓
Very good	<div></div>	59%	+5 ↑	+4	+4	+4
Average	<div></div>	25%	+1	+11 ↑	+12 ↑	+11 ↑
Below average	<div></div>	5%	+4	+3	+3	+2
Well below average	<div></div>	4%	+2	+3	+3	+3

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

Excellent	<div></div>	1%	-5 ↓	-15 ↓	-17 ↓	-15 ↓
Very good	<div></div>	45%	-2	-9 ↓	-10 ↓	-6 ↓
Average	<div></div>	33%	-2	+10 ↑	+12 ↑	+9 ↑
Below average	<div></div>	9%	+4	+6 ↑	+6 ↑	+4
Well below average	<div></div>	11%	+5 ↑	+9 ↑	+9 ↑	+8 ↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	80 14	80%	-5⬇️	0	-3	-1
My workgroup has the tools and resources we need to perform well	54 19 27	54%	-7⬇️	-7⬇️	-5⬇️	-1
The people in my workgroup use time and resources efficiently	75 11 14	75%	+2	-3	-4	-2
My workgroup can readily adapt to new priorities and tasks	80 10 11	80%	+3	-5⬇️	-5⬇️	-4
The people in my workgroup cooperate to get the job done	89 8	89%	+7⬆️	0	-1	0

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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
----------------	---	--------------------	---------------------------	-----------------------------------	------------------------------------

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	<div></div>	11%	-1	+2	+3	+1
I want to leave my position within the next 12 months	<div></div>	17%	+8 ⬆	-6 ⬇	-5 ⬇	-5 ⬇
I want to stay working in my position for the next one to two years	<div></div>	35%	+2	-2	-4	-2
I want to stay working in my position for at least the next three years	<div></div>	37%	-8 ⬇	+6 ⬆	+6 ⬆	+6 ⬆

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

I am planning to retire	<div></div>	4%	+4	-2	0	0
I am pursuing another position within my agency	<div></div>	13%	+1	-27 ⬇	-13 ⬇	-3
I am pursuing a position in another agency	<div></div>	22%	-35 ⬇	-3	-11 ⬇	-20 ⬇
I am pursuing work outside the APS	<div></div>	52%	+27 ⬆	+40 ⬆	+34 ⬆	+35 ⬆
It is the end of my non-ongoing, casual or contracted employment		0%	0	-4	-7 ⬇	-7 ⬇
Other	<div></div>	9%	+2	-4	-4	-4

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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
----------------	---	--------------------	---------------------------	-----------------------------------	------------------------------------

What is the primary reason behind your desire to leave your current position? (5 highest responses):

Senior leadership is of a poor quality		20%	-	-	-	-
My immediate supervisor's leadership is of a poor quality		15%	-	-	-	-
I have experienced unacceptable behaviours (such as bullying or harassment)		10%	-	-	-	-
There is a lack of future career opportunities in my agency		10%	-	-	-	-
I am not satisfied with the work		10%	-	-	-	-

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 2021

VARIANCE FROM APS OVERALL

VARIANCE FROM SPECIALIST AGENCIES

VARIANCE FROM SMALL 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	<div></div>	7%	-3	-3	-1	-2
No	<div></div>	93%	+3	+3	+1	+2

Did this discrimination occur in your current agency?

Yes	The data for this question has been hidden for anonymity reasons.
No	The data for this question has been hidden for anonymity reasons.

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 2021

VARIANCE FROM APS OVERALL

VARIANCE FROM SPECIALIST AGENCIES

VARIANCE FROM SMALL SIZED AGENCIES

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

Yes	<div></div>	15%	+3	+5 ⬆	+7 ⬆	+4
No	<div></div>	82%	+1	-3	-5 ⬇	-3
Not sure	<div></div>	4%	-4	-1	-2	-1

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

Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)	<div></div>	67%	-	-	-	-
Deliberate exclusion from work-related activities	<div></div>	42%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	<div></div>	42%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	67%	+11 ⬆	+33 ⬆	+37 ⬆	+33 ⬆
It was reported by someone else		0%	0	-7 ⬇	-6 ⬇	-5 ⬇
I did not report the behaviour	<div></div>	33%	-11 ⬇	-26 ⬇	-31 ⬇	-28 ⬇

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 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL 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	<div></div>	5%	-2	+2	+2	0
No	<div></div>	85%	+4	-6	-6	-2
Not sure	<div></div>	5%	+1	+1	+1	0
Would prefer not to answer	<div></div>	5%	-3	+3	+3	+2

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures	The data for this question has been hidden for anonymity reasons.
It was reported by someone else	The data for this question has been hidden for anonymity reasons.
I did not report the behaviour	The data for this question has been hidden for anonymity reasons.

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
How do you describe your gender?						
Man or male	<div></div>	60%	-4	+23	+20	+22
Woman or female	<div></div>	31%	+4	-28	-24	-26
Non-binary	<div></div>	1%	-1	+1	+1	+1
I use a different term		0%	-1	0	0	0
Prefer not to say	<div></div>	7%	+2	+4	+4	+3
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes		0%	-1	-4	-2	-4
No	<div></div>	100%	+1	+4	+2	+4
Do you have an ongoing disability?						
Yes	<div></div>	7%	-1	-3	-1	-1
No	<div></div>	93%	+1	+3	+1	+1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Do you have carer responsibilities?						
Yes	<div></div>	46%	+8	+4	+5	+4
No	<div></div>	54%	-8	-4	-5	-4
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?						
Yes	<div></div>	5%	0	-3	-4	-4
No	<div></div>	95%	0	+3	+4	+4
In which country were you born?						
Australia	<div></div>	81%	-4	+4	+5	+4
Other country	<div></div>	19%	+4	-4	-5	-4
Do you speak a language other than English at home?						
No, English only	<div></div>	92%	+1	+11	+11	+8
Yes, other	<div></div>	8%	-1	-11	-11	-8

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

AGENCY POSITION



AGENCY POSITION

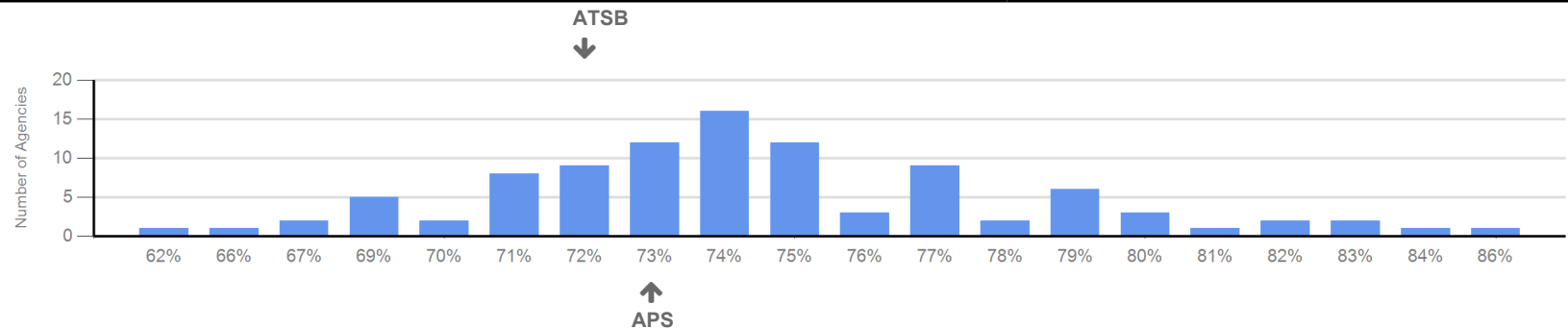
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE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

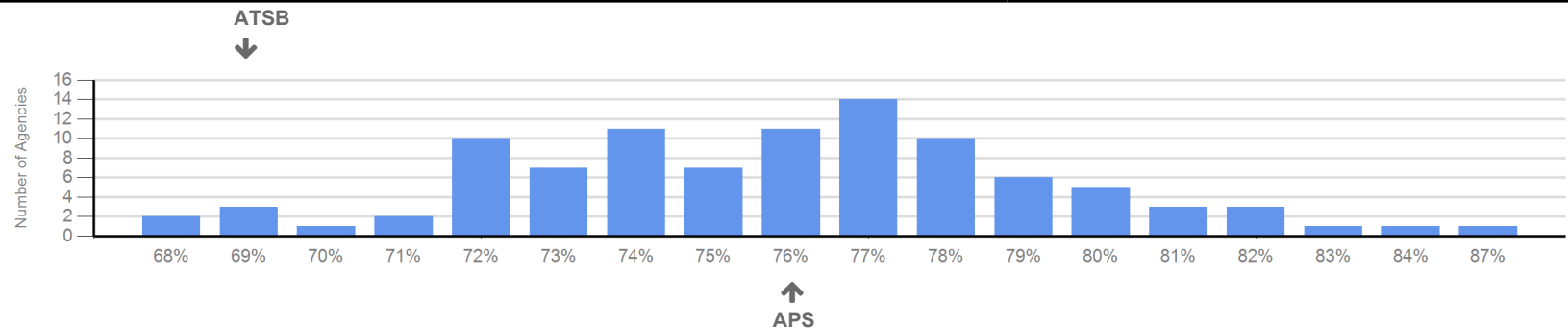
Employee Engagement Index

Ranking : 72nd of 98



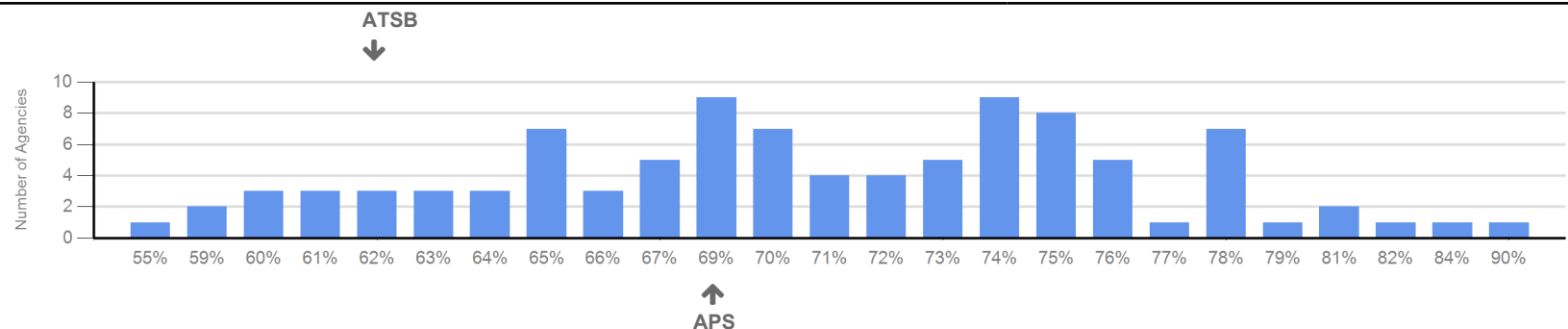
Leadership – Immediate Supervisor Index

Ranking : 94th of 98



Leadership – SES Manager Index

Ranking : 87th of 98



AGENCY POSITION



AGENCY POSITION

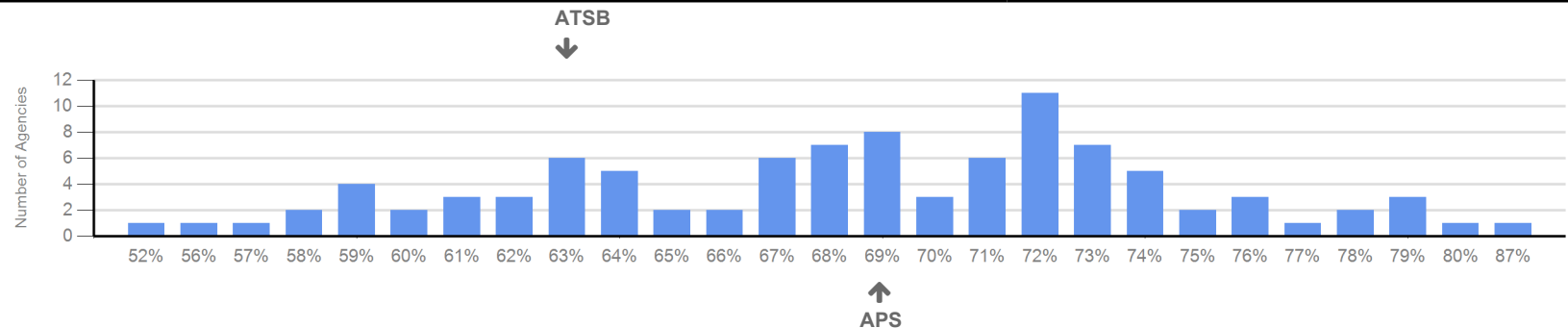
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE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

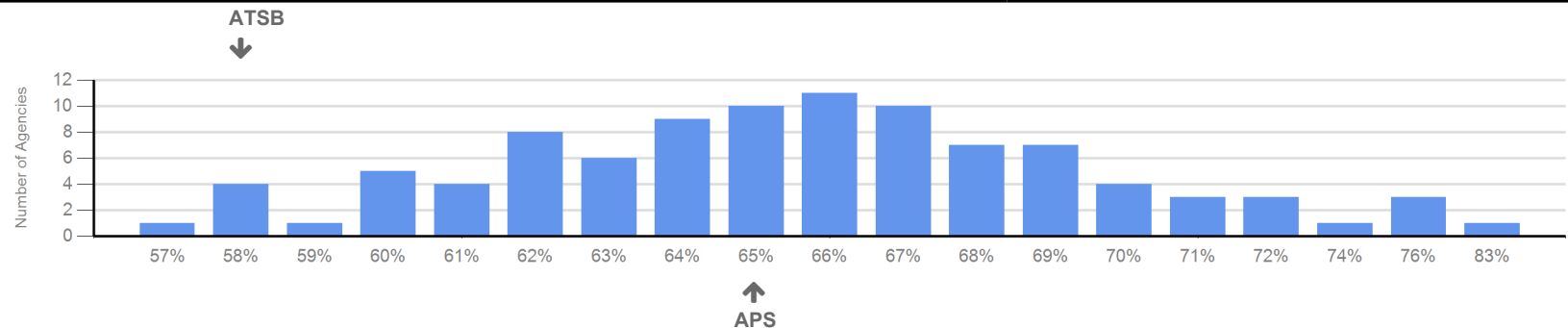
Communication Index

Ranking : 79th of 98



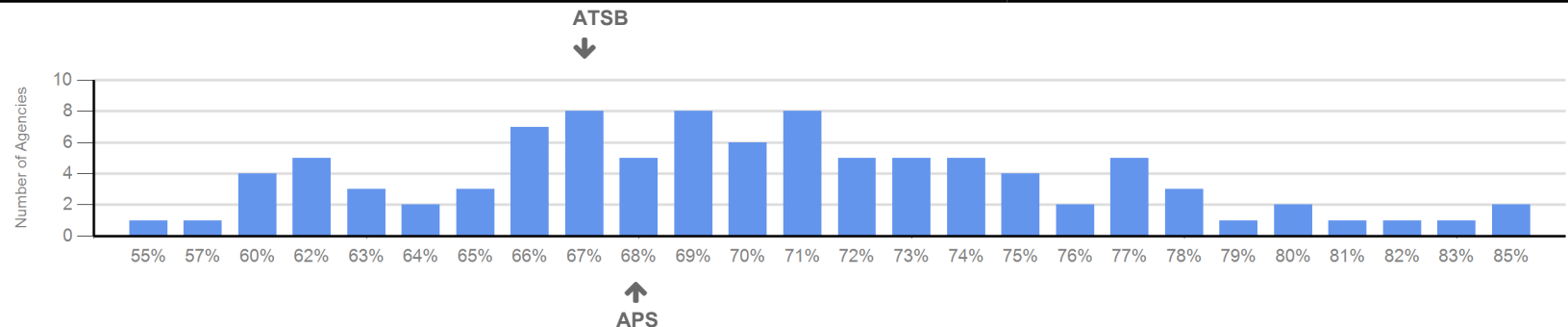
Enabling Innovation Index

Ranking : 97th of 98



Wellbeing Policies and Support Index

Ranking : 67th of 98



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 2021

VARIANCE
FROM APS
OVERALL

VARIANCE
FROM
SPECIALIST
AGENCIES

VARIANCE
FROM SMALL
SIZED
AGENCIES

.1

My SES manager encourages innovation and creativity

55%

+1

-10↓

-11↓

-8↓

.2

I think my agency cares about my health and wellbeing

65%

-10↓

+4

-4

-1

.3

My SES manager creates an environment that enables us to deliver our best

55%

-3

-9↓

-10↓

-5↓

.4

My SES manager clearly articulates the direction and priorities for our area

60%

-4

-8↓

-9↓

-4

.5

My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS

65%

-7↓

-9↓

-11↓

-7↓

.6

My agency inspires me to come up with new or better ways of doing things

44%



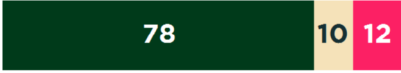



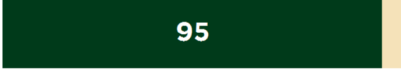


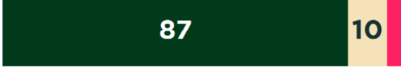
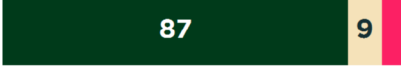


+3

-8↓

-11↓

-8↓

ATSB SPECIFIC QUESTIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021
I feel I can articulate to others how my role supports the objectives of the ATSB	85 	85%	-6 
I feel I am encouraged to talk to my manager about performance expectations and workload	78 	78%	-1
I am physically active for a minimum of 3 x 30 minutes exercise a week	73 	73%	-5 
I know what actions I can put in place to help maintain psychological health	88 	88%	-1
I know what kind of workplace hazards, incidents and accidents require reporting	95 	95%	0
I am encouraged to report hazards, incidents or accidents in the workplace or on an investigation site	82 	82%	-5 
I am encouraged to understand and apply Work Health and Safety policies and procedures to my role	87 	87%	0
I feel I have access to Work Health and Safety training that allows me to do my role safely	87 	87%	+3
The ATSB actively encourages ethical behaviour by all of its employees	80 	80%	+4
The ATSB is committed to creating a diverse workforce (e.g. gender, age, cultural and linguistic background, disability, indigenous, LGBTI+)	63 	63%	-4

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



ATSB SPECIFIC QUESTIONS

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2021
My manager coaches me as part of my development	63	23	13	63%	+6 ↑
I am provided with formal training opportunities to be successful in my role (Formal training includes classroom, information sessions, eLearning, workshops, conferences and seminars)	72	13	15	72%	-
I am provided with other training opportunities to be successful in my role (Other training opportunities include on-the-job learning and working relationships and working with peers)	68	17	15	68%	-
I am provided with development opportunities to develop myself for future roles	57	23	20	57%	-

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.

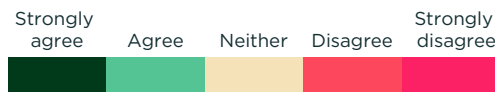
PRIORITISE 3 AREAS TO TAKE FORWARD

	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") AND DIVIDING BY THE NUMBER OF RESPONDENTS WHO ANSWERED THE QUESTION.



$$\frac{\text{number of respondents who answered the question}}{\text{number of respondents who answered the question}} = \% \text{ POSITIVE}$$

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 ENGINE'S 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.