



Highlights Report NDIA



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RESPONSES:

5,763 of 7,149

RESPONSE RATE:

81%

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.



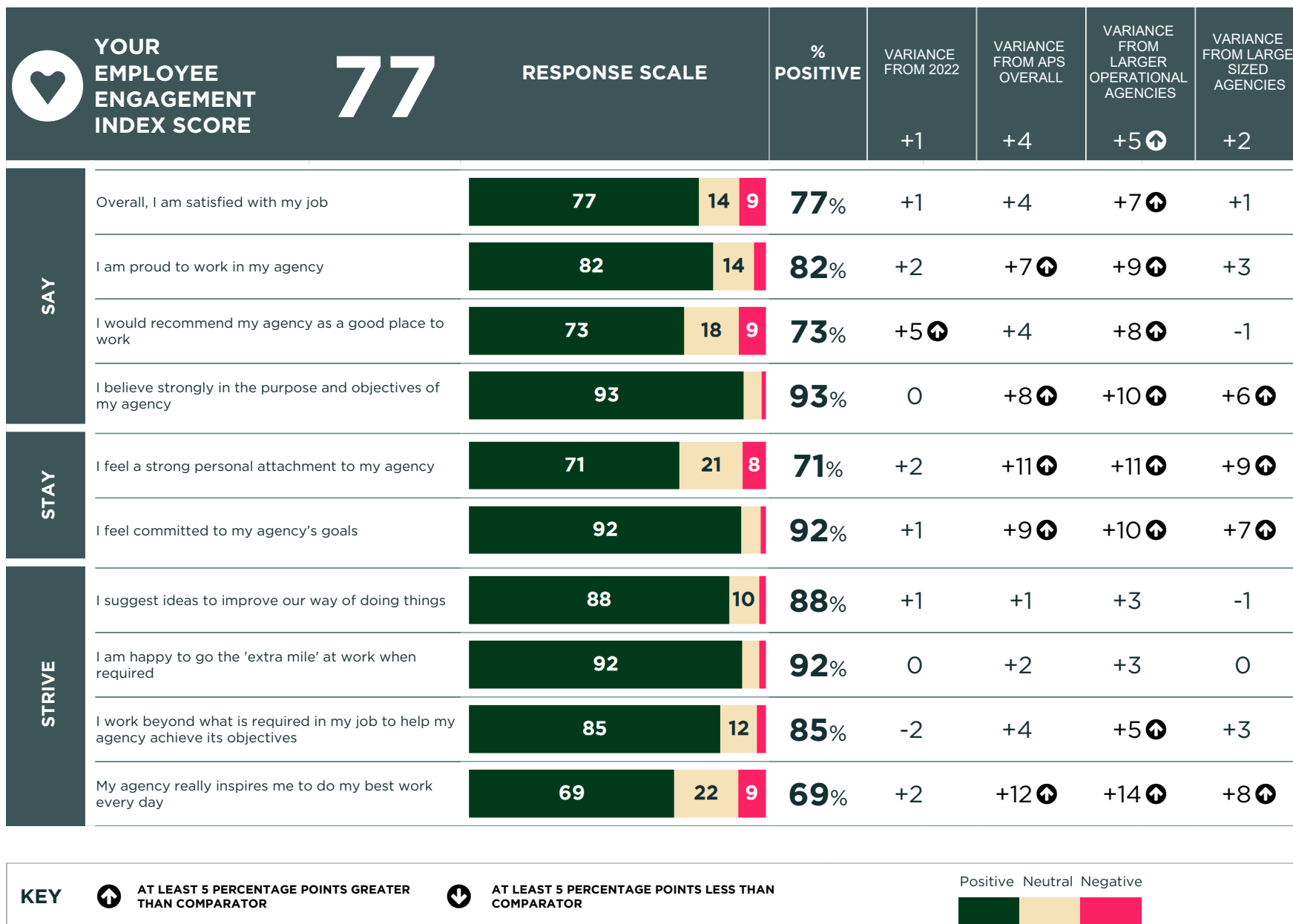
Generally a difference of ± 5 percentage points is worthy of attention, but the size of the group is important. Changes in small groups can be unreliable.

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	79	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
				0	+3	+4	+2

Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	82	12	82%	-2	+3	+4	+2
	My supervisor can deliver difficult advice whilst maintaining relationships	83	11	83%	-1	+5	+5	+3
	My supervisor invites a range of views, including those different to their own	85	9	85%	0	+3	+4	+1
	My supervisor encourages my team to regularly review and improve our work	86	10	86%	-1	+5	+5	+4
	My supervisor is invested in my development	80	12	80%	0	+5	+5	+3
	My supervisor ensures that my workgroup delivers on what we are responsible for	90		90%	-1	+3	+4	+2

Other similar questions

	My supervisor provides me with helpful feedback to improve my performance	82	11	82%	-1	+5	+4	+4
	My immediate supervisor encourages me	81	13	81%	-1	+5	+6	+4

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		72	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
						+1	+3	+5	0
SES Manager	My SES manager clearly articulates the direction and priorities for our area	74	18	8	74%	+1	+6	+8	+2
	My SES manager presents convincing arguments and persuades others towards an outcome	66	27		66%	+2	+4	+9	-2
	My SES manager promotes cooperation within and between agencies	69	26		69%	0	+2	+7	-4
	My SES manager encourages innovation and creativity	68	24	8	68%	+1	+3	+6	0
	My SES manager creates an environment that enables us to deliver our best	69	22	8	69%	+2	+6	+9	+1
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	78	18		78%	+1	+5	+8	0
Other similar questions									
	In my agency, the SES work as a team	57	33	10	57%	+1	+4	+6	0
	In my agency, the SES clearly articulate the direction and priorities for our agency	67	22	11	67%	+2	+4	+6	+1
	In my agency, communication between SES and other employees is effective	57	28	15	57%	+1	+4	+6	-1
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	73	21		73%	-	+8	+10	+4
KEY AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR Positive Neutral Negative									

COMMUNICATION AND CHANGE

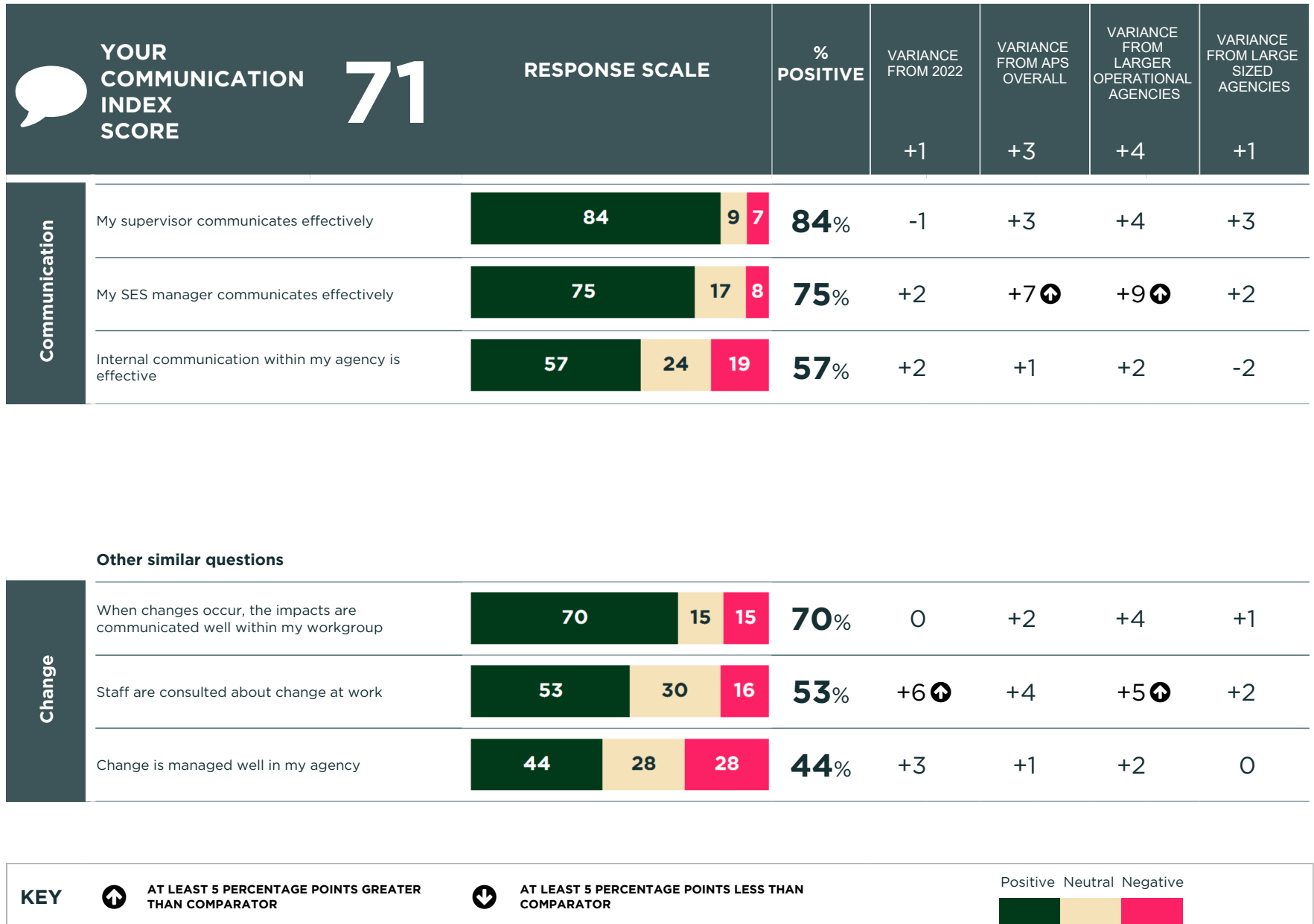


COMMUNICATION

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.



WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My job gives me opportunities to utilise my skills	81 10 9	81%	+1	+2	+5⬆	0
I have a choice in deciding how I do my work	68 23 9	68%	+3	+4	+9⬆	-3
Where appropriate, I am able to take part in decisions that affect my job	70 16 14	70%	+3	+1	+4	-4
I am clear what my duties and responsibilities are	81 15	81%	+1	+2	+2	+2
I am satisfied with the recognition I receive for doing a good job	72 16 12	72%	0	+5⬆	+9⬆	0
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	54 19 27	54%	-10⬇	+3	+9⬆	-7⬇
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	74 14 13	74%	-3	0	+3	-6⬇
I am satisfied with the stability and security of my job	73 12 15	73%	0	-9⬇	-8⬇	-9⬇
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	83 9 8	83%	+1	+4	+8⬆	-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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
I feel a strong personal attachment to the APS	<div><div>67</div><div>25</div><div>8</div></div>	67%	+1	+5	+5	+5
I understand how my role contributes to achieving an outcome for the Australian public	<div><div>94</div><div></div><div></div></div>	94%	-1	+2	+2	+2
I believe strongly in the purpose and objectives of the APS	<div><div>88</div><div>10</div><div></div></div>	88%	-1	+4	+5	+2

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

Well above capacity - too much work	<div><div></div></div>	18%	-4	-6	-6	-6
Slightly above capacity - lots of work to do	<div><div></div></div>	44%	0	+4	+4	+3
At capacity - about the right amount of work to do	<div><div></div></div>	33%	+4	+4	+3	+4
Slightly below capacity - available for more work	<div><div></div></div>	4%	0	-1	-1	-2
Well below capacity - not enough work	<div><div></div></div>	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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	84 11	84%	+2	+4	+5⬆	+1
My supervisor actively ensures that everyone can be included in workplace activities	87 8	87%	-1	+4	+4	+3
I receive the respect I deserve from my colleagues at work	84 13	84%	-1	+3	+4	+1

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		12%	0	-2	-2	-2
Flexible hours of work		28%	+2	0	-1	+2
Compressed work week		5%	+1	+1	+2	+1
Job sharing		0%	0	0	0	0
Working away from the office/working from home		72%	0	+15⬆	+20⬆	+5⬆
None of the above		14%	-1	-12⬇	-14⬇	-7⬇

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**

67

RESPONSE SCALE

**%
POSITIVE**

**VARIANCE
FROM 2022**

**VARIANCE
FROM APS
OVERALL**

**VARIANCE
FROM
LARGER
OPERATIONAL
AGENCIES**

**VARIANCE
FROM LARGE
SIZED
AGENCIES**

0

+2

+3

+1

Enabling innovation

I believe that one of my responsibilities is to continually look for new ways to improve the way we work

81

14

81%

-2

+1

+3

-2

My immediate supervisor encourages me to come up with new or better ways of doing things

75

18

7

75%

-1

+3

+4

+1

People are recognised for coming up with new and innovative ways of working

60

28

12

60%

-2

+3

+3

+2

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

55

32

13

55%

0

+6 ↑

+6 ↑

+6 ↑

My agency recognises and supports the notion that failure is a part of innovation

46

39

15

46%

0

+7 ↑

+6 ↑

+7 ↑

KEY



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



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

Positive Neutral Negative

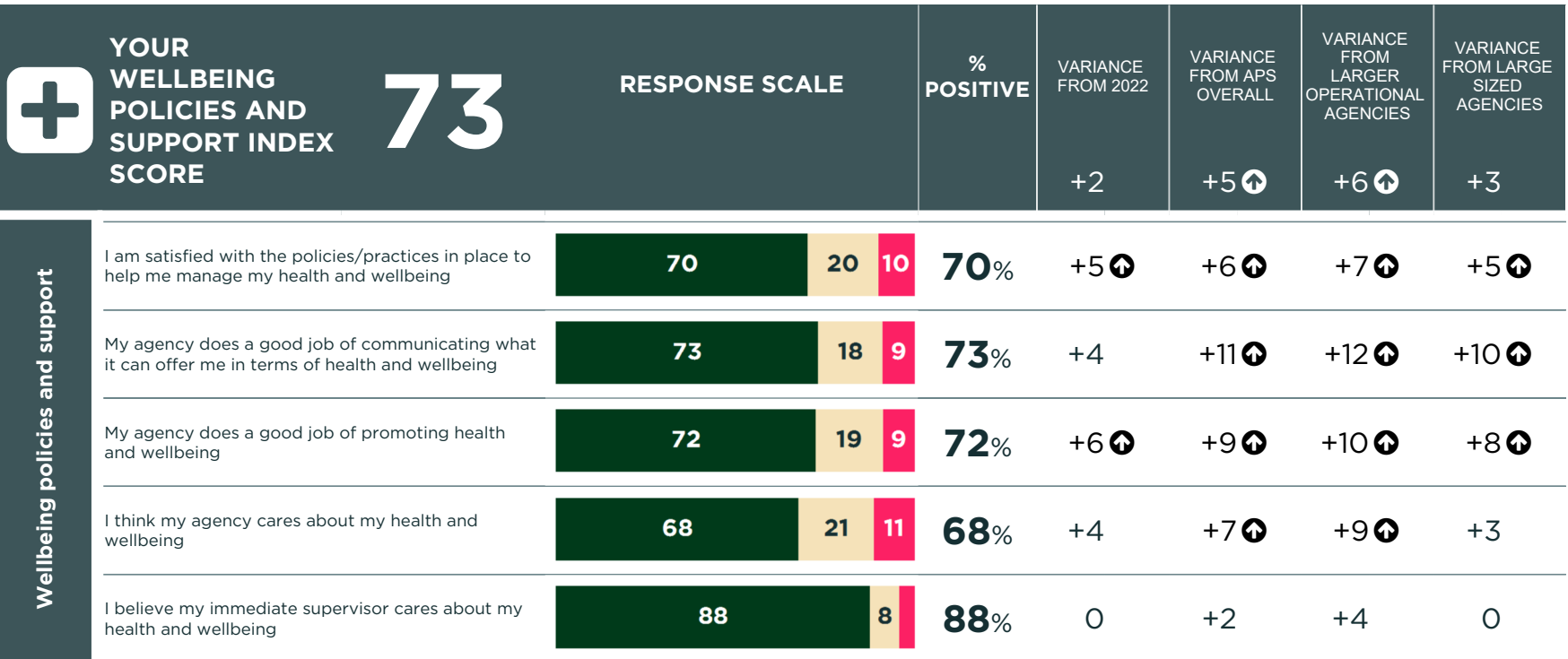


WELLBEING POLICIES AND SUPPORT



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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGER SIZED AGENCIES
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How often do you find your work stressful?

Always	<div></div>	5%	-2	0	-1	+1
Often	<div></div>	27%	-2	+1	0	+1
Sometimes	<div></div>	49%	+2	+1	+1	0
Rarely	<div></div>	17%	+1	-1	-1	-1
Never	<div></div>	2%	0	0	0	0

To what extent is your work emotionally demanding?

To a very large extent	<div></div>	10%	-1	+2	+1	+3
To a large extent	<div></div>	25%	0	+4	+3	+5 
Somewhat	<div></div>	37%	0	-1	-1	-1
To a small extent	<div></div>	20%	0	-4	-2	-5 
To a very small extent	<div></div>	8%	0	-2	-1	-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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGER SIZED AGENCIES
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I feel burned out by my work

Strongly agree	<div></div>	8%	0	-1	-1	0
Agree	<div></div>	22%	-2	-2	-3	-2
Neither agree nor disagree	<div></div>	32%	+1	0	-1	+1
Disagree	<div></div>	31%	+1	+2	+3	0
Strongly disagree	<div></div>	8%	0	+1	+2	+1

In general, would you say that your health is:

Excellent	<div></div>	11%	0	0	+1	0
Very good	<div></div>	34%	+1	+1	+1	0
Good	<div></div>	37%	-1	-1	-1	0
Fair	<div></div>	14%	0	0	-1	0
Poor	<div></div>	3%	0	0	0	0

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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent	<div></div>	31%	-3	+3	+5 	+1
Very good	<div></div>	55%	0	0	0	0
Average	<div></div>	12%	+2	-3	-4	-1
Below average	<div></div>	2%	0	0	-1	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	<div></div>	15%	-2	-1	+1	-2
Very good	<div></div>	54%	+1	0	+3	-3
Average	<div></div>	26%	+2	+1	-1	+5 
Below average	<div></div>	3%	0	-1	-1	0
Well below average	<div></div>	1%	0	-1	-1	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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	82 11 7	82%	-2	+4	+5 	+2
My workgroup has the tools and resources we need to perform well	63 16 21	63%	+2	+4	+4	+4
The people in my workgroup use time and resources efficiently	79 14	79%	-2	+4	+5 	+2
My workgroup can readily adapt to new priorities and tasks	86 9	86%	-2	+3	+4	+2
The people in my workgroup cooperate to get the job done	90	90%	-2	+3	+4	+1

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 LARGER OPERATIONAL 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	<div></div>	9%	+1	-1	-1	0
I want to leave my position within the next 12 months	<div></div>	23%	+2	-1	+1	-3
I want to stay working in my position for the next one to two years	<div></div>	37%	-1	-1	+2	-4
I want to stay working in my position for at least the next three years	<div></div>	31%	-2	+2	-1	+7 ↑

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

I am planning to retire	<div></div>	2%	-1	-3	-4	-1
I am pursuing another position within my agency	<div></div>	60%	+12 ↑	+19 ↑	+15 ↑	+18 ↑
I am pursuing a position in another agency	<div></div>	15%	-1	-13 ↓	-10 ↓	-12 ↓
I am pursuing work outside the APS	<div></div>	8%	-5 ↓	-4	-3	-3
It is the end of my non-ongoing, casual or contracted employment	<div></div>	6%	-2	+3	+4	+2
Other	<div></div>	10%	-2	-3	-2	-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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
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What is the primary reason behind your desire to leave your current position? (5 highest responses):

I wish to pursue a promotion opportunity	<div></div>	27%	-	-	-	-
I am looking to further my skills in another area	<div></div>	15%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	<div></div>	8%	-	-	-	-
I have achieved all I can in my current position	<div></div>	7%	-	-	-	-
Other	<div></div>	6%	-	-	-	-

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 LARGER OPERATIONAL 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	<div></div>	10%	+1	0	-1	+1
No	<div></div>	90%	-1	0	+1	-1

Did this discrimination occur in your current agency?

Yes	<div></div>	91%	-2	-1	-2	+1
No	<div></div>	9%	+2	+1	+2	-1

Basis for the discrimination that you experienced (3 highest responses):

Disability	<div></div>	29%	-	-	-	-
Caring responsibilities	<div></div>	22%	-	-	-	-
Other	<div></div>	22%	-	-	-	-

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 LARGER OPERATIONAL AGENCIES

VARIANCE FROM LARGER SIZED AGENCIES

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

Yes	<div></div>	11%	+1	0	0	+1
No	<div></div>	85%	-1	+1	+2	0
Not sure	<div></div>	5%	-1	-1	-1	-1

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	<div></div>	41%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	<div></div>	36%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)	<div></div>	32%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	40%	+4	+5 ⬆	+5 ⬆	+5 ⬆
It was reported by someone else	<div></div>	9%	-1	+1	+1	+1
I did not report the behaviour	<div></div>	51%	-4	-6 ⬇	-6 ⬇	-6 ⬇

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 LARGER OPERATIONAL 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	<div></div>	4%	+1	0	0	+1
No	<div></div>	91%	-1	0	+1	-1
Not sure	<div></div>	3%	0	-1	-1	0
Would prefer not to answer	<div></div>	2%	0	0	0	0

Types of corrupt behaviours witnessed (3 highest responses):

Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit	<div></div>	65%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit	<div></div>	26%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest	<div></div>	22%	-	-	-	-

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	28%	+5 ⬆	+7 ⬆	+5 ⬆	+8 ⬆
It was reported by someone else	<div></div>	17%	+6 ⬆	+1	+1	+2
I did not report the behaviour	<div></div>	55%	-11 ⬇	-8 ⬇	-6 ⬇	-10 ⬇

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	28%
Woman or female	68%
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	3%
No	97%

Do you have an ongoing disability?	Responses
Yes	19%
No	81%

Do you have carer responsibilities?	Responses
Yes	48%
No	52%

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

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	67%
Australian Aboriginal and/or Torres Strait Islander	3%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	12%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	5%
South-East Asian	9%
North-East Asian	2%
Southern and Central Asian	4%
North American	1%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	1%
Sub-Saharan African	2%

Do you consider yourself to be neurodivergent?	Responses
Yes	10%
No	79%
Not sure	11%

AGENCY POSITION



AGENCY POSITION

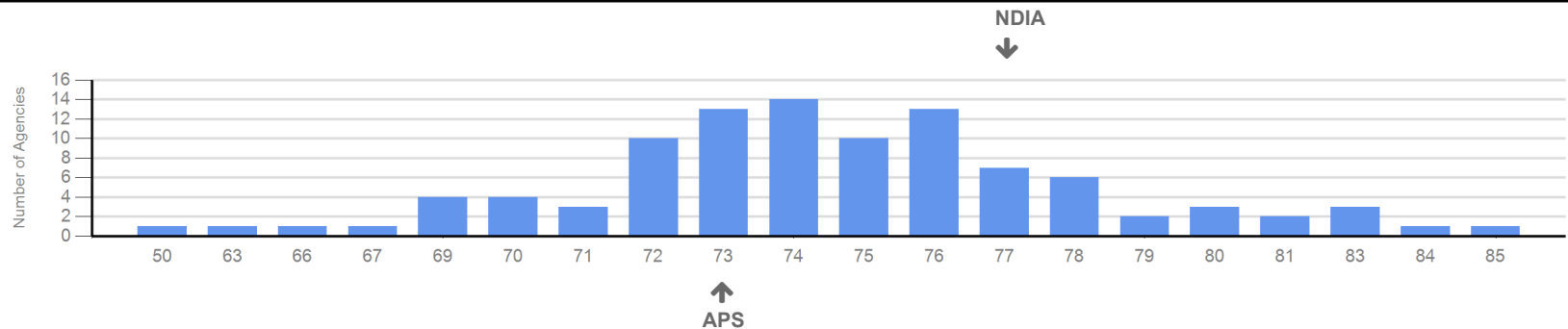
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE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

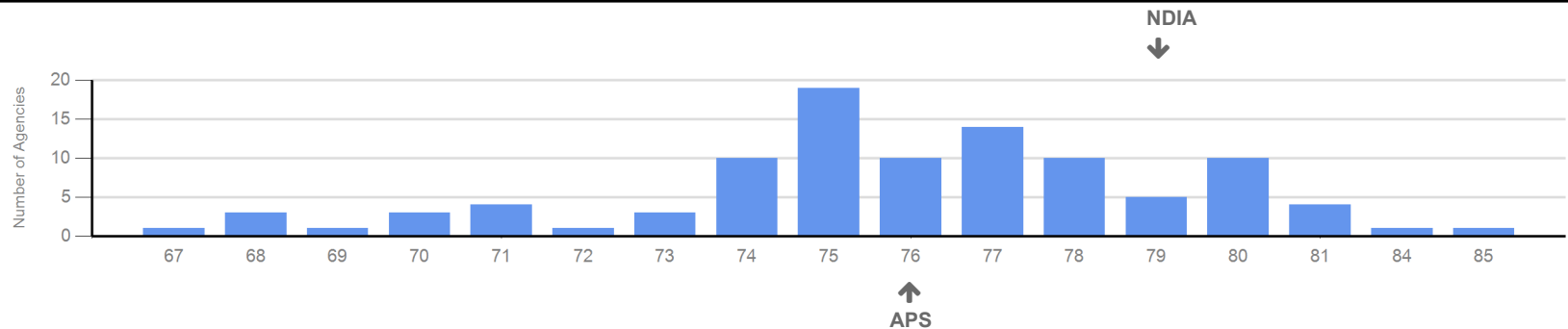
Employee Engagement Index

Ranking : 23rd of 100



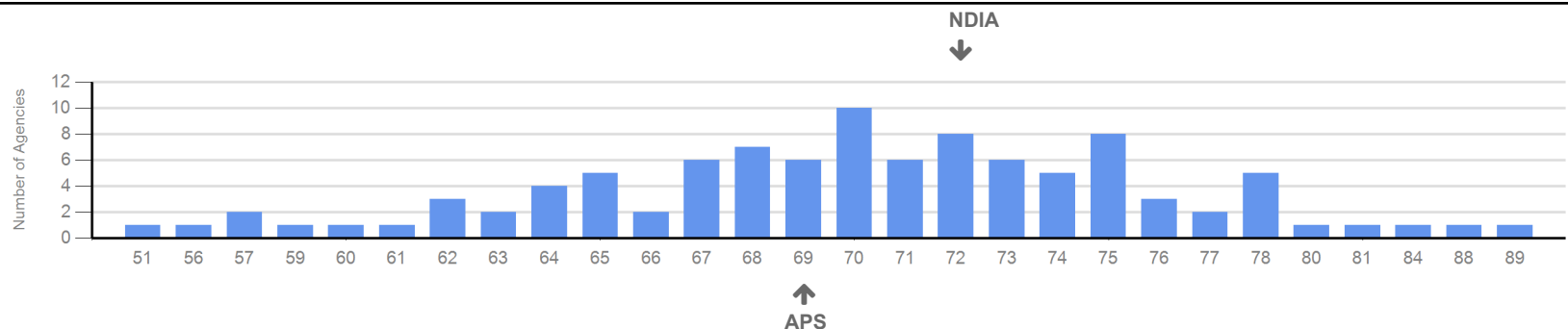
Leadership – Immediate Supervisor Index

Ranking : 19th of 100



Leadership – SES Manager Index

Ranking : 42nd of 100



AGENCY POSITION



AGENCY POSITION

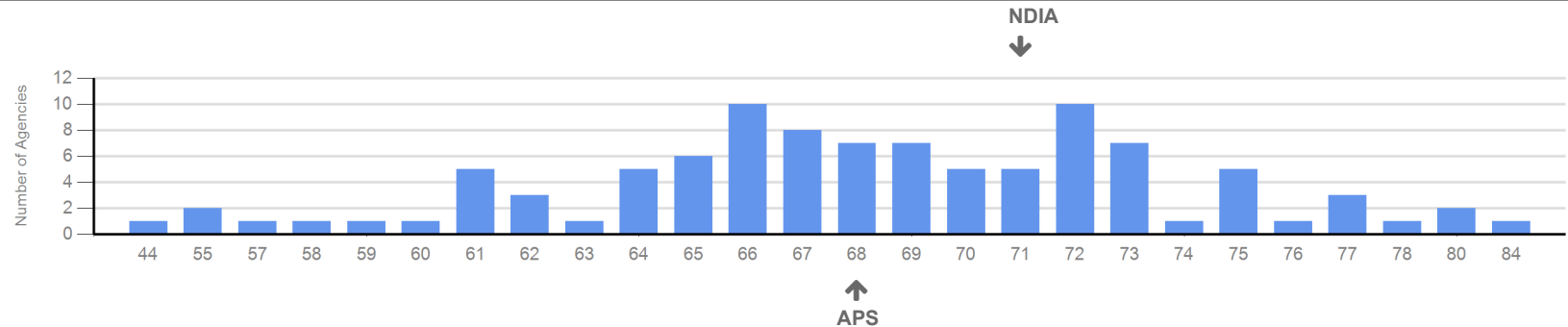
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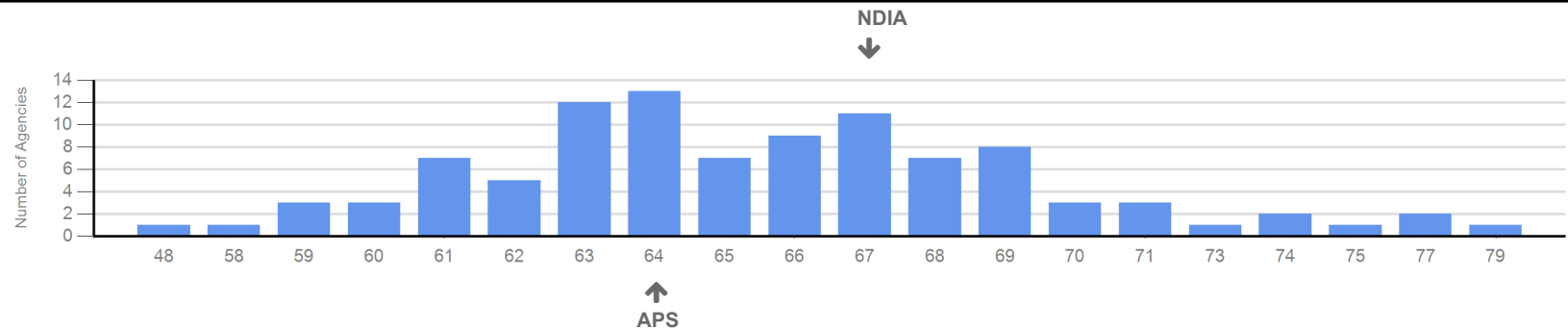
Communication Index

Ranking : 34th of 100



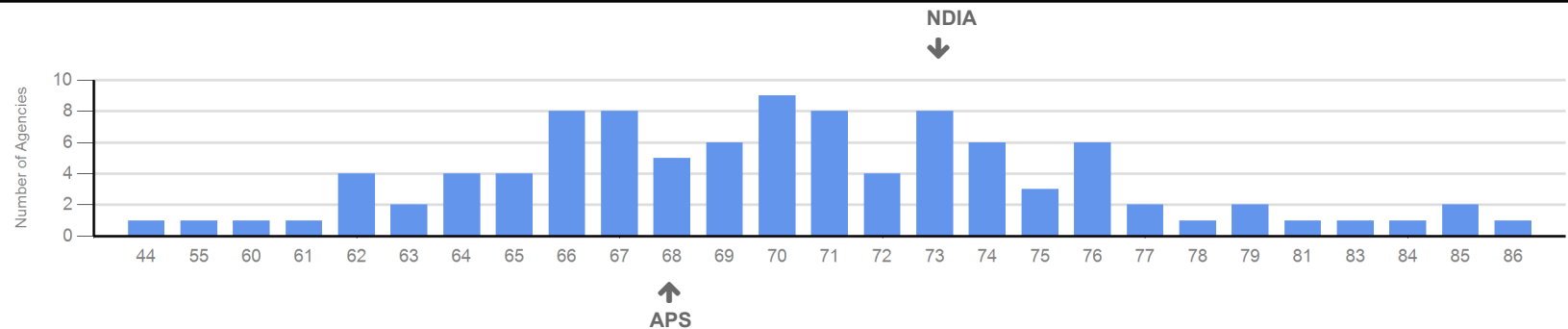
Enabling Innovation Index

Ranking : 39th of 100



Wellbeing Policies and Support Index

Ranking : 31st 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 LARGER
OPERATIONAL
AGENCIES

VARIANCE
FROM LARGE
SIZED
AGENCIES

.1

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

55%

0

+6↑

+6↑

+6↑

.2

My agency supports and actively promotes an inclusive workplace culture

84%

+2

+4

+5↑

+1

.3

I think my agency cares about my health and wellbeing

68%

+4

+7↑

+9↑

+3

.4

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

69%

+2

+6↑

+9↑

+1

.5

I am satisfied with the recognition I receive for doing a good job

72%

0

+5↑

+9↑

0

.6

Internal communication within my agency is effective

57%

+2

+1

+2

-2

NDIA SPECIFIC QUESTIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022
My supervisor communicates the impacts of corporate and organisational changes well	78 16	78%	+2
I understand how my work contributes to making a difference and supporting the lives of people with disability, their families and carers	95	95%	0
I can identify a clear connection between the five Participant Service Charter engagement principles (transparent, responsive, respectful, empowering and connected), and what it means for my work	87 9	87%	+2
I understand how my Annual Performance Plan aligns to the NDIA Corporate Plan, including its purpose, vision and aspirations to support people with disability, their families and carers	76 17	76%	+2
People in my Agency feel they are valued for their contribution	60 27 13	60%	+3
My Agency effectively identifies and manages operational risks well	59 29 12	59%	+2
My Agency provides a safe work environment	83 12	83%	+1
My immediate supervisor encourages workplace diversity, and demonstrates inclusive behaviours and leadership	87 9	87%	-
I can perform the requirements of my role because information shared with me is accessible (e.g. intranet content, documents, written and verbal communication)	79 14 7	79%	-

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.

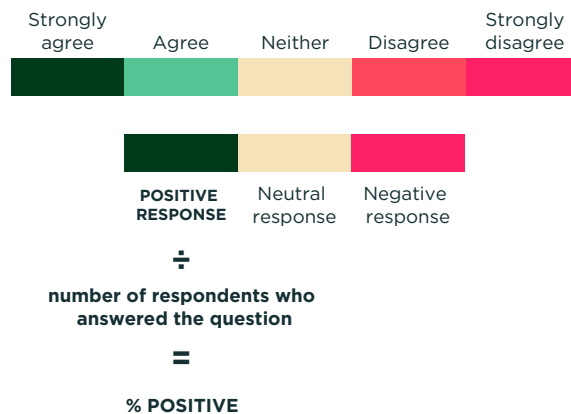
PRIORITISE 3 AREAS TO TAKE FORWARD

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

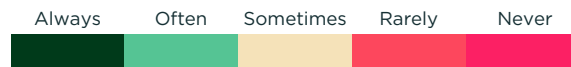
GUIDE TO THIS REPORT

% 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.