



## Highlights Report NDIA



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### RESPONSES:

4,237 of 5,135

### RESPONSE RATE:

83%

# 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.



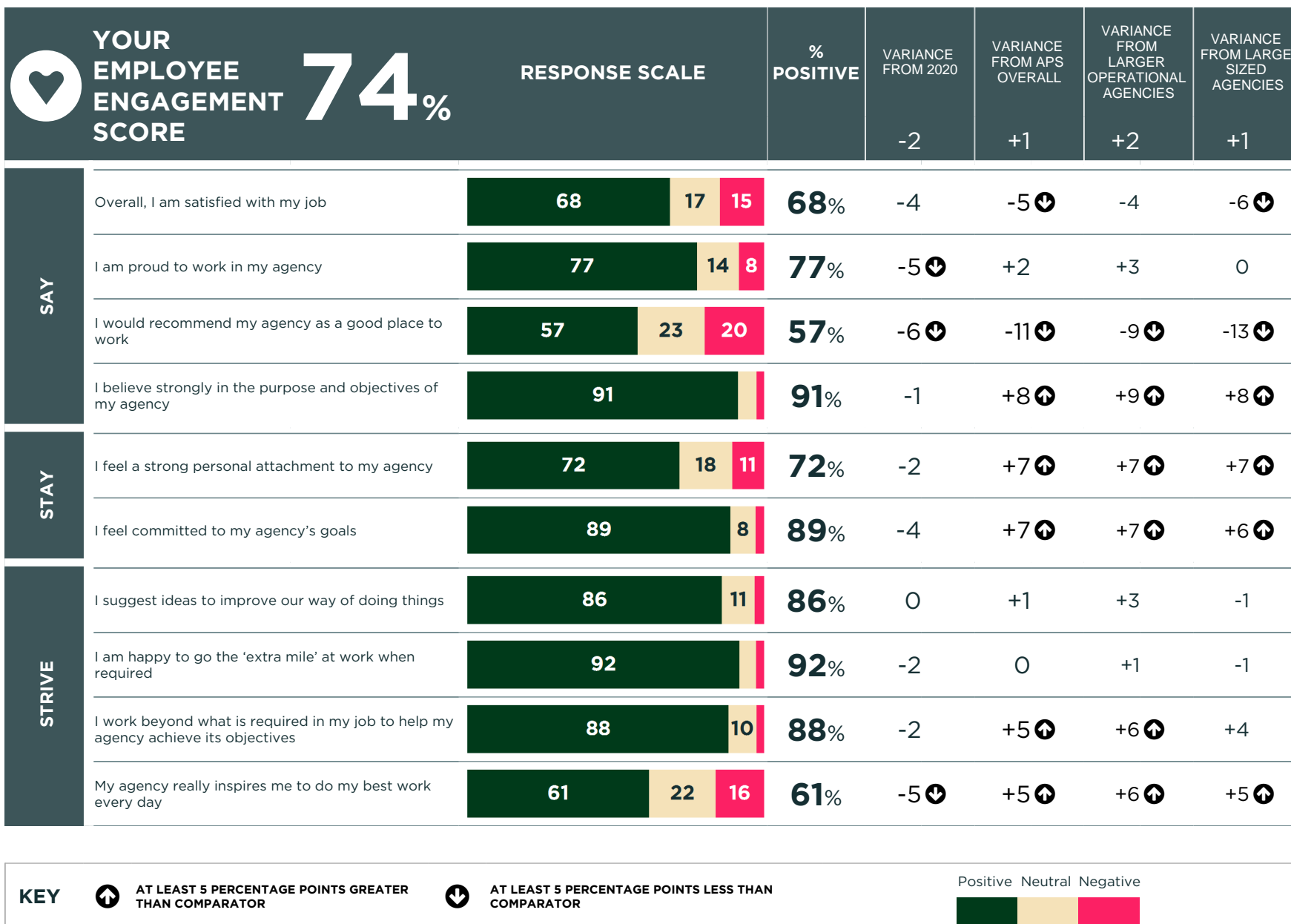
Generally a difference of  $\pm 5$  percentage points is worthy of attention, but the size of the group is important. Changes in small groups can be unreliable.

# EMPLOYEE ENGAGEMENT: SAY, STAY, STRIVE



## HOW ENGAGED IS YOUR TEAM?

EMPLOYEE ENGAGEMENT SCORES AREN'T JUST ABOUT HOW MUCH PEOPLE LIKE WORKING FOR AN AGENCY. IT IS A MEASURE OF THE EMOTIONAL CONNECTION AND COMMITMENT EMPLOYEES HAVE TO WORKING FOR THE AGENCY.



# LEADERSHIP

IMMEDIATE SUPERVISOR	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My supervisor engages with staff on how to respond to future challenges	80	11 9	80%	-1	+1	+1
My supervisor can deliver difficult advice whilst maintaining relationships	81	11 8	81%	0	+3	+2
My supervisor invites a range of views, including those different to their own	82	11 7	82%	-	+2	+3
My supervisor encourages my team to regularly review and improve our work	84	10	84%	0	+4	+4
My supervisor is invested in my development	75	14 10	75%	+3	+2	+2
My immediate supervisor encourages me	79	14	79%	+1	+4	+4
My supervisor ensures that my workgroup delivers on what we are responsible for	89	8	89%	+3	+2	+3
My supervisor provides me with helpful feedback to improve my performance	76	14 10	76%	-	+2	+1

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# LEADERSHIP

IMMEDIATE SES MANAGER	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My SES manager clearly articulates the direction and priorities for our area	68	20	12	68%	-1	+1	+2	-2
My SES manager presents convincing arguments and persuades others towards an outcome	58	30	12	58%	-	-2	+1	-8↓
My SES manager promotes cooperation within and between agencies	63	27	10	63%	-1	-3	0	-8↓
My SES manager encourages innovation and creativity	60	27	13	60%	-	-4	-3	-7↓
My SES manager creates an environment that enables us to deliver our best	59	24	17	59%	-	-3	0	-6↓
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	73	19	8	73%	+1	0	+3	-4
ALL SES	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
In my agency, the SES work as a team	51	34	15	51%	-4	-2	-1	-4
In my agency, the SES clearly articulate the direction and priorities for our agency	58	25	16	58%	-7↓	-2	-1	-2

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# COMMUNICATION AND CHANGE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My supervisor communicates effectively	83 8 9	83%	0	+1	+1	0
My SES manager communicates effectively	68 18 14	68%	-1	-1	+1	-5 ↓
In my agency, communication between SES and other employees is effective	48 30 22	48%	-7 ↓	-3	-2	-4
Internal communication within my agency is effective	51 23 26	51%	-3	-7 ↓	-6 ↓	-7 ↓
When changes occur, the impacts are communicated well within my workgroup	62 16 23	62%	+1	-4	-4	-5 ↓
Staff are consulted about change at work	39 33 29	39%	-5 ↓	-6 ↓	-6 ↓	-6 ↓
Change is managed well in my agency	34 25 41	34%	-6 ↓	-9 ↓	-10 ↓	-6 ↓

## 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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My job gives me opportunities to utilise my skills	83 8 9	83%	-1	-1	+1	-3
I have a choice in deciding how I do my work	63 24 13	63%	+1	+2	+6 ↑	-5 ↓
Where appropriate, I am able to take part in decisions that affect my job	64 18 19	64%	-	-4	-1	-8 ↓
I am clear what my duties and responsibilities are	77 17	77%	-2	-1	-1	0
I am satisfied with the recognition I receive for doing a good job	65 17 18	65%	0	-1	+1	-4
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	66 17 18	66%	-1	0	+3	-5 ↓
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	75 12 14	75%	-1	-2	-1	-4
I am satisfied with the stability and security of my job	65 11 24	65%	+8 ↑	-15 ↓	-15 ↓	-16 ↓
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	77 10 13	77%	-	+1	+3	-2

## KEY



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Positive Neutral Negative



# WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	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>63</div> <div>25</div> <div>12</div> </div>	63%	-1	0	-1	+2
I understand how my role contributes to achieving an outcome for the Australian public	<div> <div>92</div> <div></div> <div></div> </div>	92%	-2	+2	+2	+2
I believe strongly in the purpose and objectives of the APS	<div> <div>83</div> <div>14</div> <div></div> </div>	83%	-4	+1	+1	0

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



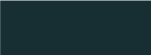




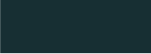






AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative





# WORKPLACE CONDITIONS

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
What best describes your current workload?						
Well above capacity – too much work		<b>38%</b>	+10 	+13 	+15 	+10 
Slightly above capacity – lots of work to do		<b>38%</b>	-4	-2	-2	-2
At capacity – about the right amount of work to do		<b>20%</b>	-4	-9 	-10 	-6 
Slightly below capacity – available for more work		<b>3%</b>	-1	-2	-2	-2
Well below capacity – not enough work		<b>1%</b>	0	-1	-1	0

## KEY



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# INCLUSION

	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	80	11 9	80%	-3	+1	+1	-1
My supervisor actively supports people from diverse backgrounds	81	16	81%	-	+1	+1	+1
I receive the respect I deserve from my colleagues at work	82	14	82%	+1	+2	+2	+1

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

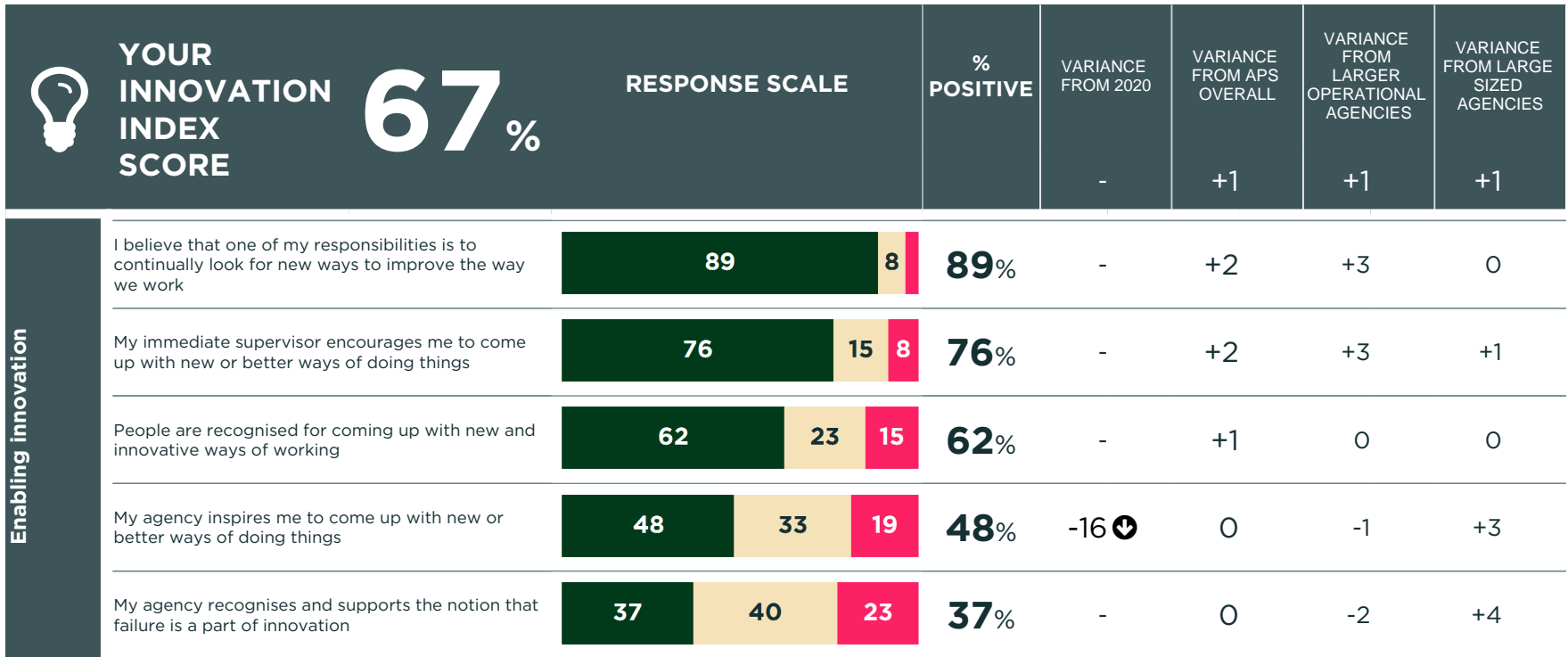


# ENABLING INNOVATION



## 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



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Positive Neutral Negative

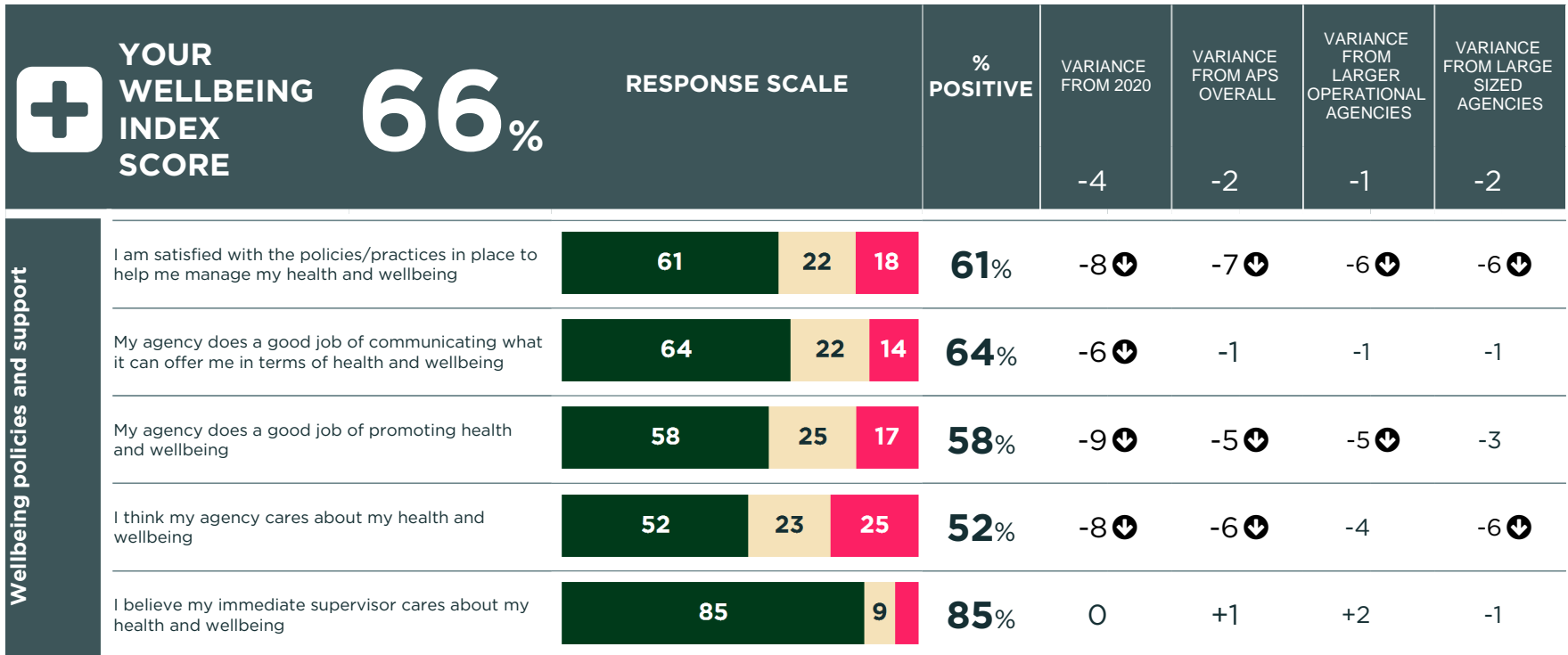


# WELLBEING POLICIES AND SUPPORT



## 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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
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## How often do you find your work stressful?

Always	<div></div>	12%	-	+6 ⬆	+5 ⬆	+6 ⬆
Often	<div></div>	36%	-	+7 ⬆	+7 ⬆	+6 ⬆
Sometimes	<div></div>	40%	-	-8 ⬆	-8 ⬆	-8 ⬆
Rarely	<div></div>	12%	-	-4	-4	-3
Never	<div></div>	1%	-	0	-1	0

## To what extent is your work emotionally demanding?

To a very large extent	<div></div>	18%	+1	+9 ⬆	+8 ⬆	+10 ⬆
To a large extent	<div></div>	29%	+2	+6 ⬆	+4	+7 ⬆
Somewhat	<div></div>	34%	+1	-6 ⬆	-5 ⬆	-6 ⬆
To a small extent	<div></div>	14%	-2	-7 ⬆	-6 ⬆	-8 ⬆
To a very small extent	<div></div>	5%	-1	-2	-2	-2

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR













AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR






# WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2020	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		<b>14%</b>	+1	+5 	+5 	+5 
Agree		<b>27%</b>	0	+3	+2	+2
Neither agree nor disagree		<b>29%</b>	-4	-2	-3	-1
Disagree		<b>23%</b>	+2	-5 	-4	-5 
Strongly disagree		<b>6%</b>	+1	-1	0	-1

## In general, would you say that your health is:

Excellent		<b>12%</b>	-	0	0	0
Very good		<b>33%</b>	-	-2	-1	-2
Good		<b>34%</b>	-	-1	-1	-1
Fair		<b>16%</b>	-	+2	+1	+2
Poor		<b>5%</b>	-	+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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGER SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance:

Excellent		28%	-	+1	+3	-1
Very good		54%	-	-1	-1	-1
Average		15%	-	-1	-2	+1
Below average		2%	-	0	0	0
Well below average		1%	-	0	0	0

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

Excellent		11%	-	-5 ↓	-3	-5 ↓
Very good		48%	-	-8 ↓	-7 ↓	-8 ↓
Average		31%	-	+8 ↑	+6 ↑	+8 ↑
Below average		7%	-	+3	+3	+3
Well below average		3%	-	+1	+1	+2

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	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%	+1	+1	+3	0
My workgroup has the tools and resources we need to perform well	60 17 22	60%	-1	-3	-3	-1
The people in my workgroup use time and resources efficiently	79 13 7	79%	+1	+2	+3	+1
My workgroup can readily adapt to new priorities and tasks	87 8	87%	+1	+1	+1	0
The people in my workgroup cooperate to get the job done	88 7	88%	+1	+1	+2	-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 2020	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>	10%	-	0	0	0
I want to leave my position within the next 12 months	<div></div>	21%	-	-1	+1	-3
I want to stay working in my position for the next one to two years	<div></div>	35%	-	-2	+1	-6 ↓
I want to stay working in my position for at least the next three years	<div></div>	34%	-	+2	-2	+9 ↑

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

I am planning to retire	<div></div>	3%	-	-3	-4	-1
I am pursuing another position within my agency	<div></div>	39%	-	-2	-7 ↓	-2
I am pursuing a position in another agency	<div></div>	17%	-	-8 ↓	-3	-9 ↓
I am pursuing work outside the APS	<div></div>	16%	-	+5 ↑	+5 ↑	+5 ↑
It is the end of my non-ongoing, casual or contracted employment	<div></div>	9%	-	+6 ↑	+6 ↑	+5 ↑
Other	<div></div>	16%	-	+3	+3	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# RETENTION






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

ONLY THE THREE 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 2020	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? (3 highest responses):

I am looking to further my skills in another area		13%	-	-	-	-
I wish to pursue a promotion opportunity		12%	-	-	-	-
There is a lack of future career opportunities in my agency		11%	-	-	-	-

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 2020

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>	12%	+1	0	-1	+1
No	<div></div>	88%	-1	0	+1	-1

Did this discrimination occur in your current agency?

Yes	<div></div>	96%	+3	+3	+2	+4
No	<div></div>	4%	-3	-3	-2	-4

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

Disability (e.g. loss of hearing or sight, incomplete use of limbs, or mental health issues)	<div></div>	30%	-	-	-	-
Gender	<div></div>	27%	-	-	-	-
Caring responsibilities	<div></div>	23%	-	-	-	-

### 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 TYPES OF HARASSMENT OR BULLYING 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 2020

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>	13%	0	+2	+1	+2
No	<div></div>	80%	0	-2	-1	-3
Not sure	<div></div>	7%	0	0	0	0

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	<div></div>	42%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)	<div></div>	41%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	<div></div>	40%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	44%	-	+10 ↑	+10 ↑	+11 ↑
It was reported by someone else	<div></div>	8%	-	0	0	0
I did not report the behaviour	<div></div>	49%	-	-10 ↓	-10 ↓	-11 ↓

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 2020

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%	0	0	0	+1
No	<div></div>	89%	0	0	+1	-1
Not sure	<div></div>	4%	0	0	0	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>	63%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit	<div></div>	30%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest	<div></div>	23%	-	-	-	-

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	30%	-	+11 ↑	+9 ↑	+14 ↑
It was reported by someone else	<div></div>	23%	-	+7 ↑	+6 ↑	+9 ↑
I did not report the behaviour	<div></div>	47%	-	-18 ↓	-14 ↓	-23 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
How do you describe your gender?						
Man or male	<div></div>	26%	0	-11↓	-11↓	-11↓
Woman or female	<div></div>	70%	-1	+11↑	+10↑	+10↑
Non-binary		0%	-	0	0	0
I use a different term		0%	-	0	0	0
Prefer not to say	<div></div>	4%	0	0	+1	0
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes	<div></div>	4%	+1	0	0	0
No	<div></div>	96%	-1	0	0	0
Do you have an ongoing disability?						
Yes	<div></div>	17%	+2	+8↑	+7↑	+7↑
No	<div></div>	83%	-2	-8↓	-7↓	-7↓

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGER SIZED AGENCIES
Do you have carer responsibilities?						
Yes	<div></div>	43%	0	+3	+4	+3
No	<div></div>	57%	0	-3	-4	-3
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?						
Yes	<div></div>	8%	+1	+1	+1	0
No	<div></div>	92%	-1	-1	-1	0
In which country were you born?						
Australia	<div></div>	78%	-	+1	+1	-1
Other country	<div></div>	22%	-	-1	-1	+1
Do you speak a language other than English at home?						
No, English only	<div></div>	84%	-	+3	+4	+1
Yes, other	<div></div>	16%	-	-3	-4	-1

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# AGENCY POSITION



## AGENCY POSITION

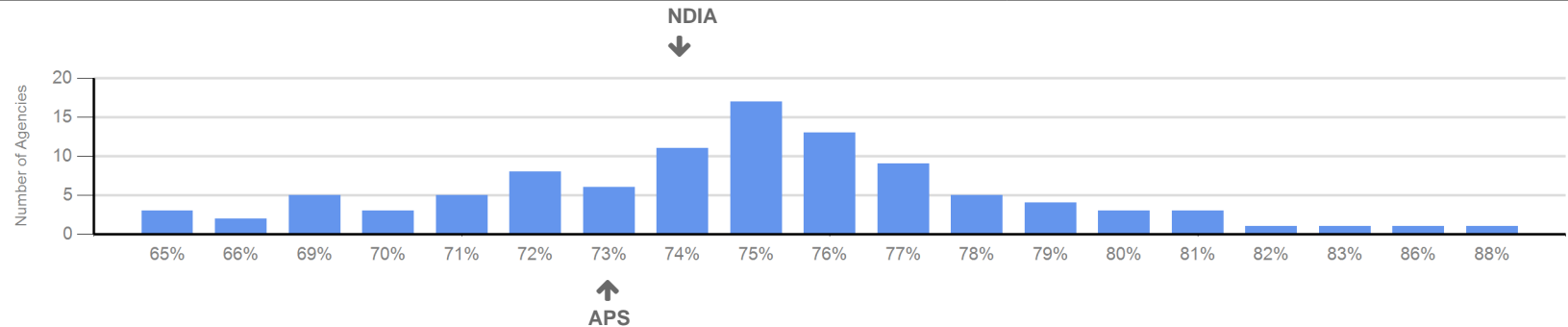
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, WELLBEING AND INNOVATION INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE OVERALL APS INDEX SCORE AND THE SCORES OF OTHER AGENCIES.

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.

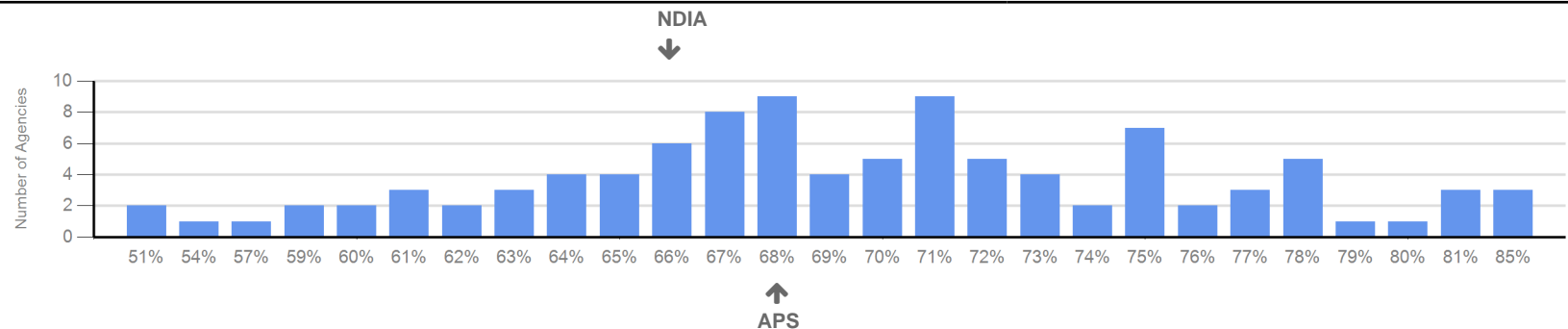
### Engagement

Ranking : 59th of 101



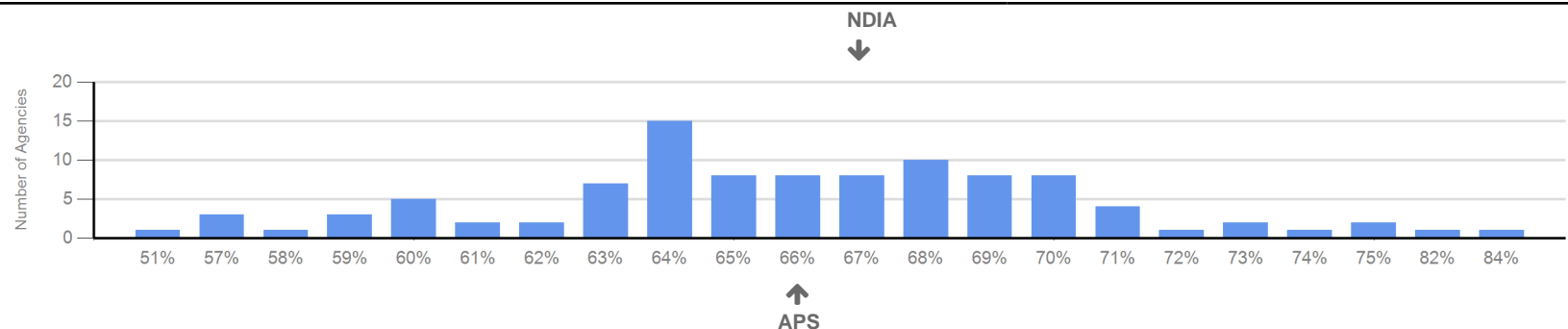
### Wellbeing

Ranking : 73rd of 101



### Innovation

Ranking : 42nd of 101





# SUGGESTED QUESTIONS TO FOCUS ON



## WHAT TO FOCUS ON?

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 2020

VARIANCE  
FROM APS  
OVERALL

VARIANCE  
FROM LARGER  
OPERATIONAL  
AGENCIES

VARIANCE  
FROM LARGE  
SIZED  
AGENCIES

.1

My agency supports and actively promotes an inclusive workplace culture

80%

-3

+1

+1

-1

.2

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

48%

-16↓

0

-1

+3

.3

I think my agency cares about my health and wellbeing

52%

-8↓

-6↓

-4

-6↓

.4

Internal communication within my agency is effective

51%

-3

-7↓

-6↓

-7↓

.5

Where appropriate, I am able to take part in decisions that affect my job

64%

-

-4

-1

-8↓

.6

Change is managed well in my agency

34%

-6↓

-9↓

-10↓

-6↓

# NDIA SPECIFIC QUESTIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020
The NDIA's values (We Value People, We Grow Together, We Aim Higher and We Take Care) are effective in creating a high performing work culture	64 22 14	64%	-8 ↓
My supervisor effectively communicates the implications of corporate and organisational changes	75 16 9	75%	-3
I understand how my work contributes to making a difference and supporting the lives of people with disability, their families and carers.	94	94%	-1
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	81 12	81%	-4
I have a clear understanding of how my Annual Performance plan aligns to NDIA's purpose, vision and aspirations	68 19 13	68%	-2
My supervisor builds a high trust environment	79 12 10	79%	+1
In general, employees in my agency feel they are valued for their contribution	49 25 26	49%	-7 ↓
My Agency effectively identifies and manages operational risks	50 31 19	50%	-
I feel invigorated by the many positive improvements to our Agency that will be delivered by the Scheme Reform Program (SRP)	44 37 19	44%	-
My Agency provides a safe work environment	79 12 9	79%	-

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# NDIA SPECIFIC QUESTIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020
(For APS Employees Only) I am satisfied that I have access to the conditions and entitlements under the NDIA Enterprise Agreement 2020-23	75	17 8	75% -

## 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?

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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?

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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:

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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.

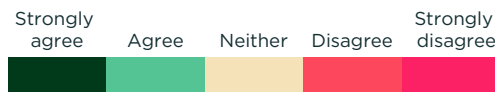
PRIORITISE 3 AREAS TO TAKE FORWARD

	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.