



Highlights Report HOME AFFAIRS



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RESPONSES:

11,577 of 16,116

RESPONSE RATE:

72%

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		69		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM EXTRA LARGE SIZED AGENCIES
SAY	Overall, I am satisfied with my job	71	17	12	71%	+2	-2	0	+1
	I am proud to work in my agency	69	22	9	69%	+7 ⬆	-7 ⬇	-5 ⬇	-3
	I would recommend my agency as a good place to work	57	25	18	57%	+8 ⬆	-11 ⬇	-8 ⬇	-7 ⬇
	I believe strongly in the purpose and objectives of my agency	79	17		79%	+4	-6 ⬇	-4	-3
STAY	I feel a strong personal attachment to my agency	54	29	16	54%	+2	-6 ⬇	-5 ⬇	-4
	I feel committed to my agency's goals	79	16		79%	+4	-4	-3	-2
STRIVE	I suggest ideas to improve our way of doing things	84	13		84%	-2	-2	0	0
	I am happy to go the 'extra mile' at work when required	88	8		88%	+1	-2	0	0
	I work beyond what is required in my job to help my agency achieve its objectives	78	18		78%	0	-3	-2	-1
	My agency really inspires me to do my best work every day	49	33	19	49%	+6 ⬆	-9 ⬇	-7 ⬇	-5 ⬇

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	73	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM EXTRA LARGE SIZED AGENCIES
				+1	-3	-3	-2

Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	75	15	10	75%	+1	-4	-4	-3
	My supervisor can deliver difficult advice whilst maintaining relationships	75	16	9	75%	+1	-3	-3	-2
	My supervisor invites a range of views, including those different to their own	77	14	9	77%	0	-5⬇️	-4	-3
	My supervisor encourages my team to regularly review and improve our work	76	15	8	76%	+1	-4	-4	-4
	My supervisor is invested in my development	70	19	11	70%	0	-6⬇️	-5⬇️	-4
	My supervisor ensures that my workgroup delivers on what we are responsible for	84	11		84%	+1	-3	-2	-1

Other similar questions

	My supervisor provides me with helpful feedback to improve my performance	73	16	11	73%	0	-4	-4	-4
	My immediate supervisor encourages me	71	19	10	71%	+1	-5⬇️	-4	-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		66	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM EXTRA LARGE SIZED AGENCIES
							+2	-3	-1	-1
SES Manager	My SES manager clearly articulates the direction and priorities for our area	65	22	13	65%	+4	-3	-1	0	
	My SES manager presents convincing arguments and persuades others towards an outcome	57	32	11	57%	+3	-5⬇️	-1	0	
	My SES manager promotes cooperation within and between agencies	62	29	8	62%	+2	-4	0	+1	
	My SES manager encourages innovation and creativity	60	28	12	60%	+2	-5⬇️	-3	-2	
	My SES manager creates an environment that enables us to deliver our best	59	27	14	59%	+3	-4	-1	0	
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	69	24	8	69%	+2	-4	-1	0	
Other similar questions										
	In my agency, the SES work as a team	45	34	21	45%	+6⬆️	-9⬇️	-6⬇️	-6⬇️	
	In my agency, the SES clearly articulate the direction and priorities for our agency	57	26	17	57%	+7⬆️	-6⬇️	-4	-4	
	In my agency, communication between SES and other employees is effective	47	29	24	47%	+6⬆️	-7⬇️	-4	-4	
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	60	30	10	60%	-	-5⬇️	-3	-2	
<div>KEY</div> <div><div>⬆️</div>AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR</div> <div><div>⬇️</div>AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR</div> <div>Positive Neutral Negative</div> <div><div></div><div></div><div></div></div>										

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	65	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM EXTRA LARGE SIZED AGENCIES
				+2	-3	-2	-2

Communication	My supervisor communicates effectively	77	12	11	77%	+1	-3	-3	-3
	My SES manager communicates effectively	65	22	13	65%	+3	-4	-2	-1
	Internal communication within my agency is effective	50	27	23	50%	+6 ⬆	-6 ⬇	-5 ⬇	-5 ⬇

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	64	17	19	64%	0	-3	-2	-2
	Staff are consulted about change at work	46	34	20	46%	+3	-3	-2	-2
	Change is managed well in my agency	36	30	34	36%	+5 ⬆	-7 ⬇	-6 ⬇	-7 ⬇

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 EXTRA LARGE SIZED AGENCIES
My job gives me opportunities to utilise my skills	76 13 11	76%	+1	-3	-1	0
I have a choice in deciding how I do my work	60 27 13	60%	0	-4	+1	+4
Where appropriate, I am able to take part in decisions that affect my job	67 18 15	67%	0	-2	+2	+3
I am clear what my duties and responsibilities are	79 16	79%	0	-1	-1	-1
I am satisfied with the recognition I receive for doing a good job	60 21 19	60%	+2	-7 ↓	-3	-2
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	34 20 47	34%	-3	-18 ↓	-11 ↓	-9 ↓
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	65 17 18	65%	-1	-9 ↓	-5 ↓	-4
I am satisfied with the stability and security of my job	83 11	83%	-2	+1	+2	+1
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	72 14 14	72%	+3	-6 ↓	-2	-1

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 EXTRA LARGE SIZED AGENCIES
I feel a strong personal attachment to the APS	59 29 13	59%	-1	-3	-4	-4
I understand how my role contributes to achieving an outcome for the Australian public	91	91%	0	-1	-1	-1
I believe strongly in the purpose and objectives of the APS	81 16	81%	0	-3	-3	-2

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

Well above capacity - too much work		22%	-6 ⬇️	-2	-2	-2
Slightly above capacity - lots of work to do		39%	-1	-1	-1	0
At capacity - about the right amount of work to do		31%	+5 ⬆️	+1	0	0
Slightly below capacity - available for more work		6%	+1	+1	+1	+1
Well below capacity - not enough work		2%	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 EXTRA LARGE SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	<div><div>70</div><div>19</div><div>10</div></div>	70%	+6 ⬆	-9 ⬇	-8 ⬇	-8 ⬇
My supervisor actively ensures that everyone can be included in workplace activities	<div><div>80</div><div>13</div><div>7</div></div>	80%	+1	-3	-3	-3
I receive the respect I deserve from my colleagues at work	<div><div>78</div><div>17</div><div></div></div>	78%	-1	-3	-2	-2

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM EXTRA LARGE SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time	<div><div></div></div>	10%	-1	-4	-4	-4
Flexible hours of work	<div><div></div></div>	27%	+1	-1	-2	-2
Compressed work week	<div><div></div></div>	3%	0	-1	-1	0
Job sharing	<div><div></div></div>	0%	0	0	0	0
Working away from the office/working from home	<div><div></div></div>	48%	+1	-9 ⬇	-4	0
None of the above	<div><div></div></div>	34%	-1	+9 ⬆	+6 ⬆	+3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

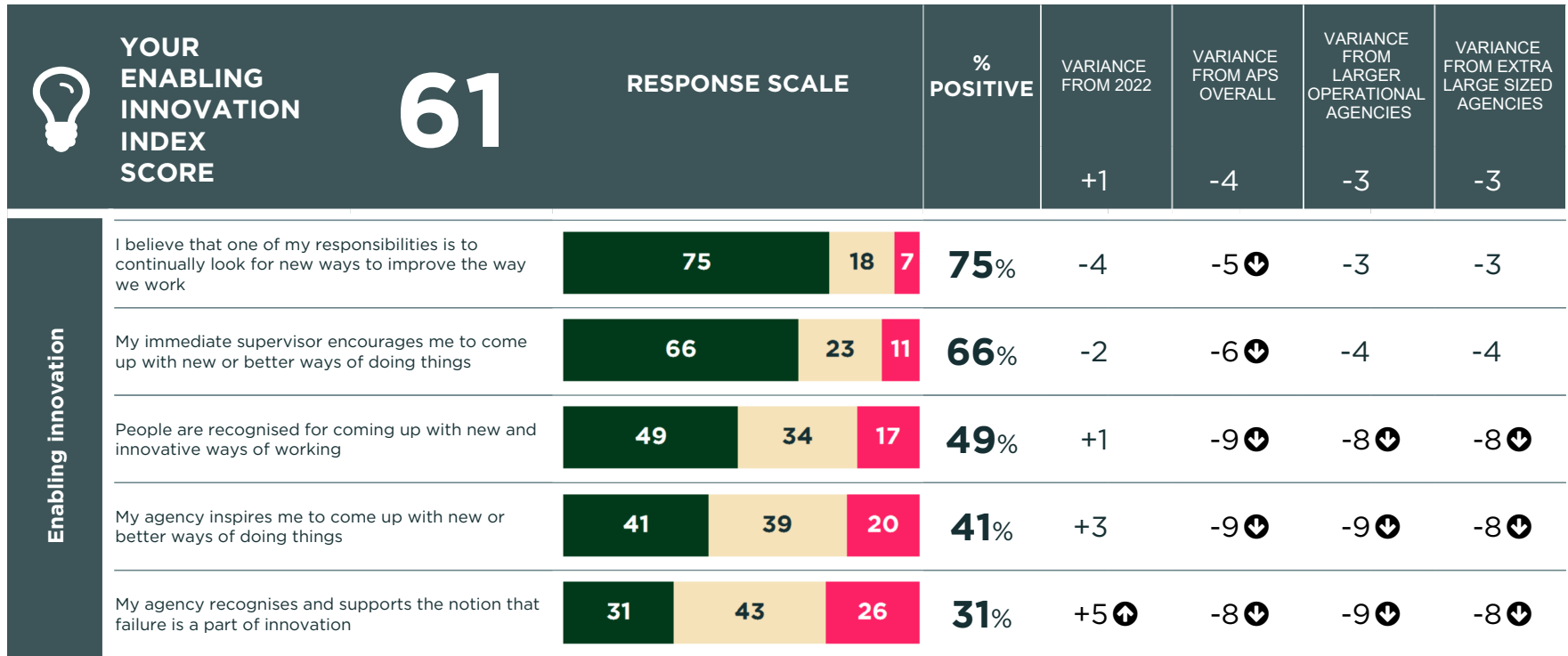


ENABLING INNOVATION



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**

65

RESPONSE SCALE

**%
POSITIVE**

VARIANCE
FROM 2022

VARIANCE
FROM APS
OVERALL

VARIANCE
FROM
LARGER
OPERATIONAL
AGENCIES

VARIANCE
FROM EXTRA
LARGE SIZED
AGENCIES

+3

-3

-2

-1

Wellbeing policies and support

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

58

27

15

58%

+5 ⬆

-5 ⬇

-4

-4

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

59

27

14

59%

+5 ⬆

-3

-2

-2

My agency does a good job of promoting health and wellbeing

59

27

15

59%

+6 ⬆

-4

-4

-3

I think my agency cares about my health and wellbeing

53

27

20

53%

+6 ⬆

-8 ⬇

-5 ⬇

-4

I believe my immediate supervisor cares about my health and wellbeing

82

12

82%

-1

-4

-2

-2

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 EXTRA LARGE SIZED AGENCIES
How often do you find your work stressful?						
Always	<div></div>	4%	0	-1	-2	-2
Often	<div></div>	23%	-3	-3	-4	-4
Sometimes	<div></div>	50%	-2	+1	+1	+2
Rarely	<div></div>	21%	+4	+3	+3	+3
Never	<div></div>	2%	+1	+1	+1	+1
To what extent is your work emotionally demanding?						
To a very large extent	<div></div>	6%	-1	-2	-3	-3
To a large extent	<div></div>	19%	-2	-2	-3	-3
Somewhat	<div></div>	39%	-1	+1	+1	+1
To a small extent	<div></div>	25%	+2	+2	+3	+3
To a very small extent	<div></div>	10%	+2	+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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM EXTRA LARGE SIZED AGENCIES
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I feel burned out by my work

Strongly agree	<div></div>	7%	-1	-1	-1	-2
Agree	<div></div>	22%	-4	-2	-2	-3
Neither agree nor disagree	<div></div>	33%	+1	+1	0	0
Disagree	<div></div>	31%	+2	+2	+3	+3
Strongly disagree	<div></div>	7%	+2	0	+1	+1

In general, would you say that your health is:

Excellent	<div></div>	11%	+1	+1	+1	+1
Very good	<div></div>	34%	+1	+1	+1	+2
Good	<div></div>	39%	0	+1	0	0
Fair	<div></div>	13%	-1	-1	-2	-2
Poor	<div></div>	2%	-1	-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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM EXTRA LARGE SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent	<div></div>	27%	+2	-1	+1	+1
Very good	<div></div>	54%	0	-1	-1	-1
Average	<div></div>	17%	-1	+2	0	0
Below average	<div></div>	2%	0	0	0	0
Well below average	<div></div>	1%	0	0	0	0

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

Excellent	<div></div>	16%	+5 	0	+2	+2
Very good	<div></div>	50%	+2	-4	-2	-1
Average	<div></div>	28%	-3	+4	+1	+1
Below average	<div></div>	4%	-2	0	-1	-1
Well below average	<div></div>	2%	-1	0	-1	-1

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 EXTRA LARGE SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	74 14 12	74%	+1	-4	-3	-2
My workgroup has the tools and resources we need to perform well	56 19 25	56%	+1	-3	-3	-3
The people in my workgroup use time and resources efficiently	73 17 11	73%	-1	-3	-2	-2
My workgroup can readily adapt to new priorities and tasks	81 12 7	81%	-1	-2	-1	-1
The people in my workgroup cooperate to get the job done	86 9 5	86%	0	-2	-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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM EXTRA 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%	-2	0	0	-1
I want to leave my position within the next 12 months	<div></div>	25%	-1	+1	+3	+3
I want to stay working in my position for the next one to two years	<div></div>	38%	+1	+1	+3	+4
I want to stay working in my position for at least the next three years	<div></div>	27%	+2	-2	-6 ↓	-6 ↓

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

I am planning to retire	<div></div>	5%	-1	0	-1	-1
I am pursuing another position within my agency	<div></div>	43%	+1	+2	-2	-2
I am pursuing a position in another agency	<div></div>	28%	-3	+1	+4	+3
I am pursuing work outside the APS	<div></div>	8%	0	-3	-3	-3
It is the end of my non-ongoing, casual or contracted employment	<div></div>	3%	+2	0	+1	+1
Other	<div></div>	13%	+1	0	+1	+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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM EXTRA 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>	17%	-	-	-	-
I can receive a higher salary elsewhere	<div></div>	15%	-	-	-	-
I am looking to further my skills in another area	<div></div>	11%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	<div></div>	9%	-	-	-	-
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 EXTRA 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>	13%	-1	+2	+2	+1
No	<div></div>	87%	+1	-2	-2	-1

Did this discrimination occur in your current agency?

Yes	<div></div>	93%	0	+2	0	0
No	<div></div>	7%	0	-2	0	0

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

Gender	<div></div>	35%	-	-	-	-
Age	<div></div>	27%	-	-	-	-
Race	<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 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 EXTRA LARGE 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	+2	+1
No	<div></div>	81%	0	-3	-2	-2
Not sure	<div></div>	6%	0	+1	+1	+1

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

Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	<div></div>	44%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	<div></div>	41%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)	<div></div>	29%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	32%	+1	-3	-4	-3
It was reported by someone else	<div></div>	9%	+1	+1	+1	+1
I did not report the behaviour	<div></div>	59%	-2	+2	+3	+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 LARGER OPERATIONAL AGENCIES	VARIANCE FROM EXTRA 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	+1	0	0
No	<div></div>	90%	0	-1	0	0
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>	56%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit	<div></div>	27%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest	<div></div>	19%	-	-	-	-
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	27%	+1	+6 ⬆	+4	+5 ⬆
It was reported by someone else	<div></div>	16%	-2	0	0	0
I did not report the behaviour	<div></div>	57%	0	-6 ⬇	-4	-4
<div>KEY</div> <div> <div>⬆</div> AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR <div>⬇</div> AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR </div>						

DEMOGRAPHICS

How do you describe your gender?	Responses
Man or male	44%
Woman or female	53%
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	42%
No	58%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?	Responses
Yes	7%
No	93%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	60%
Australian Aboriginal and/or Torres Strait Islander	2%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	14%
North-West European (excluding Anglo-European)	3%
Southern and Eastern European	6%
South-East Asian	14%
North-East Asian	3%
Southern and Central Asian	5%
North American	1%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	2%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	5%
No	84%
Not sure	11%

AGENCY POSITION



AGENCY POSITION

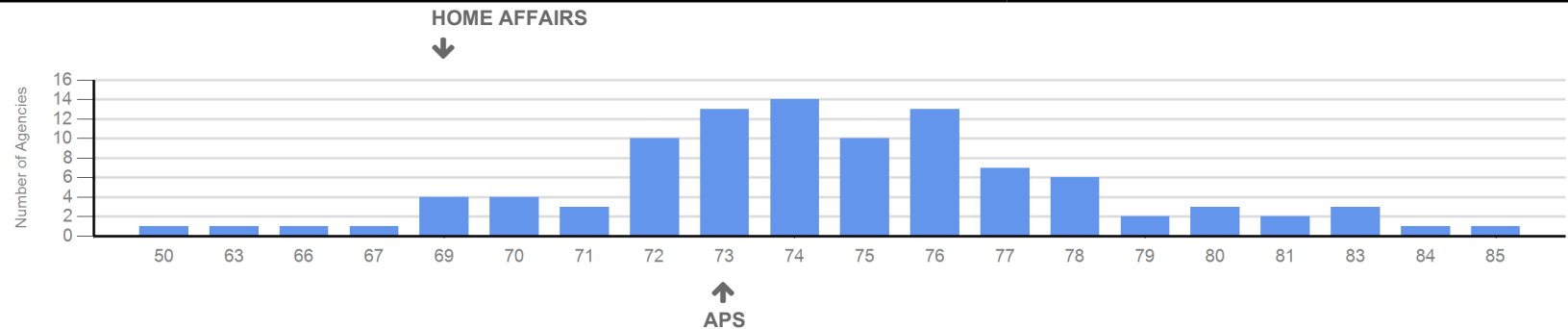
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE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

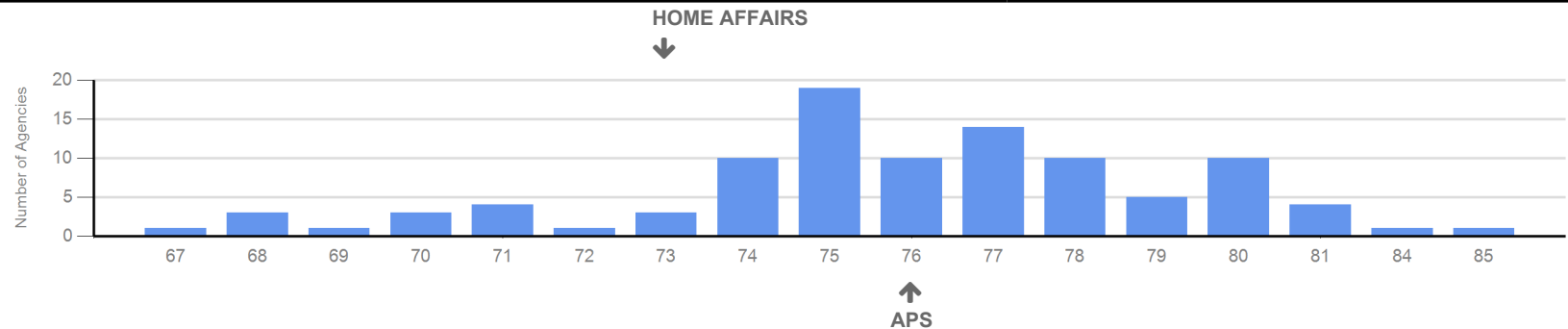
Employee Engagement Index

Ranking : 93rd of 100



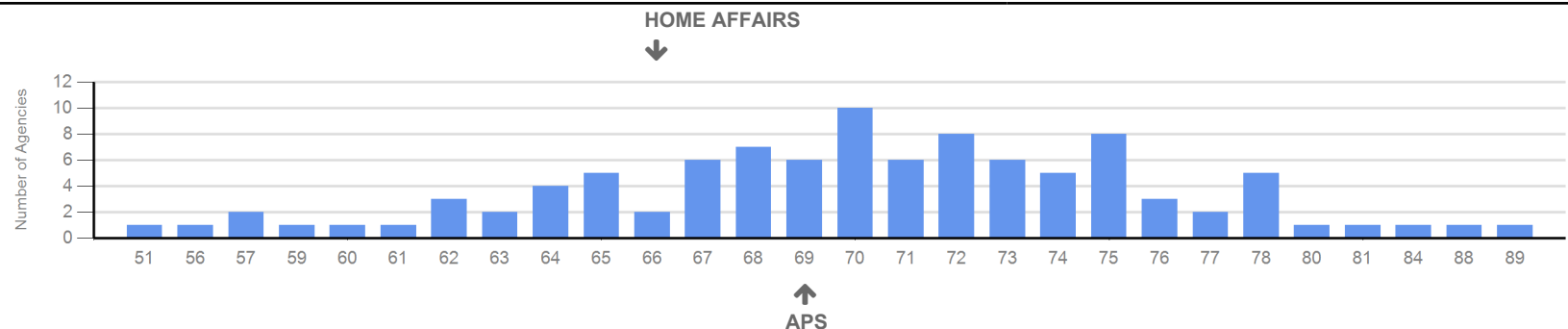
Leadership – Immediate Supervisor Index

Ranking : 87th of 100



Leadership – SES Manager Index

Ranking : 79th of 100



AGENCY POSITION



AGENCY POSITION

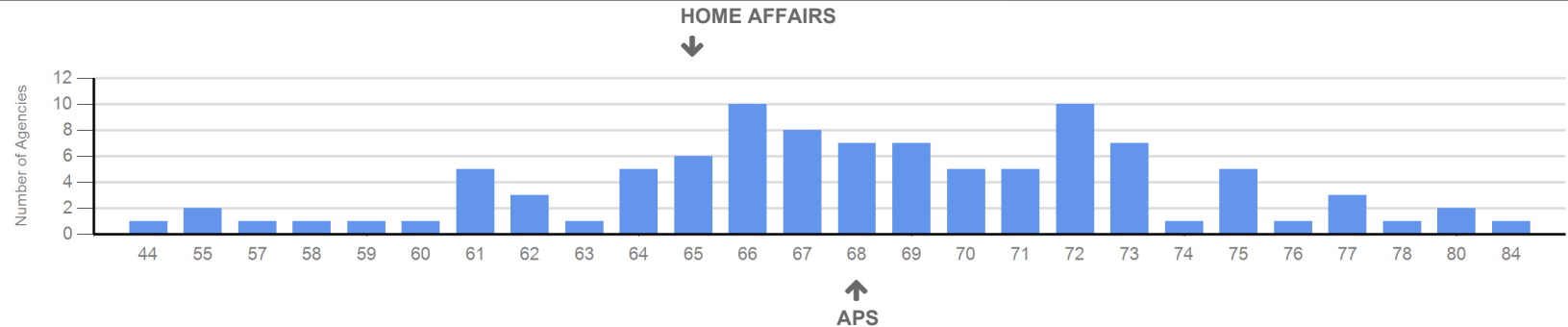
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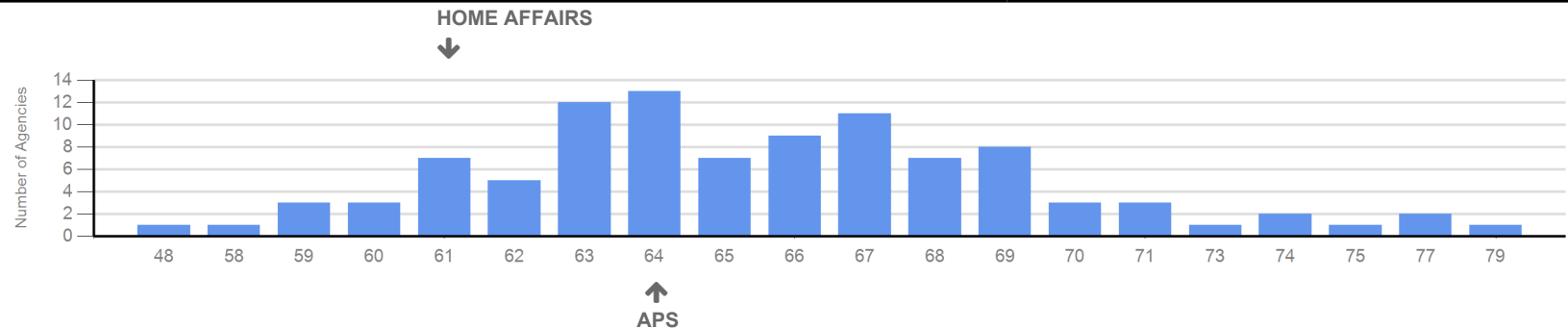
Communication Index

Ranking : 76th of 100



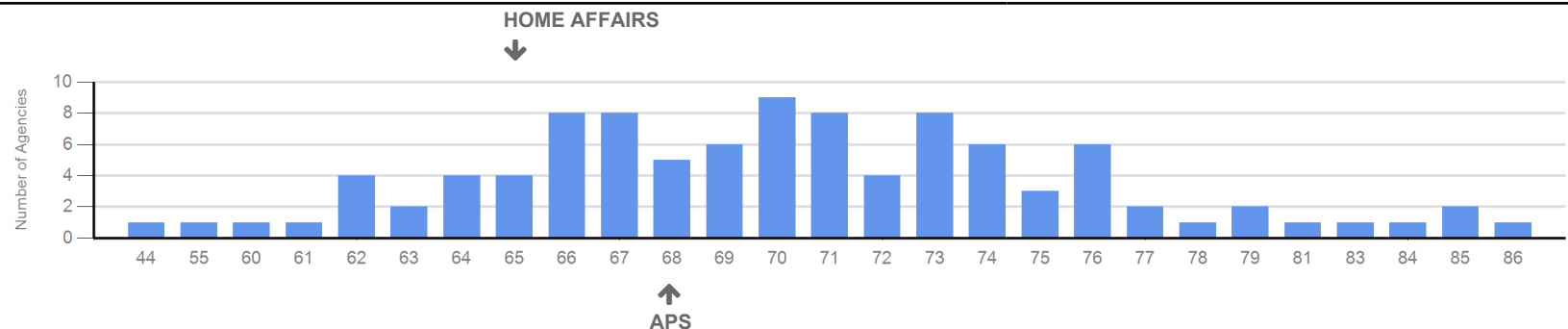
Enabling Innovation Index

Ranking : 92nd of 100



Wellbeing Policies and Support Index

Ranking : 84th 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 EXTRA
LARGE SIZED
AGENCIES

.1

My agency supports and actively promotes an inclusive workplace culture

70%

+6↑

-9↓

-8↓

-8↓

.2

Internal communication within my agency is effective

50%

+6↑

-6↓

-5↓

-5↓

.3

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

41%

+3

-9↓

-9↓

-8↓

.4

Change is managed well in my agency

36%

+5↑

-7↓

-6↓

-7↓

.5

I think my agency cares about my health and wellbeing

53%

+6↑

-8↓

-5↓

-4

.6

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

60%

+2

-7↓

-3

-2

HOME AFFAIRS SPECIFIC QUESTIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022
I am aware of my Branch/Command's 2022 Census results	65 35	65%	-
How satisfied are you with the action taken to address 2022 Census results within your workgroup?	26 58 16	26%	-
I am aware of the actions outlined within the workforce plan which applies to my business unit (People and Workforce Plan 2025 / ABF's Strategic Workforce Plan)	52 48	52%	-
If monetary conditions were equitable across the APS, I would want to progress my career at Home Affairs	76 19	76%	-
I feel confident and empowered to propose new ideas within my workgroup	66 23 10	66%	-
I feel trusted to do my job to the best of my ability	82 14	82%	-
I feel confident to speak up and raise concerns of inappropriate behaviour	75 15 10	75%	+9 ⬆
My SES manager models positive workplace behaviours	67 24 9	67%	-
I get value from the workplace health and safety resources, and initiatives, offered by Home Affairs	45 41 14	45%	-
I feel empowered and supported to respond positively to change in the workplace	57 32 10	57%	-

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



HOME AFFAIRS SPECIFIC QUESTIONS

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022
(For ABF staff only) The February 2023 organisational restructure strengthened the ABF's operating model and enabled us to better deliver outcomes	22	56	22	22%	-
(For ABF staff only) The ABF is focussed on providing a strong employee experience to attract and retain top talent	18	31	51	18%	-
(For ABF staff only) My SES effectively communicates how my work area's priorities align to the ABF's priorities	42	34	24	42%	-

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.

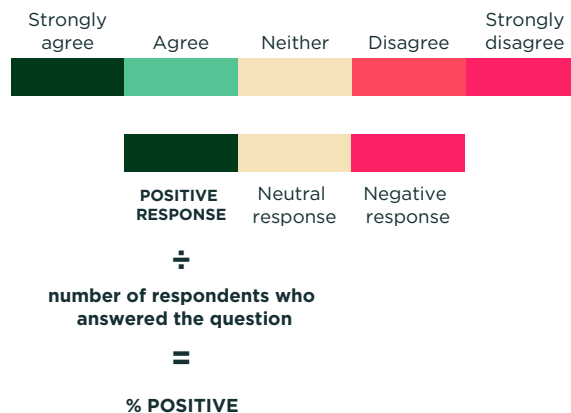
PRIORITISE 3 AREAS TO TAKE FORWARD

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

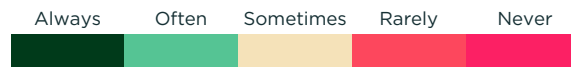
GUIDE TO THIS REPORT

% 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.