Australian Public Service

Employee Census **2022** 9 May –10 June



Highlights Report **AFMA**



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responses: 116 of 146

RESPONSE RATE:	
79%	



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.

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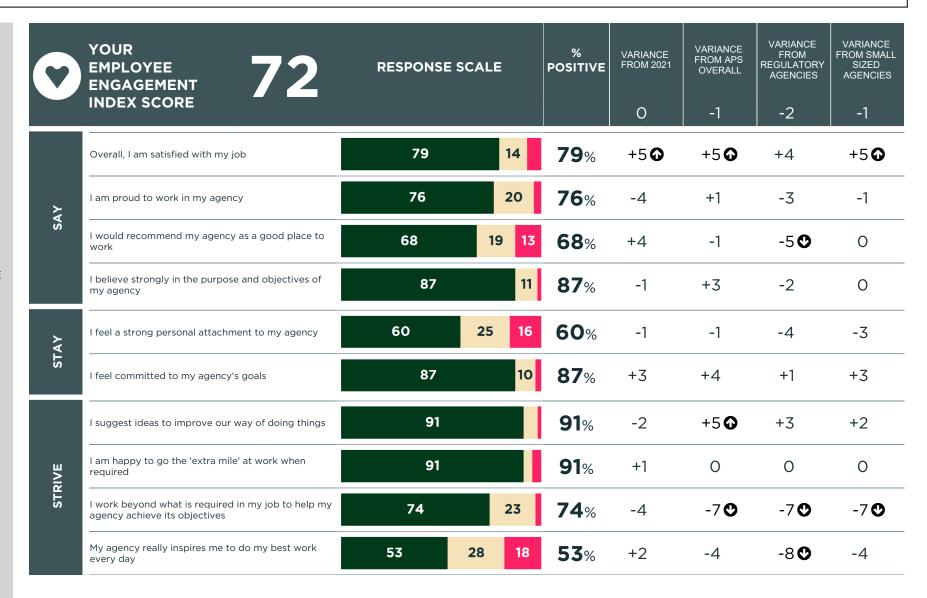
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EMPLOYEE ENGAGEMENT: SAY, STAY, STRIVE



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.



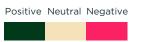
KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR





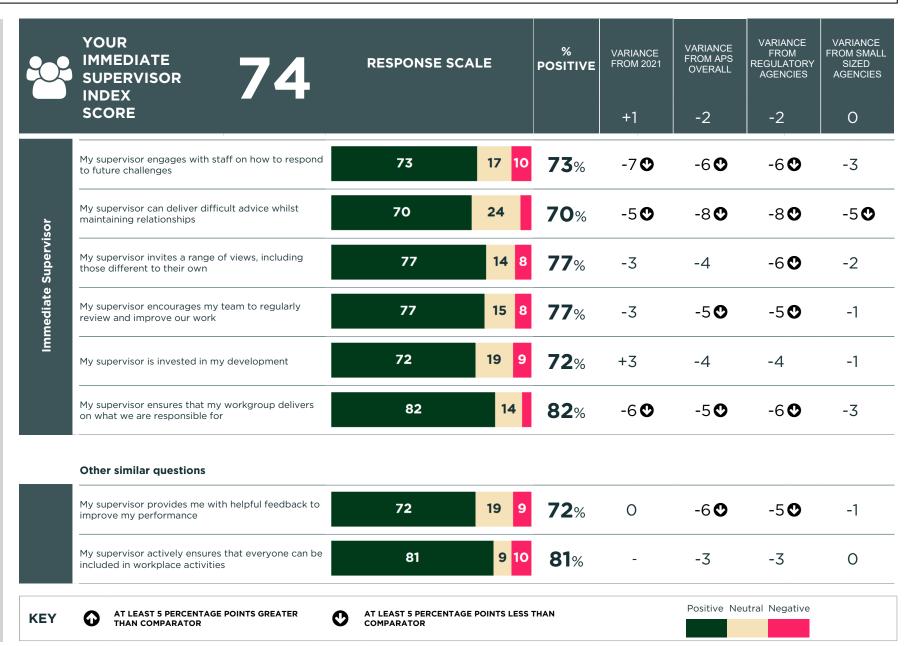
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LEADERSHIP - IMMEDIATE SUPERVISOR



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.



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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.

<u>.</u>	YOUR SES MANAGER LEADERSHIP INDEX	RESPONS	SE SCALE		% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
	SCORE					+2	-9 ©	-10 👁	-7 O
	My SES manager clearly articulates the direction and priorities for our area	47	30	23	47 %	-1	-21 ♥	-23♥	- 17 ூ
	My SES manager presents convincing arguments and persuades others towards an outcome	51	30	19	51 %	-2	-11 O	-16 ♥	-12 O
Manager	My SES manager promotes cooperation within and between agencies	61	24	15	61%	+80	-6♥	-9 ♥	-5♥
SES Ma	My SES manager encourages innovation and creativity	53	28	19	53%	+96	-13 O	-15 ♥	-11 O
	My SES manager creates an environment that enables us to deliver our best	54	25	22	54%	+6�	-11 👁	-12 O	-7 •
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	62	24	15	62 %	-4	-12 ♥	-16 ♥	-10 👁
	Other similar questions								
	In my agency, the SES work as a team	46	32	23	46%	+1	-8♥	-7 ♥	-5♥
AII SES	In my agency, the SES clearly articulate the direction and priorities for our agency	52	26	22	52 %	+9 0	-11 •	-13 O	-5♥
	In my agency, communication between SES and other employees is effective	47	31	22	47%	+3	-7 •	-7 •	-2
KEY	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PER COMPARATOR	CENTAGE POI	NTS LESS	THAN		Positive Neu	utral Negative	

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COMMUNICATION AND CHANGE



COMMUNICATION

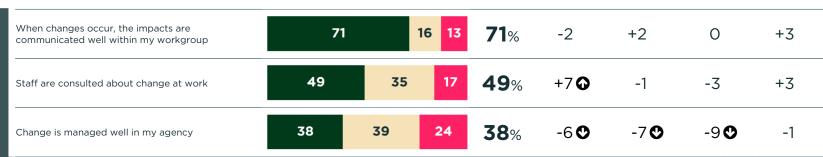
THE
COMMUNICATION
SCORE MEASURES
COMMUNICATION
AT THE INDIVIDUAL,
GROUP AND
AGENCY LEVEL.

9	YOUR COMMUNICATION 63 INDEX SCORE	RESPONS	E SCALE	i .	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL -6 ♥	VARIANCE FROM REGULATORY AGENCIES -7 ♥	VARIANCE FROM SMALL SIZED AGENCIES
lon	My supervisor communicates effectively	70	2	21 9	70%	-9♥	-11 👁	-11 👁	-7 ♥
Communication	My SES manager communicates effectively	50	26	24	50%	-5♥	-20 ♥	-22 ©	- 16 ♥
Сош	Internal communication within my agency is effective	52	28	19	52 %	-2	-5♥	-8 O	0

CHANGE

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

Other similar questions



KEY

Change

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

0

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



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WORKPLACE CONDITIONS

	RESPONSE SC	CALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills	84	10	84%	-4	+5♠	+2	+3
I have a choice in deciding how I do my work	73	19 7	73 %	-6♥	+10 🐼	+3	+1
Where appropriate, I am able to take part in decisions that affect my job	80	14	80%	+8 ₽	+10 🐼	+7 0	+80
I am clear what my duties and responsibilities are	78	17	78 %	-4	-2	-3	-1
I am satisfied with the recognition I receive for doing a good job	69	16 16	69%	0	+2	-1	+2
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	75	18	75 %	-2	+14 🛇	+13 🐼	+13 🚱
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	77	12 11	77 %	-5♥	0	-5♥	-4
I am satisfied with the stability and security of my job	83	9 8	83%	0	+3	+1	+90
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	84	11	84%	+11 🚱	+6 	0	+2

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



2022 APS Employee Census PAGE 07.

WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	49 33 18	49%	0	-14 O	-13 ♥	-6♥
I understand how my role contributes to achieving an outcome for the Australian public	93	93%	+3	+1	+1	+2
I believe strongly in the purpose and objectives of the APS	77 19	77 %	+7 6	-8♥	-9 0	-5♥
	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
What best describes your current workload?						
Well above capacity - too much work		28%	+80	+4	+1	+2
Slightly above capacity - lots of work to do		38 %	+1	-3	-3	-3
At capacity - about the right amount of work to do		25 %	-12 🔮	-5♥	-1	-2
Slightly below capacity - available for more work		8%	+2	+3	+3	+2
Well below capacity - not enough work		2%	+1	+1	0	0

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative Comparator

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INCLUSION AND FLEXIBLE WORKING

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	71 18 11	71 %	+7 0	-8♥	-9 0	-4
My supervisor actively ensures that everyone can be included in workplace activities	81 9 10	81%	-	-3	-3	0
I receive the respect I deserve from my colleagues at work	76 18	76%	+3	-6 0	-6 •	-2
	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		8%	+1	-6♥	-7♥	-6♥
Flexible hours of work		21%	-2	-5♥	-7 ⊙	-80
Compressed work week		4%	0	+1	-1	-1
Job sharing		0%	0	0	0	0
Working away from the office/working from home		68%	-5 O	+13 🐼	-80	+1
None of the above		19%	0	-8♥	+7 •	+2
	EAST 5 PERCENTAGE POINTS LESS THAN PARATOR		Posit	ive Neutral Ne	gative	

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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	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
				+2	+1	+1	+2
	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85 13	85%	-6♥	+3	+2	+3
innovation	My immediate supervisor encourages me to come up with new or better ways of doing things	74 17 9	74 %	-3	+1	0	+1
	People are recognised for coming up with new and innovative ways of working	56 37 7	56%	+5 ⊕	-4	-5♥	+1
Enabling	My agency inspires me to come up with new or better ways of doing things	50 39 11	50%	+5 ♠	-2	-3	-2
	My agency recognises and supports the notion that failure is a part of innovation	43 41 17	43%	+10 🐼	+3	+3	+7 ©

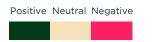
KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR





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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.

æ	YOUR WELLBEING POLICIES AND SUPPORT INDEX SCORE	RESPONSE SO	CALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
	SCORE				+5♠	+1	-2	0
oort	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	59	30 11	59%	0	-6♥	-8♥	-6♥
and support	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	63	23 14	63%	+2	-1	-6♥	-2
policies	My agency does a good job of promoting health and wellbeing	67	23 10	67%	+14 🚱	+3	0	+2
Wellbeing p	I think my agency cares about my health and wellbeing	64	25 11	64%	+15 ♠	+3	-3	-2
- We	I believe my immediate supervisor cares about my health and wellbeing	82	13	82%	-5♥	-4	-6 O	-4

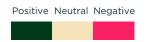
KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR





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WELLBEING

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
How often do you find your work stressful?						
Always		4%	0	-1	-1	0
Often		23%	+2	-3	-3	-3
Sometimes		53 %	+2	+3	+3	+4
Rarely		17 %	-3	0	0	-1
Never		3 %	-1	+1	+1	0
To what extent is your work emotionally demanding?						
To a very large extent		6%	-1	-1	-1	0
To a large extent		13%	-9 0	-80	-6 O	-7♥
Somewhat		47%	+4	+80	+8♠	+8�
To a small extent		26%	+7 •	+2	+1	0
To a very small extent		8%	0	-1	-2	-2

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

0

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR





WELLBEING

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel burned out by my work						
Strongly agree		8%	+1	0	-1	-1
Agree		27%	+5 ♠	+2	+3	+4
Neither agree nor disagree		29%	-1	-2	0	0
Disagree		29 %	-2	0	-1	-1
Strongly disagree		6%	-2	0	-2	-2
In general, would you say that your health is:						
Excellent		10%	-5 O	0	0	-1
Very good		31 %	-4	-3	-6♥	-4
Good		38 %	+5♠	0	+2	+1
Fair		19%	+6 🚱	+5♠	+5 ♦	+5 ♦
Poor		2%	-3	-1	-1	-1

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

0

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR





PERFORMANCE

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALI SIZED AGENCIES
n the last month, please rate your workgroup's overall performance						
Excellent		27 %	-2	-1	-2	-1
Very good		50%	0	-5♥	-5♥	-4
Average		18%	+2	+4	+5♠	+4
Below average		3 %	-1	+1	+1	0
Well below average		2%	+1	+1	+1	+1
n the last month, please rate your agency's success in meeting its goals and objectives						
Excellent		10%	-3	-6♥	-80	-7 0
Very good		60%	+3	+5♠	+3	+80
Average		24%	+2	+1	+4	0
Below average		4%	-1	+1	+1	-1
Well below average		2%	-2	0	0	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR





PERFORMANCE

	RESPONSE S	SCALE	% POSITIVE	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	76	13 11	76 %	-11 👁	-3	-6♥	-4
My workgroup has the tools and resources we need to perform well	65	18 17	65 %	+1	+3	+8♠	+90
The people in my workgroup use time and resources efficiently	76	15 9	76 %	-8♥	-1	-3	0
My workgroup can readily adapt to new priorities and tasks	79	11 10	79 %	-12 ூ	-6♥	-7♥	-4
The people in my workgroup cooperate to get the job done	88	9	88%	+4	-1	-3	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



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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 REGULATORY AGENCIES	VARIANO FROM SMA SIZED AGENCIE
Vhich of the following statements best reflects your current position?	urrent thoughts about working in your					
I want to leave my position as soon as possible		8%	-5 0	-1	-1	-1
want to leave my position within the next 12 months		22%	+4	-1	-2	0
want to stay working in my position for the next one to two years		39 %	-6♥	+2	-2	+2
I want to stay working in my position for at least the next three years		30 %	+6	0	+4	0
	your current position?	21%	+9 0	+15 🕥	+17 🕥	+16 G
am planning to retire	your current position?	21 % 12 %	+9 ◆ -3	+15 ○ -29 ○	+17 •	
am planning to retire am pursuing another position within my agency	your current position?					
am planning to retire am pursuing another position within my agency am pursuing a position in another agency	your current position?	12%	-3	-29♥	-18 🔮	-5 C
Vhat best describes your plans involved with leaving your plans involved with leaving you am planning to retire I am pursuing another position within my agency I am pursuing a position in another agency I am pursuing work outside the APS It is the end of my non-ongoing, casual or contracted employment	your current position?	12% 38%	-3 -16 ♥	-29 ♥ +13 ۞	-18 ♥ +4	+16 G -5 C -4 -5 C -7 C

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
What is the primary reason behind your desire to leave your current peresponses):	osition? (5 highest				
Senior leadership is of a poor quality	19%	-	-	-	-
There is a lack of future career opportunities in my agency	10%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	10%	-	-	-	-
My expectations for work in my current position have not been met	10%	-	-	-	-
I have achieved all I can in my current position	10%	-	-	-	-

KEY



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



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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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES				
During the last 12 months and in the course of your discrimination on the basis of your background of										
Yes		7 %	-2	-3	0	-2				
No		93%	+2	+3	0	+2				
Did this discrimination occur in your current age	ncy?									
Yes	Yes The data for this question has been hidden for anonymity reasons.									
No	No The data for this question has been hidden for anonymity reasons.									

KEY



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



2022 APS Employee Census PAGE 18.

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 REGULATORY AGENCIES	VARIANC FROM SMA SIZED AGENCIE
During the last 12 months, have you been subjected to hworkplace?	arassment or bullying in your current					
Yes		9%	-8 👁	0	+1	-1
No		84%	+9	-1	-3	0
Not sure		6%	-1	+1	+2	+1
ypes of harassment or bullying experienced (3 highest	responses):					
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		50 %	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		20%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		20%	-	-	-	-
id you report the harassment or bullying?						
reported the behaviour in accordance with my agency's policies and procedures		70%	+45 0	+36 ♦	+340	+376
t was reported by someone else		0%	-5♥	-7 ⊙	-8 •	-5 C
I did not report the behaviour		30%	-40 ©	-29♥	-26♥	-31 C
KEY	AT LEAST 5 PERCENTAGE POII THAN COMPARATOR	NTS GREATER		AT LEAST 5	PERCENTAGE POIN	TS LESS THA

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2022 APS Employee Census PAGE 19.

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	FROM REGULATORY AGENCIES	FROM SMALL SIZED AGENCIES
	t of your duties, in the last 12 months have you gency engaging in behaviour that you consider ruption?					
Yes		6%	+1	+2	+3	+1
No		90%	+3	-1	-3	+2
Not sure		3 %	-2	-1	0	-2
Would prefer not to answer		2%	-3	0	0	-1

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 LESS THAN COMPARATOR

VARIANCE VARIANCE



2022 APS Employee Census PAGE 20.

DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMAL SIZED AGENCIES
low do you describe your gender?						
Man or male		47 %	-6 ©	+9	+90	+9
Woman or female		50%	+90	-9♥	-80	-7♥
Non-binary		0%	0	0	0	-1
I use a different term		0%	0	0	0	0
Prefer not to say		3 %	-3	0	0	-1
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?	?					
Yes		3%	+1	-1	+1	-1
No		97%	-1	+1	-1	+1
Do you have an ongoing disability?						
Yes		6%	-2	-4	-2	-2
No		94%	+2	+4	+2	+2

AT LEAST 5 PERCENTAGE POINTS GREATER THAN

COMPARATOR

Australian Government
Australian Public Service Commission

AT LEAST 5 PERCENTAGE POINTS LESS THAN

COMPARATOR

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KEY

DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMA SIZED AGENCIE:
Do you have carer responsibilities?						
Yes		32 %	-4	-10 👁	-9 0	-10 👁
No		68%	+4	+10 🐼	+9	+10 🐼
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, ntersex, Queer, Questioning and/or Asexual (LGBTIQA+)?						
Yes		6%	+1	-2	-3	-3
No		94%	-1	+2	+3	+3
n which country were you born?						
Australia		83%	-4	+6 	+6 🚱	+60
Other country		17 %	+4	-6 O	-6 •	-6 0
Do you speak a language other than English at home?						
No, English only		90%	+1	+10 🐼	+7 @	+60
Yes, other		10%	-1	-10 👁	-7 O	-60

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KEY

TIME TO TAKE ACTION

CELEBRATE	Q INVESTIGATE FURTHER WITH OUR TEAMS	
What things do we do well?	Are there any other opportunities coming out of the results that we want to explore further?	Areas we need to focus of plans:
THINK ABOUT HOW WE CAN BUILD ON OUR STRENGTHS AND LEARN FROM WHAT WE ARE GOOD AT.	HOW COULD WE INVESTIGATE? THROUGH LOOKING AT THE DATA IN MORE DETAIL OR THROUGH DISCUSSIONS WITH STAFF?	WHAT ARE THE KEY THINGS WE NEED THERE BETTER?

<u>~</u>	OPPORTUNITIES
Areas we no plans:	eed to focus on and turn into action



USE THIS PAGE TO START YOUR LOCAL **ACTION PLANS**

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

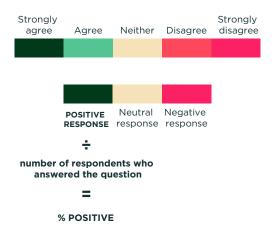
PRIORITISE 3 AREAS TO TAKE FORWARD

	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.



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.

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