



## Highlights Report DISER



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### RESPONSES:

2,599 of 3,256

### RESPONSE RATE:

80%

# MAKING THE MOST OF YOUR RESULTS



## 01.

**Identify the areas where you are performing well.**

These will tend to be high results which are notably above any comparative results. These should be celebrated. Share the good news with employees.

## Understanding your report and getting to action!

The results in this report give you summary information.

Take the time to fully understand this report and digest the results.

Consider your response rate and if it is representative of the views of your colleagues.

**Identify areas that need improvement.**

## 02.

These will be the lower results, and/or those which are scoring notably below your comparators. Consider discussing these areas with your colleagues in focus groups or individually or team meetings, gather their thoughts and solutions before deciding on actions to take.

## 03.

**Consider if there is actually room for improvement.**

This report shows the proportion of colleagues responding positively (strongly agree + agree), neutrally (neither agree nor disagree) or negatively (disagree + strongly disagree) to the question asked in the survey. Look at how your positive scores compare to your parent unit, and your last survey's results.

## 04.

**Consider the impact of high neutral responses (lots of employees ticking 'neither agree nor disagree')**

Ask your colleagues about their views to find out what is causing this. More communication and involvement may help to shift them to a positive frame of mind.

**Take action – think 'quick wins', short term and long term.**

## 05.

Encourage all colleagues to help with action planning and implementation.

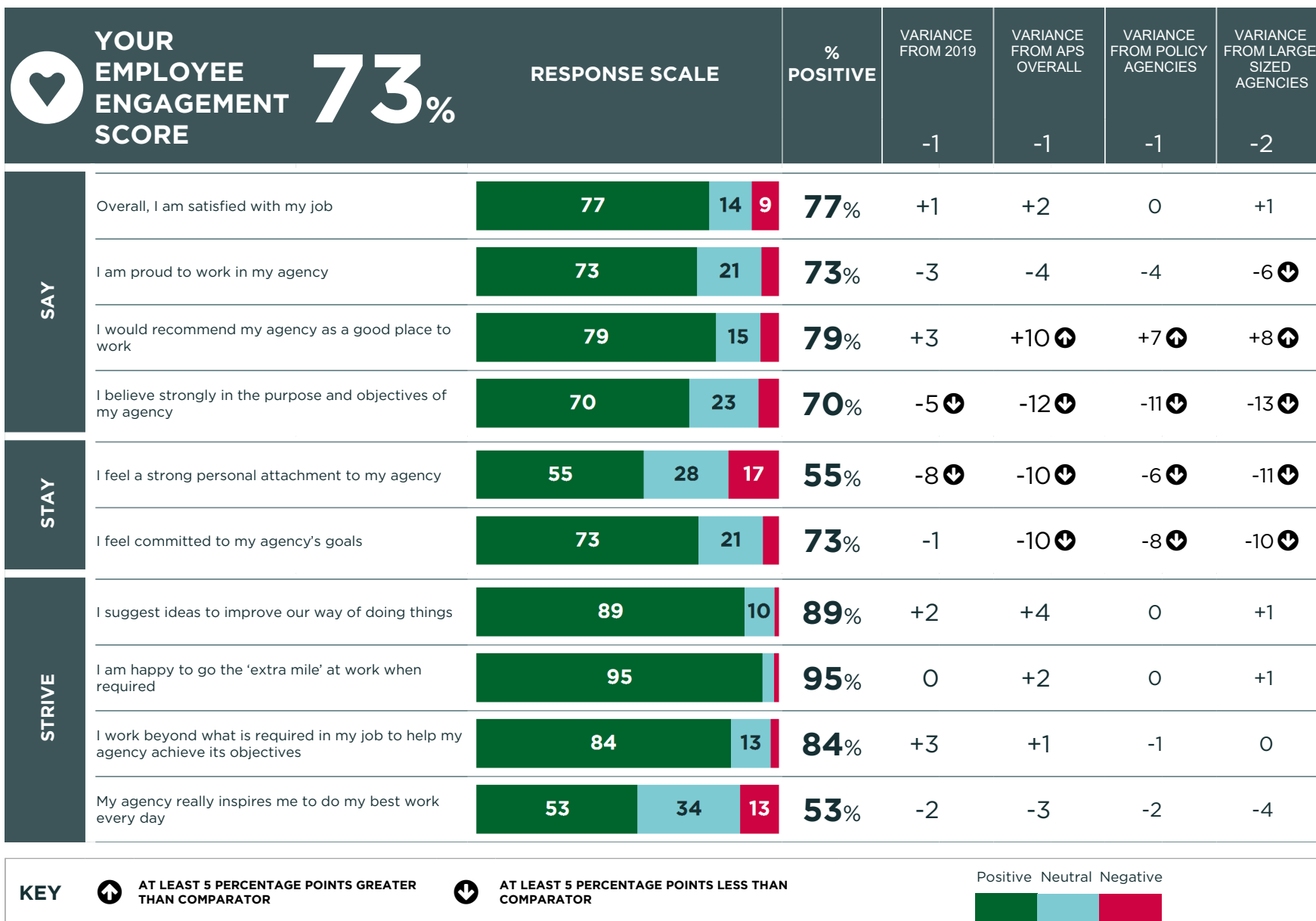
Think about what you want employees to be saying about their working lives in the future and what should be put in place to make this happen.

# EMPLOYEE ENGAGEMENT: SAY, STAY, STRIVE



## HOW ENGAGED IS YOUR TEAM?

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.



# DEMOGRAPHICS



EXPLORE  
THE FULL  
RESULTS

|  | RESPONSE SCALE | %   | VARIANCE<br>FROM 2019                                | VARIANCE<br>FROM APS<br>OVERALL                   | VARIANCE<br>FROM POLICY<br>AGENCIES | VARIANCE<br>FROM LARGE<br>SIZED<br>AGENCIES |
|--|----------------|-----|--|---|-------------------------------------|---|
| What is your gender?   |                |     |  |   |                                     |   |
| Male   | <div></div>    | 43% | -1   | +6  | +7                                  | +7  |
| Female   | <div></div>    | 53% | +3   | -6  | -7                                  | -7  |
| X (Indeterminate/Intersex/Unspecified)                       |                | 0%  | 0  | 0   | 0                                   | 0   |
| Prefer not to say  | <div></div>    | 3%  | -2   | 0   | 0                                   | 0   |
| Do you identify as Aboriginal and/or Torres Strait Islander? |                |     |  |   |                                     |   |
| Yes  | <div></div>    | 2%  | 0  | -1  | -2                                  | -1  |
| No   | <div></div>    | 98% | 0  | +1  | +2                                  | +1  |
| Do you have an ongoing disability?                           |                |     |  |   |                                     |   |
| Yes  | <div></div>    | 8%  | +2   | -1  | 0                                   | -1  |
| No   | <div></div>    | 92% | -2   | +1  | 0                                   | +1  |
| KEY  |                |     |  |   |                                     |   |
|  |                |     | AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR | AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR |                                     |   |

# DEMOGRAPHICS



## EXPLORE THE FULL RESULTS

EMPLOYEES WHO INDICATED THAT THEY HAD WORKED ON TASKS OR ACTIVITIES DIRECTLY RELATED TO COVID-19 WERE ASKED TO DESCRIBE THE TYPE OF WORK. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

|  | RESPONSE SCALE | %   | VARIANCE FROM 2019 | VARIANCE FROM APS OVERALL | VARIANCE FROM POLICY AGENCIES | VARIANCE FROM LARGE SIZED AGENCIES |
|--|----------------|-----|--------------------|---------------------------|-------------------------------|------------------------------------|
| Do you have carer responsibilities?  |                |     |                    |                           |                               |                                    |
| Yes  | <div></div>    | 38% | 0                  | -3                        | -4                            | -4                                 |
| No   | <div></div>    | 62% | 0                  | +3                        | +4                            | +4                                 |
| Since 27 February 2020, have you worked on tasks or activities directly related to COVID-19?   |                |     |                    |                           |                               |                                    |
| Yes  | <div></div>    | 39% | -                  | -10⬇️                     | -19⬇️                         | -9⬇️                               |
| No   | <div></div>    | 61% | -                  | +10⬆️                     | +19⬆️                         | +9⬆️                               |
| What form did this work take? [Multiple Response]  |                |     |                    |                           |                               |                                    |
| Working in a different team within your agency on work dedicated to the COVID-19 response and related activities (e.g. a COVID-19 taskforce)   | <div></div>    | 32% | -                  | +11⬆️                     | +9⬆️                          | +11⬆️                              |
| Working in a different agency on work dedicated to the COVID-19 response and related activities (e.g. APS2000 surge workforce)   | <div></div>    | 3%  | -                  | -2                        | -6⬇️                          | -4                                 |
| Working on COVID-19 related work in my usual role  | <div></div>    | 73% | -                  | -7⬇️                      | -6⬇️                          | -7⬇️                               |
| Other  | <div></div>    | 4%  | -                  | 0                         | +1                            | +1                                 |
| <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



EXPLORE  
THE FULL  
RESULTS

| RESPONSE SCALE  |             | %   | VARIANCE<br>FROM 2019 | VARIANCE<br>FROM APS<br>OVERALL | VARIANCE<br>FROM POLICY<br>AGENCIES | VARIANCE<br>FROM LARGE<br>SIZED<br>AGENCIES |
|---|-------------|-----|-----------------------|---------------------------------|-------------------------------------|---|
| Do you identify as Lesbian, Gay, Bisexual, Trans, and/or Intersex (LGBTI+)?   |             |     |                       |                                 |                                     |   |
| Yes   | <div></div> | 7%  | +1                    | +1                              | 0                                   | +1  |
| No  | <div></div> | 93% | +4                    | -1                              | 0                                   | -1  |
| Are you currently seconded to a different agency and have been working within that agency for less than six months? |             |     |                       |                                 |                                     |   |
| Yes   | <div></div> | 1%  | -                     | 0                               | -1                                  | 0   |
| No  | <div></div> | 99% | -                     | 0                               | +1                                  | 0   |

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER  
THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN  
COMPARATOR

# SENIOR LEADERSHIP



## EXPLORE THE FULL RESULTS

FOR EACH QUESTION SHOWN HERE, INFORMATION ABOUT THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE) IS PROVIDED

LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

### Senior leadership: Immediate SES manager

|  | RESPONSE SCALE | % POSITIVE | VARIANCE FROM 2019 | VARIANCE FROM APS OVERALL | VARIANCE FROM POLICY AGENCIES | VARIANCE FROM LARGE SIZED AGENCIES |
|--|----------------|------------|--------------------|---------------------------|-------------------------------|------------------------------------|
| My SES manager communicates effectively  | 75 15 10       | 75%        | +6 ⬆               | +6 ⬆                      | -1                            | +2                                 |
| My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS | 77 17          | 77%        | +7 ⬆               | +6 ⬆                      | -1                            | +2                                 |
| My SES manager effectively leads and manages change  | 68 21 11       | 68%        | +7 ⬆               | +5 ⬆                      | -1                            | +2                                 |
| My SES manager gives their time to identify and develop talented people                                  | 52 34 14       | 52%        | 0                  | +4                        | -4                            | 0                                  |
| My SES manager clearly articulates the direction and priorities for our area                             | 70 19 11       | 70%        | +5 ⬆               | +4                        | -1                            | +1                                 |
| My SES manager promotes cooperation within and between agencies  | 71 22          | 71%        | -                  | +8 ⬆                      | -2                            | +3                                 |

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# SENIOR LEADERSHIP



## EXPLORE THE FULL RESULTS

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LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

### Senior Leadership: All SES

In my agency, communication between the SES and other employees is effective

63

22

14

63%

+9 ↑

+8 ↑

+2

+5 ↑

In my agency, the SES actively contribute to the work of our agency

77

17

77%

+4

+10 ↑

0

+4

In my agency, the SES work as a team

59

31

10

59%

+5 ↑

+6 ↑

+1

+4

In my agency, the SES clearly articulate the direction and priorities for our agency

67

23

10

67%

+7 ↑

+4

0

+2

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative





# IMMEDIATE SUPERVISOR



## EXPLORE THE FULL RESULTS

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LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

### Immediate supervisor

|   | RESPONSE SCALE | % POSITIVE | VARIANCE FROM 2019 | VARIANCE FROM APS OVERALL | VARIANCE FROM POLICY AGENCIES | VARIANCE FROM LARGE SIZED AGENCIES |
|---|----------------|------------|--------------------|---------------------------|-------------------------------|------------------------------------|
| My supervisor communicates effectively                                      | 82 10 8        | 82%        | +2                 | +1                        | 0                             | 0                                  |
| My supervisor displays resilience when faced with difficulties or failures  | 85 9           | 85%        | +4                 | +3                        | +1                            | +1                                 |
| My supervisor engages with staff on how to respond to future challenges     | 81 12 7        | 81%        | -                  | +1                        | 0                             | +1                                 |
| My supervisor can deliver difficult advice whilst maintaining relationships | 79 14 8        | 79%        | -                  | +1                        | +1                            | +1                                 |
| My supervisor encourages my team to regularly review and improve our work   | 80 13          | 80%        | -                  | 0                         | 0                             | 0                                  |
| My supervisor actively seeks feedback                                       | 64 20 16       | 64%        | -                  | -3                        | -2                            | -2                                 |

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# WORKPLACE CULTURE



## EXPLORE THE FULL RESULTS

FOR EACH QUESTION SHOWN HERE, INFORMATION ABOUT THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE) IS PROVIDED

LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

|         |  | RESPONSE SCALE | % POSITIVE | VARIANCE FROM 2019 | VARIANCE FROM APS OVERALL | VARIANCE FROM POLICY AGENCIES | VARIANCE FROM LARGE SIZED AGENCIES |
|---------|--|----------------|------------|--------------------|---------------------------|-------------------------------|------------------------------------|
| Culture | Staff are consulted about change at work   | 50 35 15       | 50%        | -4                 | +1                        | +1                            | +2                                 |
|         | Internal communication within my agency is effective   | 64 24 12       | 64%        | +4                 | +7 ↑                      | +4                            | +6 ↑                               |
|         | Internal communication within my agency is regular   | 85 11          | 85%        | +4                 | +7 ↑                      | +3                            | +4                                 |
|         | I understand how my role contributes to achieving an outcome for the Australian public   | 87 9           | 87%        | +1                 | -4                        | -2                            | -3                                 |
|         | I can see a clear connection between my job and my agency's purpose  | 81 13          | 81%        | -                  | -5 ↓                      | -4                            | -5 ↓                               |
|         | I believe strongly in the purpose and objectives of the APS  | 85 13          | 85%        | +4                 | 0                         | -2                            | -1                                 |
|         | I feel a strong personal attachment to the APS   | 61 28 11       | 61%        | -                  | -3                        | -3                            | -2                                 |
|         | My agency inspires me to come up with new or better ways of doing things   | 56 31 13       | 56%        | +2                 | -2                        | 0                             | -1                                 |
|         | To what extent do you agree that crises such as the 2019-20 bushfires and COVID-19 clarified your sense of purpose in working for the APS? | 57 32 11       | 57%        | -                  | -4                        | -4                            | -1                                 |

**KEY**
↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR
↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR
Positive Neutral Negative

# WORKPLACE CULTURE



## EXPLORE THE FULL RESULTS

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 2019

VARIANCE FROM APS OVERALL

VARIANCE FROM POLICY 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 |  | 12% | +1 | 0 | 0 | 0 |
| No  |  | 88% | -1 | 0 | 0 | 0 |

Did this discrimination occur in your current agency?

|     |  |     |     |     |    |     |
|-----|--|-----|-----|-----|----|-----|
| Yes |  | 84% | -7↓ | -7↓ | -3 | -5↓ |
| No  |  | 16% | +7↑ | +7↑ | +3 | +5↑ |

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

|                         |  |     |   |   |   |   |
|-------------------------|--|-----|---|---|---|---|
| Age                     |  | 33% | - | - | - | - |
| Gender                  |  | 32% | - | - | - | - |
| Caring responsibilities |  | 18% | - | - | - | - |

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# WORKPLACE CULTURE



## EXPLORE THE FULL RESULTS

EMPLOYEES WHO PERCEIVED HARASSMENT OR BULLYING IN THE LAST 12 MONTHS WERE ASKED WHAT TYPE OF HARASSMENT OR BULLYING THEY EXPERIENCED AND WHO WAS RESPONSIBLE FOR IT. 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.

### Bullying and harassment

#### RESPONSE SCALE

%

VARIANCE FROM 2019

VARIANCE FROM APS OVERALL

VARIANCE FROM POLICY AGENCIES

VARIANCE FROM LARGE SIZED AGENCIES

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

|          |             |     |    |    |   |    |
|----------|-------------|-----|----|----|---|----|
| Yes      | <div></div> | 10% | -1 | -1 | 0 | -1 |
| No       | <div></div> | 83% | +1 | +1 | 0 | +1 |
| Not Sure | <div></div> | 7%  | 0  | 0  | 0 | 0  |

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

|   |             |     |   |   |   |   |
|---|-------------|-----|---|---|---|---|
| Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)   | <div></div> | 51% | - | - | - | - |
| Interference with work tasks (e.g. withholding needed information, undermining or sabotage)   | <div></div> | 46% | - | - | - | - |
| Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development) | <div></div> | 33% | - | - | - | - |

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# WORKPLACE CULTURE



## EXPLORE THE FULL RESULTS

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 2019

VARIANCE FROM APS OVERALL

VARIANCE FROM POLICY 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                        |  | 3%  | 0  | 0  | 0  | 0  |
| No                         |  | 92% | +2 | +2 | +1 | +1 |
| Not sure                   |  | 4%  | -1 | -1 | 0  | -1 |
| Would prefer not to answer |  | 1%  | -1 | -1 | 0  | -1 |

#### Types of corrupt behaviours witnessed (3 highest responses):

|  |  |     |   |   |   |   |
|--|--|-----|---|---|---|---|
| Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit        |  | 79% | - | - | - | - |
| Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit |  | 34% | - | - | - | - |
| Acting (or failing to act) in the presence of an undisclosed conflict of interest                                      |  | 24% | - | - | - | - |

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# INCLUSION AND WELLBEING



## EXPLORE THE FULL RESULTS

FOR EACH QUESTION SHOWN HERE, INFORMATION ABOUT THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE) IS PROVIDED

LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

|             |   | RESPONSE SCALE | % POSITIVE | VARIANCE FROM 2019 | VARIANCE FROM APS OVERALL | VARIANCE FROM POLICY AGENCIES | VARIANCE FROM LARGE SIZED AGENCIES |
|-------------|---|----------------|------------|--------------------|---------------------------|-------------------------------|------------------------------------|
| Attitudinal | My agency supports and actively promotes an inclusive workplace culture | 87 8           | 87%        | +1                 | +7 ↑                      | +5 ↑                          | +5 ↑                               |
|             | I have a choice in deciding how I do my work                            | 70 23          | 70%        | -2                 | +10 ↑                     | +4                            | +4                                 |
|             | I receive the respect I deserve from my colleagues at work              | 81 15          | 81%        | +3                 | +1                        | 0                             | 0                                  |
|             | I am clear what my duties and responsibilities are                      | 80 15          | 80%        | -1                 | -1                        | 0                             | 0                                  |

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# INCLUSION AND WELLBEING



EXPLORE  
THE FULL  
RESULTS

|   | RESPONSE SCALE | %          | VARIANCE<br>FROM 2019 | VARIANCE<br>FROM APS<br>OVERALL | VARIANCE<br>FROM POLICY<br>AGENCIES | VARIANCE<br>FROM LARGE<br>SIZED<br>AGENCIES |
|---|----------------|------------|-----------------------|---------------------------------|-------------------------------------|---|
| <b>To what extent is your work emotionally demanding?</b>   |                |            |                       |                                 |                                     |   |
| To a very large extent  | <div></div>    | <b>6%</b>  | -                     | -2                              | -1                                  | -2  |
| To a large extent   | <div></div>    | <b>20%</b> | -                     | -2                              | -1                                  | -2  |
| Somewhat  | <div></div>    | <b>40%</b> | -                     | +1                              | 0                                   | +1  |
| To a small extent   | <div></div>    | <b>24%</b> | -                     | +3                              | +1                                  | +2  |
| To a very small extent  | <div></div>    | <b>10%</b> | -                     | +1                              | 0                                   | 0   |
| <b>I feel burned out by my work.</b>  |                |            |                       |                                 |                                     |   |
| Strongly agree  | <div></div>    | <b>10%</b> | -                     | +1                              | 0                                   | 0   |
| Agree   | <div></div>    | <b>30%</b> | -                     | +3                              | +1                                  | +2  |
| Neither agree nor disagree  | <div></div>    | <b>32%</b> | -                     | -2                              | -1                                  | -1  |
| Disagree  | <div></div>    | <b>23%</b> | -                     | -1                              | -1                                  | 0   |
| Strongly disagree   | <div></div>    | <b>4%</b>  | -                     | -1                              | 0                                   | -1  |
| <div>KEY</div> <div>  AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR         </div> <div>  AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR         </div> |                |            |                       |                                 |                                     |   |

# INCLUSION AND WELLBEING



EXPLORE  
THE FULL  
RESULTS

|   | RESPONSE SCALE | %   | VARIANCE<br>FROM 2019 | VARIANCE<br>FROM APS<br>OVERALL | VARIANCE<br>FROM POLICY<br>AGENCIES | VARIANCE<br>FROM LARGE<br>SIZED<br>AGENCIES |
|---|----------------|-----|-----------------------|---------------------------------|-------------------------------------|---|
| Has there been a change in your general health and wellbeing since COVID-19 (27 February 2020)? |                |     |                       |                                 |                                     |   |
| Very positive change  |                | 4%  | -                     | 0                               | +1                                  | 0   |
| Positive change   |                | 18% | -                     | +1                              | +1                                  | 0   |
| No change   |                | 43% | -                     | -4                              | -3                                  | -2  |
| Negative change   |                | 33% | -                     | +5                              | +2                                  | +2  |
| Very negative change  |                | 2%  | -                     | -1                              | -1                                  | -1  |

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER  
THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN  
COMPARATOR



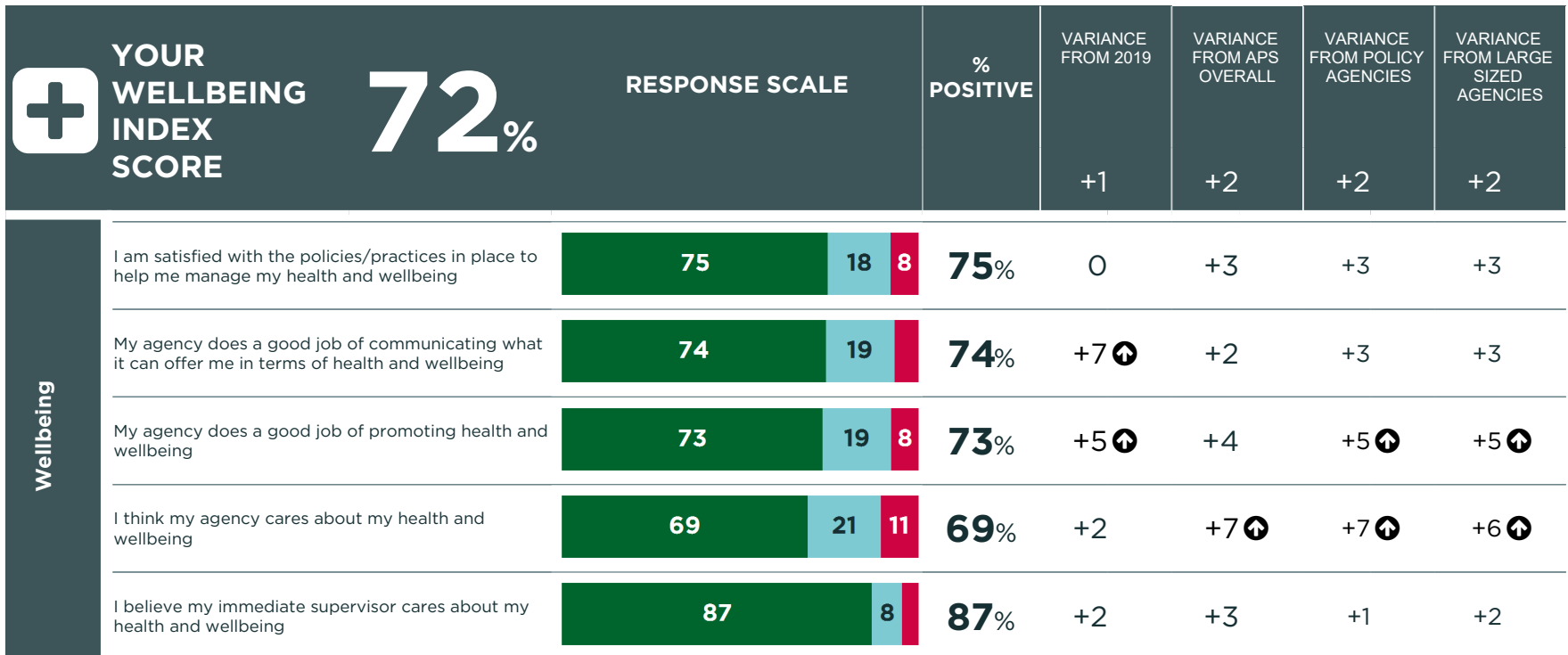
# WELLBEING INDEX



## WELLBEING

THE WELLBEING SCORE PROVIDES A MEASURE OF WELLBEING FOR EMPLOYEES WITHIN AN ORGANISATION. IT MEASURES BOTH THE PRACTICAL AND CULTURAL ELEMENTS THAT ALLOW FOR A SUSTAINABLE AND HEALTHY WORKING ENVIRONMENT.

**HIGH LEVELS OF ENGAGEMENT WILL NOT BE SUSTAINABLE AND WILL LEAD TO BURN OUT WITHOUT RECIPROCALLY STRONG LEVELS OF WELLBEING.**



### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# WORKPLACE CONDITIONS



## EXPLORE THE FULL RESULTS

FOR EACH QUESTION SHOWN HERE, INFORMATION ABOUT THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE) IS PROVIDED

LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

|          |  | RESPONSE SCALE | % POSITIVE | VARIANCE FROM 2019 | VARIANCE FROM APS OVERALL | VARIANCE FROM POLICY AGENCIES | VARIANCE FROM LARGE SIZED AGENCIES |
|----------|--|----------------|------------|--------------------|---------------------------|-------------------------------|------------------------------------|
| Your job | My job gives me opportunities to utilise my skills   | 87             | 87%        | +2                 | +3                        | +1                            | +1                                 |
|          | I am fairly remunerated (e.g. salary, superannuation) for the work that I do                                       | 70 15 15       | 70%        | +5⬆                | +4                        | -7⬇                           | -3                                 |
|          | I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits) | 85 9           | 85%        | +2                 | +7⬆                       | +4                            | +5⬆                                |
|          | I am satisfied with the stability and security of my job   | 84 9 8         | 84%        | +11⬆               | +3                        | -1                            | +4                                 |

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# WORKGROUP PERFORMANCE



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### Workgroup performance

|   | RESPONSE SCALE | % POSITIVE | VARIANCE FROM 2019 | VARIANCE FROM APS OVERALL | VARIANCE FROM POLICY AGENCIES | VARIANCE FROM LARGE SIZED AGENCIES |
|---|----------------|------------|--------------------|---------------------------|-------------------------------|------------------------------------|
| When changes occur, the impacts are communicated well within my workgroup           | 72 13 14       | 72%        | -                  | +6 ↑                      | +4                            | +5 ↑                               |
| The people in my workgroup cooperate to get the job done                            | 90             | 90%        | +2                 | +3                        | +1                            | +2                                 |
| My workgroup can readily adapt to new priorities and tasks                          | 88 8           | 88%        | -                  | +2                        | 0                             | +1                                 |
| My workgroup has the appropriate skills, capabilities and knowledge to perform well | 85 10          | 85%        | +5 ↑               | +3                        | +2                            | +3                                 |
| My workgroup has the tools and resources we need to perform well                    | 69 15 16       | 69%        | +2                 | +3                        | +2                            | +5 ↑                               |
| The people in my workgroup use time and resources efficiently                       | 79 14 7        | 79%        | +9 ↑               | +1                        | +1                            | +1                                 |
| My supervisor ensures that my workgroup delivers on what we are responsible for     | 87 9           | 87%        | +4                 | +2                        | 0                             | +1                                 |

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# PRODUCTIVITY AND WAYS OF WORKING



EXPLORE  
THE FULL  
RESULTS

| RESPONSE SCALE | % | VARIANCE<br>FROM 2019 | VARIANCE<br>FROM APS<br>OVERALL | VARIANCE<br>FROM POLICY<br>AGENCIES | VARIANCE<br>FROM LARGE<br>SIZED<br>AGENCIES |
|----------------|---|-----------------------|---------------------------------|-------------------------------------|---|
|----------------|---|-----------------------|---------------------------------|-------------------------------------|---|

How has your productivity changed since COVID-19 (Since 27 February 2020)?

|                        |  |     |   |    |    |    |
|------------------------|--|-----|---|----|----|----|
| Significantly improved |  | 13% | - | +1 | +1 | +1 |
| Improved               |  | 39% | - | +2 | 0  | 0  |
| No change              |  | 39% | - | -3 | -3 | -2 |
| Reduced                |  | 8%  | - | 0  | +1 | +1 |
| Significantly reduced  |  | 1%  | - | -1 | 0  | 0  |

What best describes your current workload?

|  |  |     |   |     |    |    |
|--|--|-----|---|-----|----|----|
| Well above capacity – too much work                |  | 23% | - | +4  | +1 | 0  |
| Slightly above capacity – lots of work to do       |  | 42% | - | +2  | 0  | 0  |
| At capacity – about the right amount of work to do |  | 26% | - | -5↓ | -1 | -1 |
| Slightly below capacity – available for more work  |  | 7%  | - | 0   | 0  | +1 |
| Below capacity – not enough work                   |  | 1%  | - | -1  | 0  | 0  |

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|----------------------|---|----------------|------------|--------------------|---------------------------|-------------------------------|------------------------------------|
| Responding to change | My workgroup successfully adapts to new ways of working when required (e.g. in response to crises such as COVID-19) | 93             | 93%        | -                  | +3                        | +3                            | +2                                 |
|                      | My workgroup has used the COVID-19 crisis to improve the way we work  | 70 24          | 70%        | -                  | +5 ↑                      | +4                            | +3                                 |
|                      | My agency quickly adapts and responds to changing priorities (e.g. in response to crises such as COVID-19)          | 84 12          | 84%        | -                  | +4                        | +5 ↑                          | +5 ↑                               |
|                      | My agency is taking actions to maintain changed ways of working implemented during the COVID-19 crisis              | 60 25 15       | 60%        | -                  | -4                        | 0                             | -2                                 |
|                      | My immediate SES manager supports embedding changed ways of working implemented during the COVID-19 crisis          | 70 22 8        | 70%        | -                  | +5 ↑                      | +2                            | +3                                 |

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# 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.

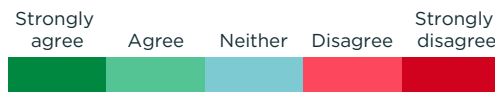
PRIORITISE 3 AREAS TO TAKE FORWARD

|   | PRIORITISE 3 AREAS<br>FOR ACTION | TIMESCALES | OWNER | RESOURCES<br>REQUIRED | TARGET/SUCCESS<br>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.



**POSITIVE RESPONSE** Neutral response Negative response

$\div$

number of respondents who answered the question

$=$

**% 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.