



Highlights Report TREASURY



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RESPONSES:
856 of 1,031

RESPONSE RATE:
83%

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'S A MEASURE OF THE EMOTIONAL CONNECTION AND COMMITMENT EMPLOYEES HAVE TO WORKING FOR THE AGENCY.

YOUR EMPLOYEE ENGAGEMENT SCORE 77%		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
SAY	Overall am satisfied with my job	82	82%	-2	+7 ↑	+5 ↑	+6 ↑
	I am proud to work in my agency	90	90%	0	+13 ↑	+13 ↑	+11 ↑
	I would recommend my agency as a good place to work	83	83%	0	+14 ↑	+11 ↑	+12 ↑
	I believe strongly in the purpose and objectives of my agency	86	86%	-2	+4	+5 ↑	+3
STAY	I feel a strong personal attachment to my agency	70	70%	-4	+4	+8 ↑	+4
	I feel committed to my agency's goals	85	85%	+1	+2	+3	+1
STRIVE	I suggest ideas to improve our way of doing things	89	89%	-2	+4	+1	+2
	I am happy to go the 'extra mile' at work when required	96	96%	-1	+4	+2	+3
	I work beyond what is required in my job to help my agency achieve its objectives	89	89%	0	+6 ↑	+4	+4
	My agency really inspires me to do my best work every day	66	66%	-1	+10 ↑	+11 ↑	+9 ↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



DEMOGRAPHICS



EXPLORE
THE FULL
RESULTS

	RESPONSE SCALE	%	VAR ANCE FROM 2019	VAR ANCE FROM APS OVERALL	VAR ANCE FROM POL CY AGENC ES	VAR ANCE FROM LARGE S ZED AGENC ES
What is your gender?						
Male		47%	-2	+11	+12	+11
Female		50%	+1	-10	-11	-10
Indeterminate/ Intersex/ Unspecified		0%	-	0	0	0
Prefer not to say		2%	0	-1	-1	-1
Do you identify as Aboriginal and/or Torres Strait Islander?						
Yes		2%	+1	-1	-2	-1
No		98%	-1	+1	+2	+1
Do you have an ongoing disability?						
Yes		5%	-1	-4	-3	-4
No		95%	+1	+4	+3	+4

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
THEY HAD WORKED ON
ASKS OR ACTIVITIES
DIRECTLY RELATED TO COVID
19 WERE ASKED TO DESCRIBE
THEY WORK.
EMPLOYEES COULD SELECT
ONE OR MORE RESPONSES
FROM A LIST OF ITEMS.

	RESPONSE SCALE	%	VAR ANCE FROM 2019	VAR ANCE FROM APS OVERALL	VAR ANCE FROM POL CY AGENC ES	VAR ANCE FROM LARGE S ZED AGENC ES
Do you have carer responsibilities?						
Yes		35%	-3	-6 ↓	-7 ↓	-6 ↓
No		65%	+3	+6 ↑	+7 ↑	+6 ↑
Since 27 February 2020, have you worked on tasks or activities directly related to COVID-19?						
Yes		78%	-	+29 ↑	+20 ↑	+30 ↑
No		22%	-	-29 ↓	-20 ↓	-30 ↓
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)		24%	-	+3	+1	+3
Working in a different agency on work dedicated to the COVID 19 response and related activities (e.g. APS2000 surge workforce)		3%	-	-2	-6 ↓	-4
Working on COVID 19 related work in my usual role		86%	-	+6 ↑	+7 ↑	+6 ↑
Other		2%	-	-3	-2	-2

KEY

↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS



**EXPLORE
THE FULL
RESULTS**

	RESPONSE SCALE	%	VAR ANCE FROM 2019	VAR ANCE FROM APS OVERALL	VAR ANCE FROM POL CY AGENC ES	VAR ANCE FROM LARGE S ZED AGENC ES
Do you identify as Lesbian, Gay, Bisexual, Trans, and/or Intersex (LGBTI+)?						
Yes		6%	+1	0	-1	-1
No		94%	+3	0	+1	+1
Are you currently seconded to a different agency and have been working within that agency for less than six months?						
Yes		2%	-	+1	+1	+1
No		98%	-	-1	-1	-1

KEY



AT LEAST 5 PERCENTAGE PO NTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE PO NTS 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?

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGEST AGENCIES	
Senior leadership: Immediate SES manager	My SES manager communicates effectively	81 (11 Neutral, 8 Negative)	81%	-4	+12 ↑	+5 ↑	+8 ↑
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	86 (10 Neutral, 4 Negative)	86%	+1	+15 ↑	+8 ↑	+11 ↑
	My SES manager effectively leads and manages change	72 (19 Neutral, 9 Negative)	72%	-7 ↓	+9 ↑	+3	+6 ↑
	My SES manager gives the right message to and develops talented people	61 (27 Neutral, 12 Negative)	61%	-12 ↓	+12 ↑	+5 ↑	+9 ↑
	My SES manager clearly articulates the direction and priorities for our area	75 (16 Neutral, 9 Negative)	75%	-7 ↓	+9 ↑	+3	+5 ↑
	My SES manager promotes cooperation within and between agencies	80 (14 Neutral, 6 Negative)	80%		+17 ↑	+7 ↑	+12 ↑

KEY

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

Positive (Green) Neutral (Light Blue) Negative (Red)

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?

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGEST AGENCIES	
Senior Leadership: All SES	In my agency communication between the SES and other employees is effective	66 (21 Neutral, 14 Negative)	66%	-2	+10 ↑	+4	+7 ↑
	In my agency the SES actively contribute to the work of our agency	85 (12 Neutral, 3 Negative)	85%	-2	+18 ↑	+8 ↑	+12 ↑
	In my agency the SES work as a team	62 (28 Neutral, 10 Negative)	62%	+6 ↑	+9 ↑	+4	+7 ↑
	In my agency the SES carefully articulate the direction and priorities for our agency	71 (20 Neutral, 9 Negative)	71%	+5 ↑	+8 ↑	+4	+6 ↑

KEY ↑ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR ↓ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive (Green) Neutral (Light Blue) Negative (Red)

IMMEDIATE SUPERVISOR



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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?

	RESPONSE SCALE	% POSITIVE	VAR ANCE FROM 2019	VAR ANCE FROM APS OVERALL	VAR ANCE FROM POLICY AGENCIES	VAR ANCE FROM LARGESIZED AGENCIES		
Immediate supervisor	My supervisor communicates effectively	84	9	84%	0	+3	+2	+3
	My supervisor displays resilience when faced with difficult situations	87	8	87%	0	+5 ↑	+3	+3
	My supervisor engages with staff on how to respond to future challenges	82	12	82%		+2	+2	+2
	My supervisor can deliver difficult advice whilst maintaining relationships	81	15	81%		+3	+2	+3
	My supervisor encourages my team to regularly review and improve our work	82	13	82%		+2	+2	+2
	My supervisor actively seeks feedback	60	24	16	60%	-7 ↓	-6 ↓	-6 ↓

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

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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?

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGEST AGENCIES	
Culture	Staff are consulted about change at work	46 38 17	46%	-11↓	-3	-3	-2
	Internal communication within my agency is effective	65 23 12	65%	+6↑	+8↑	+5↑	+7↑
	Internal communication within my agency is regular	84 12 4	84%	+4	+6↑	+3	+4
	I understand how my role contributes to achieving an outcome for the Australian public	90 7 3	90%	0	-1	+1	0
	I can see a clear connection between my job and my agency's purpose	90 8 2	90%		+4	+5↑	+4
	I believe strongly in the purpose and objectives of the APS	91 8 1	91%	+3	+6↑	+4	+5↑
	I feel a strong personal attachment to the APS	65 26 8	65%		+1	+1	+2
	My agency inspires me to come up with new or better ways of doing things	63 26 11	63%	+8↑	+5↑	+7↑	+6↑
	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?	67 26 7	67%		+6↑	+6↑	+9↑

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 PARTICIPATED IN THE SURVEY AS 12 MONTHS BEFORE THE SURVEY. THIS WAS EITHER DISCRIMINATION OR EMPLOYMENT CONDITIONS. EMPLOYEES COULD CHOOSE MORE THAN ONE RESPONSE.

ON THE OTHER HAND, SOME DISCRIMINATION ON THE BASIS OF RACE OR ETHNICITY MAY VARY BETWEEN WORK UNITS AND WORKSITES OR OVER TIME.

Discrimination	RESPONSE SCALE	%	VAR ANCE FROM 2019	VAR ANCE FROM APS OVERALL	VAR ANCE FROM POL CY AGENC ES	VAR ANCE FROM LARGE S ZED AGENC ES
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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		9%	-1	-3	-3	-3
No		91%	+1	+3	+3	+3

Did this discrimination occur in your current agency?

Yes		83%	-1	-8⬇️	-4	-7⬇️
No		17%	+1	+8⬆️	+4	+7⬆️

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

Gender		55%	-	-	-	-
Race		28%	-	-	-	-
Age		17%	-	-	-	-

KEY



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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WORKPLACE CULTURE



EXPLORE THE FULL RESULTS

EMPLOYEES WHO PARTICIPATED IN THE 2020 APS EMPLOYEE CENSUS HAVE BEEN ASKED WHETHER THEY EXPERIENCED HARASSMENT OR BULLYING IN THEIR CURRENT WORKPLACE. THIS INFORMATION IS PROVIDED TO HELP AGENCIES UNDERSTAND THE CURRENT STATE OF WORKPLACE CULTURE AND TO IDENTIFY AREAS FOR IMPROVEMENT.

ON THE OTHER HAND, THE RESULTS MAY VARY BETWEEN AGENCIES, WORK UNITS AND WORKSITES OR HAPSOVERALL.

Bullying and harassment

RESPONSE SCALE

%

VARIANCE FROM 2019

VARIANCE FROM APS OVERALL

VARIANCE FROM POLICY AGENCIES

VARIANCE FROM LARGEST AGENCIES

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

Yes		7%	0	-4	-3	-4
No		88%	+1	+7	+6	+6
Not Sure		4%	-1	-3	-3	-3

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		55%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		47%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to earning and development)		36%	-	-	-	-

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WORKPLACE CULTURE



EXPLORE THE FULL RESULTS

MP OY S WHO ND CA D
 HA H YHAD W N SS D
 PO N A CORRUP
 B HAV OUR W R ASK D O
 D SCR B H B HAV OUR.
 MP OY S COU DS C
 ON OR MOR R SPONS S
 ROMA S O MS.

Corruption	RESPONSE SCALE	%	VAR ANCE FROM 2019	VAR ANCE FROM APS OVERALL	VAR ANCE FROM POL CY AGENC ES	VAR ANCE FROM LARGE S ZED AGENC ES
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		1%	0	-2	-2	-2
No		96%	+1	+6	+5	+5
Not sure		2%	-1	-2	-2	-2
Wou d prefer not to answer		1%	0	-1	-1	-1

KEY



AT LEAST 5 PERCENTAGE PO NTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE PO NTS LESS THAN COMPARATOR

INCLUSION AND WELLBEING



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?

		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGEST AGENCIES		
Attitudinal	My agency supports and actively promotes an inclusive workplace culture	<div style="width: 83%; background-color: #006633; display: inline-block;"></div> 83	12	83%	-1	+2	0	0	
	I have a choice in deciding how I do my work	<div style="width: 66%; background-color: #006633; display: inline-block;"></div> 66	26	8	66%	-7↓	+6↑	0	0
	I receive the respect I deserve from my colleagues at work	<div style="width: 83%; background-color: #006633; display: inline-block;"></div> 83	14	83%	+1	+3	+2	+2	
	I am unclear what my duties and responsibilities are	<div style="width: 79%; background-color: #006633; display: inline-block;"></div> 79	18	79%	-3	-3	-1	-2	

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	%	VAR ANCE FROM 2019	VAR ANCE FROM APS OVERALL	VAR ANCE FROM POL CY AGENC ES	VAR ANCE FROM LARGE S ZED AGENC ES
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To what extent is your work emotionally demanding?

To a very arge extent		9%	-	+1	+2	+1
To a arge extent		21%	-	-1	+1	0
Somewhat		37%	-	-2	-2	-1
To a sma extent		22%	-	+1	0	+1
To a very sma extent		10%	-	0	0	0

I feel burned out by my work.

Strong y agree		14%	-	+4	+4	+3
Agree		31%	-	+4	+3	+3
Ne ther agree nor d agree		32%	-	-3	-2	-2
D disagree		21%	-	-3	-3	-3
Strong y d disagree		3%	-	-2	-2	-2

KEY



AT LEAST 5 PERCENTAGE PO NTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE PO NTS LESS THAN COMPARATOR

INCLUSION AND WELLBEING



**EXPLORE
THE FULL
RESULTS**

	RESPONSE SCALE	%	VAR ANCE FROM 2019	VAR ANCE FROM APS OVERALL	VAR ANCE FROM POL CY AGENC ES	VAR ANCE FROM LARGE S ZED AGENC ES
Has there been a change in your general health and wellbeing since COVID-19 (27 February 2020)?						
Very pos t ve change		3%	-	-1	0	0
Pos t ve change		14%	-	-3	-3	-3
No change		42%	-	-5	-3	-3
Negat ve change		38%	-	+9	+6	+7
Very negat ve change		3%	-	0	0	0

KEY



AT LEAST 5 PERCENTAGE PO NTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE PO NTS 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.

YOUR WELLBEING INDEX SCORE		69%			RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM POLICY AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
Wellbeing	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	71	20	9	71%	-4	-1	1	1	
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	65	23	12	65%	+1	-6 ↓	6 ↓	6 ↓	
	My agency does a good job of promoting health and wellbeing	61	27	12	61%	-1	-9 ↓	7 ↓	7 ↓	
	I think my agency cares about my health and wellbeing	67	21	11	67%	0	+5 ↑	+5 ↑	+5 ↑	
	I believe my immediate supervisor cares about my health and wellbeing	86	10	4	86%	-1	+2	0	+1	

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

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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?

	QUESTION	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 use my skills	91	91%	-1	+6 ↑	+4	+4
	I am fairly remunerated (e.g. salary superannuation) for the work that I do	77	77%	-2	+11 ↑	0	+4
	I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	86	86%	-2	+7 ↑	+4	+5 ↑
	I am satisfied with the stability and security of my job	92	92%	+3	+11 ↑	+7 ↑	+12 ↑

KEY

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

Positive Neutral Negative

WORKGROUP PERFORMANCE



EXPLORE THE FULL RESULTS

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WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

	RESPONSE SCALE	% POSITIVE	VAR ANCE FROM 2019	VAR ANCE FROM APS OVERALL	VAR ANCE FROM POLICY AGENCIES	VAR ANCE FROM LARGEST AGENCIES
Workgroup performance	When changes occur, the impacts are communicated well within my workgroup	70 (16 Neutral, 14 Negative)	70%	+3	+1	+2
	The people in my workgroup cooperate to get the job done	91 (0 Neutral, 0 Negative)	91%	0	+4	+3
	My workgroup can readily adapt to new priorities and tasks	91 (0 Neutral, 0 Negative)	91%	+5 ↑	+3	+5 ↑
	My workgroup has the appropriate skills, capabilities and knowledge to perform well	84 (11 Neutral, 0 Negative)	84%	0	+2	+1
	My workgroup has the tools and resources we need to perform well	73 (15 Neutral, 13 Negative)	73%	+1	+7 ↑	+6 ↑
	The people in my workgroup use time and resources effectively	81 (14 Neutral, 0 Negative)	81%	+3	+3	+3
	My supervisor ensures that my workgroup delivers on what we are responsible for	89 (8 Neutral, 0 Negative)	89%	0	+5 ↑	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



PRODUCTIVITY AND WAYS OF WORKING



EXPLORE
THE FULL
RESULTS

	RESPONSE SCALE	%	VAR ANCE FROM 2019	VAR ANCE FROM APS OVERALL	VAR ANCE FROM POL CY AGENC ES	VAR ANCE FROM LARGE S ZED AGENC ES
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How has your productivity changed since COVID-19 (Since 27 February 2020)?

Significantly improved		10%	-	-2	-2	-3
Improved		45%	-	+8	+6	+6
No change		37%	-	-5	-5	-4
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	+1
Slightly above capacity - lots of work to do		41%	-	+1	-1	-1
At capacity - about the right amount of work to do		30%	-	-2	+2	+3
Slightly below capacity - available for more work		4%	-	-3	-2	-1
Below capacity - not enough work		1%	-	-1	-1	-1

KEY



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AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PRODUCTIVITY AND WAYS OF WORKING



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
Responding to change	My workgroup successfully adapts to new ways of working when required (e.g. in response to crises such as COVID 19)	92	92%	+3	+2	+2
	My workgroup has used the COVID 19 crisis to improve the way we work	69	69%	+4	+3	+2
	My agency quickly adapts and responds to changing priorities (e.g. in response to crises such as COVID 19)	89	89%	+9 ↑	+10 ↑	+10 ↑
	My agency is taking actions to maintain changed ways of working implemented during the COVID 19 crisis	60	60%	-4	0	-2
	My immediate SES manager supports embedding changed ways of working implemented during the COVID 19 crisis	68	68%	+3	0	+1

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 HOW DATA INFORMS OUR DECISIONS THROUGH DISCUSSIONS WITH US?



OPPORTUNITIES

Areas we need to focus on and turn into action plans:

WHAT ARE THE KEY THINGS WE NEED TO IMPROVE OR MAKE WORKING BETTER?



USE THIS PAGE TO START YOUR LOCAL ACTION PLANS

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

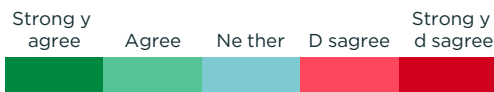
PRIORITISE 3 AREAS TO TAKE FORWARD

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

GUIDE TO THIS REPORT

% POSITIVE

WHERE RESULTS ARE SHOWN AS POSITIVE PERCENTAGES (% POSITIVE) THESE ARE CALCULATED BY ADDING TOGETHER POSITIVE RESPONSES ("STRONGLY AGREE" + "AGREE") AND DIVIDING BY THE NUMBER OF RESPONDENTS WHO ANSWERED THE QUESTION



POSITIVE response Neutral response Negative response

+

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

THIS ENGINEERING PRACTICE DOES NOT 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 REVISIONS/IMPROVEMENTS ARE APPLIED TO CURRENT DATA AND THAT OF PREVIOUS YEARS. FOR THIS REASON THE CURRENT REPORTS ALWAYS USE THE MOST ACCURATE DATA SOURCE FOR APS EMPLOYEE CENSUS RESULTS INCLUDING COMPARISONS WITH MEMBER DATA.