



Highlights Report IPA



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RESPONSES:

1,079 of 1,255

RESPONSE RATE:

86%

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.



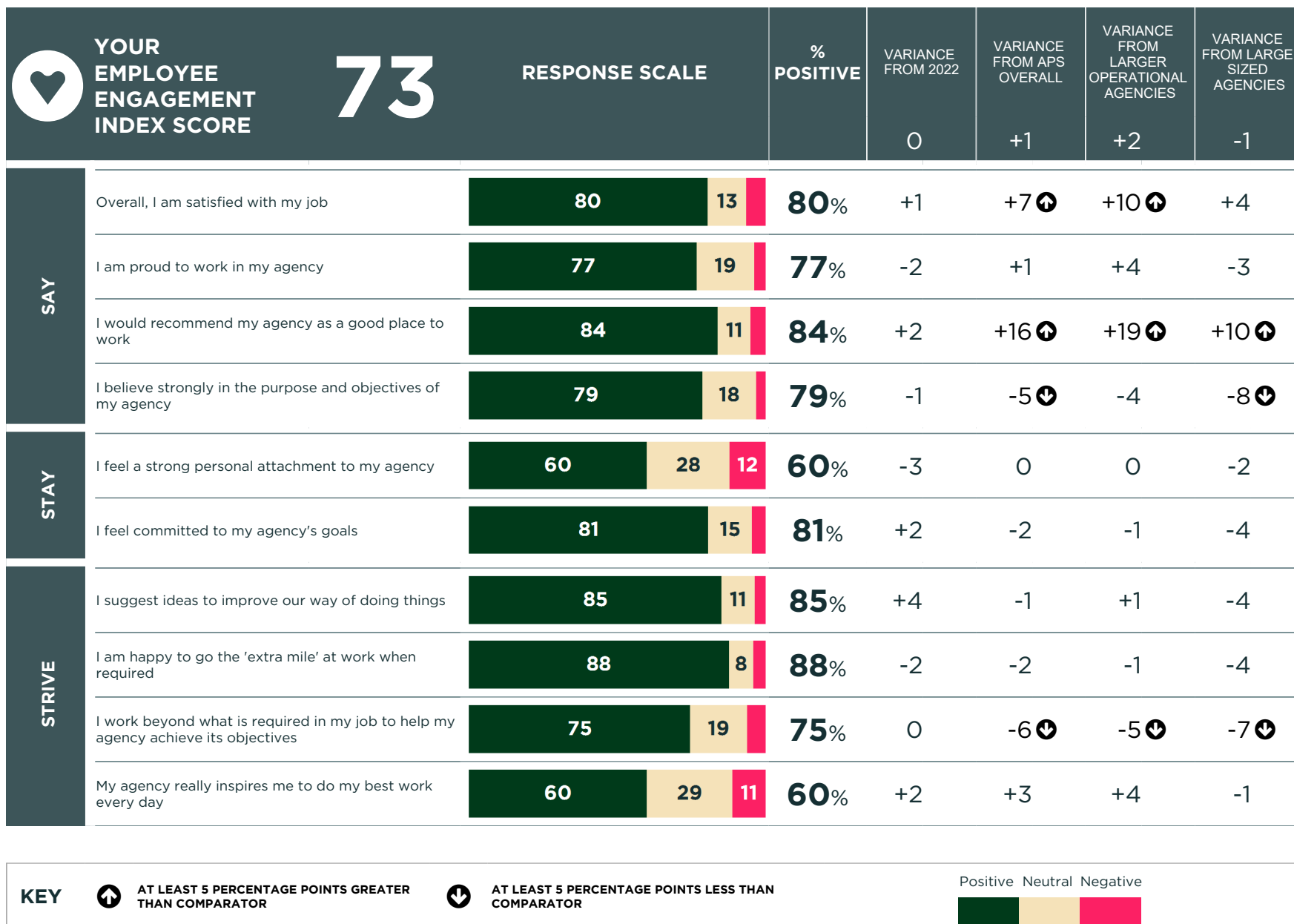
Generally a difference of ± 5 percentage points is worthy of attention, but the size of the group is important. Changes in small groups can be unreliable.

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.



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

Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	82	13	82%	+2	+3	+4	+2
	My supervisor can deliver difficult advice whilst maintaining relationships	80	14	80%	-1	+1	+2	0
	My supervisor invites a range of views, including those different to their own	85	9	85%	-1	+3	+4	+1
	My supervisor encourages my team to regularly review and improve our work	84	10	84%	+2	+3	+3	+2
	My supervisor is invested in my development	78	15	78%	+3	+3	+4	+1
	My supervisor ensures that my workgroup delivers on what we are responsible for	89	8	89%	-1	+2	+3	0

Other similar questions

	My supervisor provides me with helpful feedback to improve my performance	81	11	81%	+1	+3	+3	+3
	My immediate supervisor encourages me	78	15	78%	+3	+2	+3	0

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		71	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
SES Manager	My SES manager clearly articulates the direction and priorities for our area	74	18	8	74%	+2	+6 ⬆	+8 ⬆	+2
	My SES manager presents convincing arguments and persuades others towards an outcome	64	29	7	64%	+3	+2	+6 ⬆	-4
	My SES manager promotes cooperation within and between agencies	64	30		64%	+3	-2	+2	-9 ⬇
	My SES manager encourages innovation and creativity	73	21		73%	+5 ⬆	+9 ⬆	+11 ⬆	+5 ⬆
	My SES manager creates an environment that enables us to deliver our best	72	21	7	72%	+6 ⬆	+8 ⬆	+11 ⬆	+3
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	77	19		77%	+2	+4	+7 ⬆	-1
Other similar questions									
	In my agency, the SES work as a team	55	30	15	55%	-8 ⬇	+2	+5 ⬆	-2
	In my agency, the SES clearly articulate the direction and priorities for our agency	68	19	13	68%	-5 ⬇	+5 ⬆	+7 ⬆	+1
	In my agency, communication between SES and other employees is effective	59	25	16	59%	-3	+6 ⬆	+8 ⬆	+1
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	71	24		71%	-	+5 ⬆	+8 ⬆	+1
KEY		⬆ AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR		⬇ AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR		Positive Neutral Negative			

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	72	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
				0	+4	+4	+2

Communication	My supervisor communicates effectively	84	8 8	84%	0	+3	+4	+3
	My SES manager communicates effectively	73	19 8	73%	+2	+5 ⬆	+7 ⬆	0
	Internal communication within my agency is effective	68	21 12	68%	-1	+11 ⬆	+13 ⬆	+9 ⬆

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	74	16 10	74%	-2	+7 ⬆	+8 ⬆	+5 ⬆
	Staff are consulted about change at work	56	31 13	56%	-1	+7 ⬆	+8 ⬆	+5 ⬆
	Change is managed well in my agency	55	28 18	55%	-1	+12 ⬆	+12 ⬆	+11 ⬆

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 LARGE SIZED AGENCIES
My job gives me opportunities to utilise my skills	82 12	82%	-1	+3	+5 ⬆	+1
I have a choice in deciding how I do my work	84 13	84%	+3	+20 ⬆	+25 ⬆	+13 ⬆
Where appropriate, I am able to take part in decisions that affect my job	75 17 8	75%	+3	+6 ⬆	+9 ⬆	+1
I am clear what my duties and responsibilities are	86 11	86%	0	+6 ⬆	+6 ⬆	+6 ⬆
I am satisfied with the recognition I receive for doing a good job	70 18 12	70%	+2	+4	+7 ⬆	-1
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	59 18 23	59%	-4	+7 ⬆	+14 ⬆	-3
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	90	90%	0	+16 ⬆	+20 ⬆	+11 ⬆
I am satisfied with the stability and security of my job	83 11	83%	-6 ⬆	+1	+2	+1
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	96	96%	+2	+17 ⬆	+21 ⬆	+11 ⬆

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 LARGE SIZED AGENCIES
I feel a strong personal attachment to the APS	55 33 12	55%	-1	-7 ⬇	-8 ⬇	-7 ⬇
I understand how my role contributes to achieving an outcome for the Australian public	94	94%	+1	+1	+1	+1
I believe strongly in the purpose and objectives of the APS	78 20	78%	-1	-6 ⬇	-5 ⬇	-8 ⬇

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

Well above capacity - too much work		15%	-4	-9 ⬇	-9 ⬇	-8 ⬇
Slightly above capacity - lots of work to do		43%	+1	+3	+3	+3
At capacity - about the right amount of work to do		38%	+3	+9 ⬆	+8 ⬆	+9 ⬆
Slightly below capacity - available for more work		3%	-1	-2	-2	-3
Well below capacity - not enough work		1%	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 LARGE SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	89 8	89%	+3	+10 ⬆	+11 ⬆	+7 ⬆
My supervisor actively ensures that everyone can be included in workplace activities	87 9	87%	0	+4	+4	+3
I receive the respect I deserve from my colleagues at work	83 13	83%	+2	+2	+3	0

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		11%	0	-3	-3	-3
Flexible hours of work		52%	0	+24 ⬆	+23 ⬆	+25 ⬆
Compressed work week		3%	+1	-1	0	-1
Job sharing		0%	0	0	0	0
Working away from the office/working from home		85%	+4	+28 ⬆	+33 ⬆	+18 ⬆
None of the above		4%	-2	-22 ⬇	-25 ⬇	-17 ⬇

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.

	YOUR ENABLING INNOVATION INDEX SCORE	68	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
					+1	+4	+4	+3
Enabling innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	79	16	79%	0	-1	+1	-4
	My immediate supervisor encourages me to come up with new or better ways of doing things	75	18	75%	+7 ⬆	+2	+4	+1
	People are recognised for coming up with new and innovative ways of working	68	23	68%	+5 ⬆	+10 ⬆	+11 ⬆	+9 ⬆
	My agency inspires me to come up with new or better ways of doing things	58	32	58%	+2	+8 ⬆	+9 ⬆	+8 ⬆
	My agency recognises and supports the notion that failure is a part of innovation	57	30	57%	+3	+18 ⬆	+18 ⬆	+18 ⬆

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

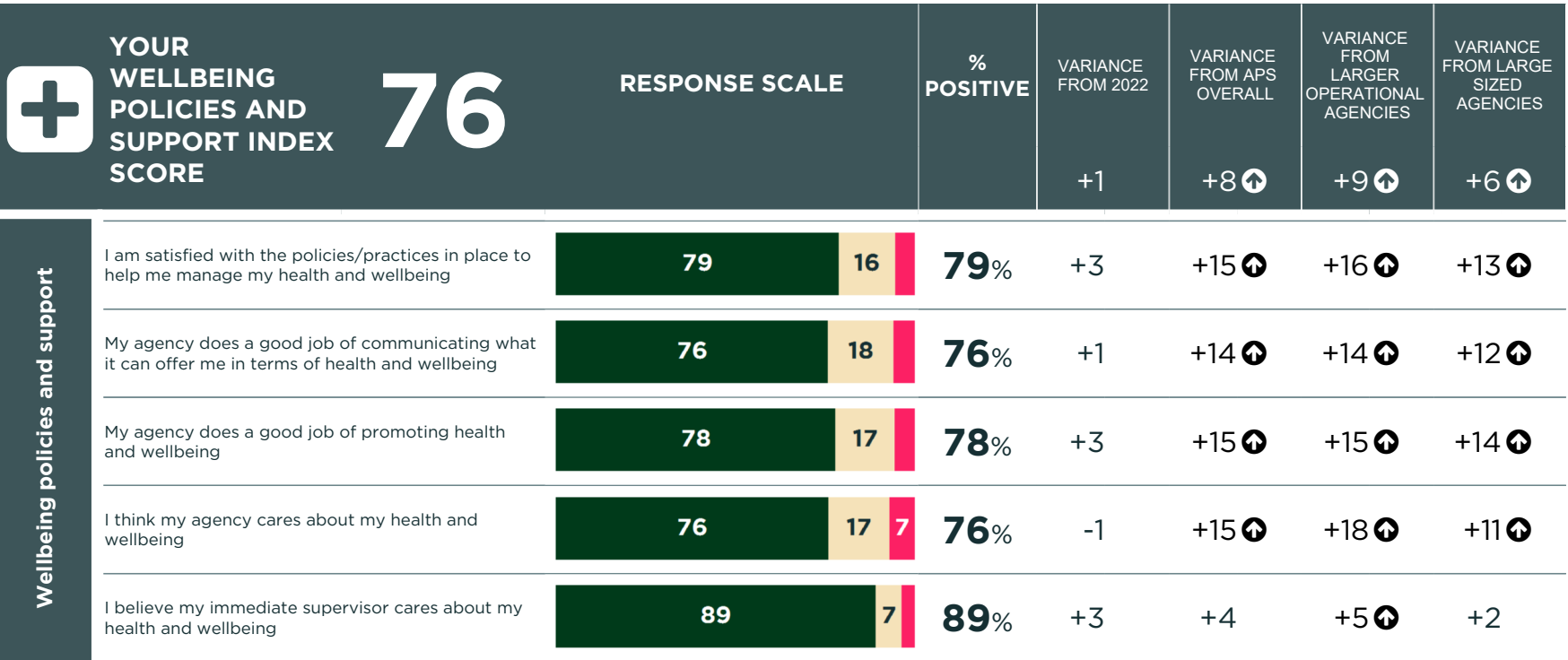


WELLBEING POLICIES AND SUPPORT



WELLBEING

THE WELLBEING SCORE PROVIDES A MEASURE OF THE PRACTICAL AND CULTURAL ELEMENTS THAT ALLOW FOR A SUSTAINABLE AND HEALTHY WORKING ENVIRONMENT.



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 LARGER SIZED AGENCIES
How often do you find your work stressful?						
Always		3%	0	-2	-3	-1
Often		18%	-3	-8↓	-9↓	-9↓
Sometimes		53%	+1	+4	+5↑	+4
Rarely		25%	+3	+6↑	+7↑	+6↑
Never		1%	0	0	0	0
To what extent is your work emotionally demanding?						
To a very large extent		3%	0	-5↓	-5↓	-4
To a large extent		13%	0	-8↓	-9↓	-7↓
Somewhat		38%	-1	-1	-1	-1
To a small extent		34%	+2	+10↑	+11↑	+9↑
To a very small extent		12%	-1	+3	+4	+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 LARGER SIZED AGENCIES
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I feel burned out by my work

Strongly agree		5%	-1	-3	-4	-3
Agree		20%	-2	-4	-4	-3
Neither agree nor disagree		33%	+2	+2	+1	+2
Disagree		33%	-1	+4	+5 	+2
Strongly disagree		9%	+2	+2	+2	+2

In general, would you say that your health is:

Excellent		9%	+1	-1	0	-1
Very good		35%	-1	+1	+2	0
Good		40%	+3	+2	+1	+2
Fair		13%	-3	-2	-2	-1
Poor		3%	0	0	0	0

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 LARGE SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		27%	+2	0	+1	-3
Very good		55%	-2	0	0	0
Average		17%	+1	+2	0	+4
Below average		1%	-1	-1	-1	0
Well below average		0%	0	0	0	0

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

Excellent		15%	+1	0	+1	-2
Very good		57%	-4	+3	+5 	0
Average		24%	+1	-1	-4	+2
Below average		3%	+1	-1	-2	0
Well below average		1%	0	-1	-1	0

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 LARGE SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	87 	87%	+2	+9 	+10 	+7 
My workgroup has the tools and resources we need to perform well	74 	74%	+2	+15 	+15 	+15 
The people in my workgroup use time and resources efficiently	81 	81%	+1	+5 	+6 	+3
My workgroup can readily adapt to new priorities and tasks	86 	86%	+1	+3	+4	+2
The people in my workgroup cooperate to get the job done	92 	92%	+2	+4	+5 	+2

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 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		6%	-2	-4	-5 ↓	-3
I want to leave my position within the next 12 months		15%	-2	-9 ↓	-7 ↓	-11 ↓
I want to stay working in my position for the next one to two years		38%	+1	+1	+3	-3
I want to stay working in my position for at least the next three years		41%	+3	+13 ↑	+9 ↑	+17 ↑

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

I am planning to retire		5%	0	0	-1	+2
I am pursuing another position within my agency		26%	-2	-15 ↓	-19 ↓	-16 ↓
I am pursuing a position in another agency		34%	+1	+7 ↑	+9 ↑	+7 ↑
I am pursuing work outside the APS		17%	+3	+6 ↑	+6 ↑	+7 ↑
It is the end of my non-ongoing, casual or contracted employment		3%	-1	0	+1	-1
Other		15%	0	+2	+3	+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 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		17%	-	-	-	-
I can receive a higher salary elsewhere		15%	-	-	-	-
There are a lack of future career opportunities in my agency		12%	-	-	-	-
I am looking to further my skills in another area		11%	-	-	-	-
I want to try a different type of work or I'm seeking a career change		9%	-	-	-	-

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 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		7%	-3	-4	-5↓	-3
No		93%	+3	+4	+5↑	+3

Did this discrimination occur in your current agency?

Yes		91%	0	-1	-2	+1
No		9%	0	+1	+2	-1

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

Gender		38%	-	-	-	-
Race		28%	-	-	-	-
Other		22%	-	-	-	-

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 LARGER SIZED AGENCIES

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

Yes		6%	-3	-5 ↓	-5 ↓	-4
No		90%	+2	+6 ↑	+7 ↑	+5 ↑
Not sure		4%	+1	-1	-1	-1

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

Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		48%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		43%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		40%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		25%	+6 ↑	-10 ↓	-11 ↓	-11 ↓
It was reported by someone else		11%	+3	+3	+3	+2
I did not report the behaviour		65%	-9 ↓	+8 ↑	+8 ↑	+8 ↑

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 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		5%	-1	+2	+1	+2
No		87%	+1	-4	-3	-5 ⬇
Not sure		5%	0	+1	+1	+2
Would prefer not to answer		3%	0	0	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		78%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		24%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		14%	-	-	-	-

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures		6%	-8 ⬇	-15 ⬇	-16 ⬇	-14 ⬇
It was reported by someone else		10%	0	-6 ⬇	-6 ⬇	-5 ⬇
I did not report the behaviour		84%	+8 ⬆	+21 ⬆	+23 ⬆	+19 ⬆

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS

How do you describe your gender?	Responses
Man or male	51%
Woman or female	43%
Non-binary	1%
I use a different term	0%
Prefer not to say	4%

Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?	Responses
Yes	1%
No	99%

Do you have an ongoing disability?	Responses
Yes	11%
No	89%

Do you have carer responsibilities?	Responses
Yes	45%
No	55%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	9%
No	91%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	63%
Australian Aboriginal and/or Torres Strait Islander	2%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	13%
North-West European (excluding Anglo-European)	3%
Southern and Eastern European	5%
South-East Asian	14%
North-East Asian	3%
Southern and Central Asian	8%
North American	1%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	1%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	10%
No	78%
Not sure	12%

AGENCY POSITION



AGENCY POSITION

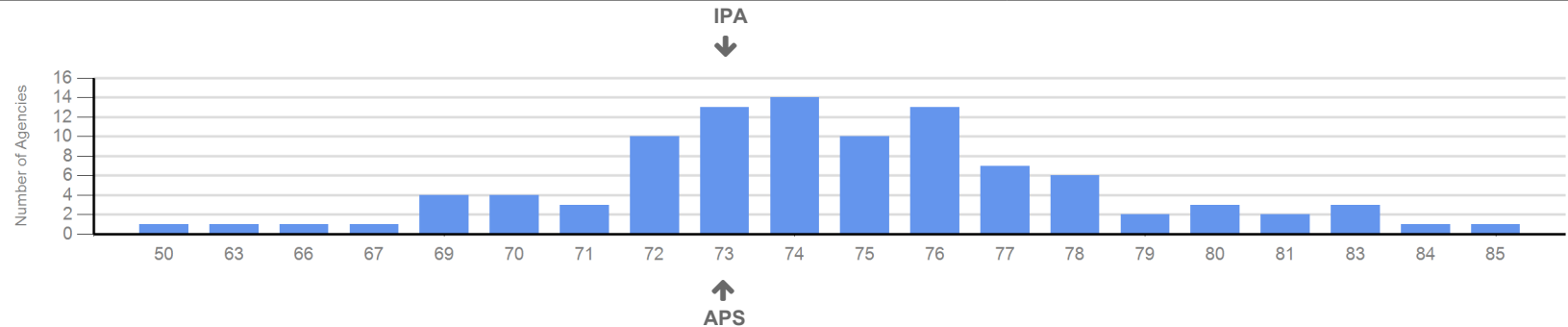
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE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

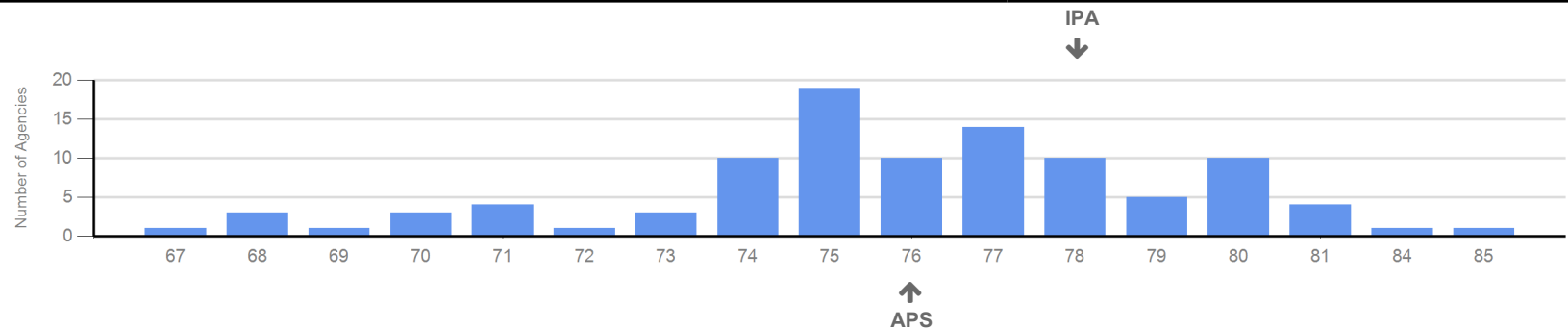
Employee Engagement Index

Ranking : 65th of 100



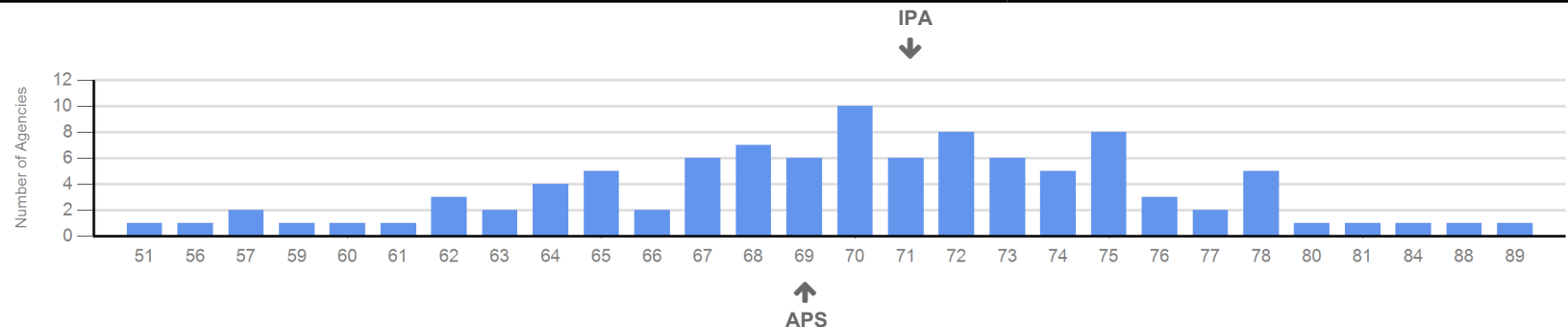
Leadership – Immediate Supervisor Index

Ranking : 27th of 100



Leadership – SES Manager Index

Ranking : 46th of 100



AGENCY POSITION



AGENCY POSITION

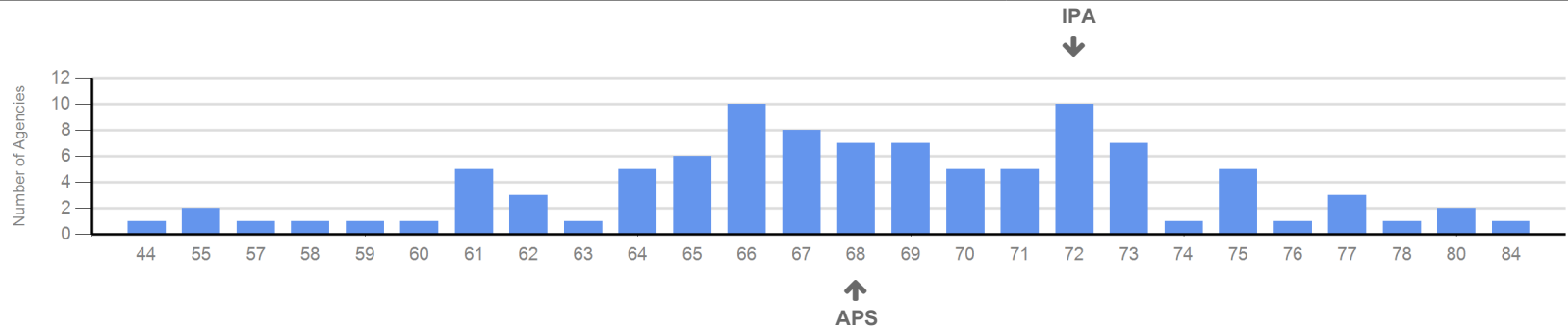
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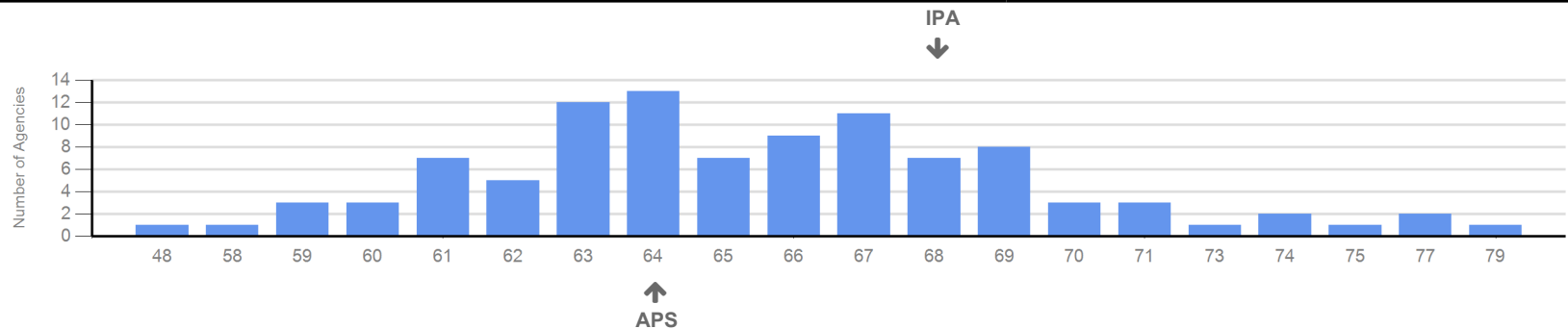
Communication Index

Ranking : 26th of 100



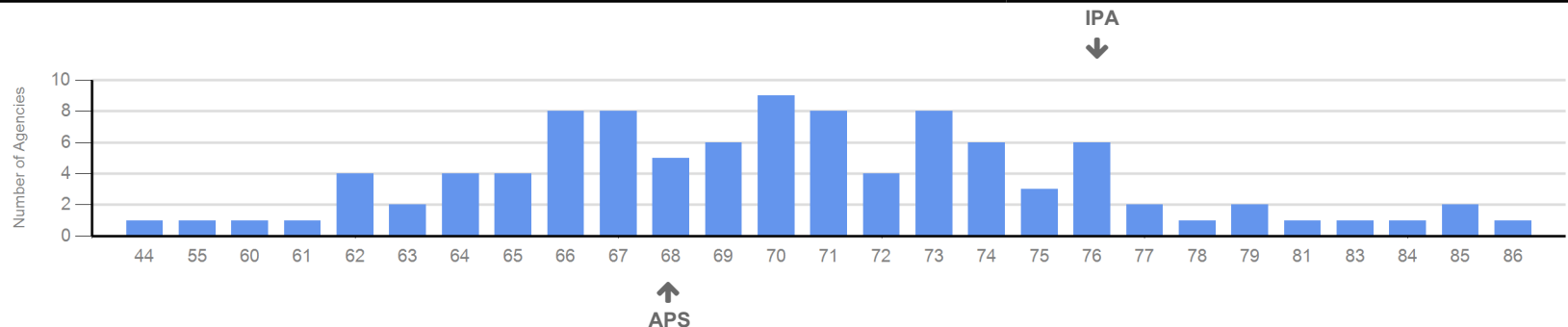
Enabling Innovation Index

Ranking : 25th of 100



Wellbeing Policies and Support Index

Ranking : 17th 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 LARGE
SIZED
AGENCIES

.1

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

58%

+2

+8↑

+9↑

+8↑

.2

Internal communication within my agency is effective

68%

-1

+11↑

+13↑

+9↑

.3

I think my agency cares about my health and wellbeing

76%

-1

+15↑

+18↑

+11↑

.4

Change is managed well in my agency

55%

-1

+12↑

+12↑

+11↑

.5

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

70%

+2

+4

+7↑

-1

.6

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

59%

-3

+6↑

+8↑

+1

IPA SPECIFIC QUESTIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022
I have the opportunity to contribute to IP Australia's long term strategic direction	52 30 18	52%	-3
I understand how my work contributes to IP Australia's purpose of 'ensuring Australians benefit from great ideas'	88 9	88%	+1
I feel like I am a valued member of the team at IP Australia	76 16 8	76%	+3
I collaborate with other business groups across IP Australia	72 17 11	72%	+4
I feel supported by my supervisor when there are changes that impact me.	85 10	85%	-
I understand the capabilities I need to perform my role	95	95%	+1
IP Australia has provided me with the right technology and tools to do my job to the best of my ability	71 16 13	71%	+8 ⬆
I understand my responsibilities towards appropriate use and management of data	93	93%	-
My supervisor recognises and rewards sound risk management practices and decision making	72 22	72%	+2
Accountability for risk within IP Australia is supported by appropriate capability development	60 29 10	60%	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



IPA SPECIFIC QUESTIONS

	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2022
I actively seek feedback from people with diverse views and experiences to inform my work	79	18	79%	-
I have seen changes in IP Australia's workplace culture to be more inclusive	73	22	73%	-

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.

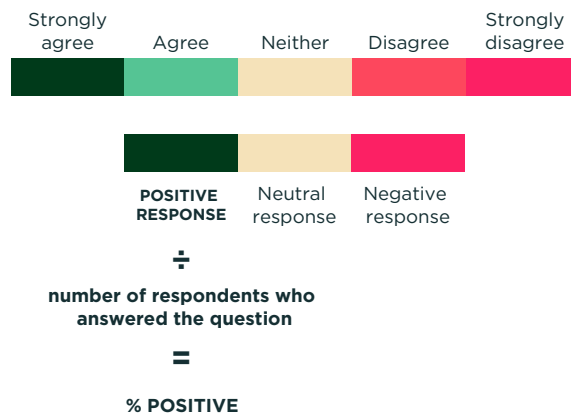
PRIORITISE 3 AREAS TO TAKE FORWARD

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

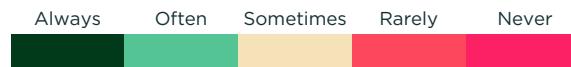
GUIDE TO THIS REPORT

% 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.