



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.

YOUR EMPLOYEE ENGAGEMENT INDEX SCORE		73	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES	
					0	+1	+2	-1	
SAY	Overall, I am satisfied with my job	80	13	80%	+1	+7 ↑	+10 ↑	+4	
	I am proud to work in my agency	77	19	77%	-2	+1	+4	-3	
	I would recommend my agency as a good place to work	84	11	84%	+2	+16 ↑	+19 ↑	+10 ↑	
	I believe strongly in the purpose and objectives of my agency	79	18	79%	-1	-5 ↓	-4	-8 ↓	
STAY	I feel a strong personal attachment to my agency	60	28	12	60%	-3	0	0	-2
	I feel committed to my agency's goals	81	15	81%	+2	-2	-1	-4	
STRIVE	I suggest ideas to improve our way of doing things	85	11	85%	+4	-1	+1	-4	
	I am happy to go the 'extra mile' at work when required	88	8	88%	-2	-2	-1	-4	
	I work beyond what is required in my job to help my agency achieve its objectives	75	19	75%	0	-6 ↓	-5 ↓	-7 ↓	
	My agency really inspires me to do my best work every day	60	29	11	60%	+2	+3	+4	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



LEADERSHIP - IMMEDIATE SUPERVISOR



IMMEDIATE SUPERVISOR

THE IMMEDIATE SUPERVISOR SCORE ASSESSES HOW EMPLOYEES VIEW THE LEADERSHIP BEHAVIOURS OF THEIR IMMEDIATE SUPERVISOR IN LINE WITH THE *APS LEADERSHIP CAPABILITY FRAMEWORK*.

YOUR IMMEDIATE SUPERVISOR INDEX SCORE		78	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
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
				+2	+2	+4	-1

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



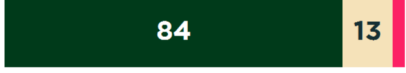















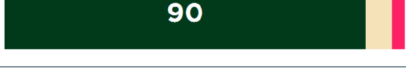









Communication	My supervisor communicates effectively	84	8	8	84%	0	+3	+4	+3
	My SES manager communicates effectively	73	19	8	73%	+2	+5 ⬆️	+7 ⬆️	0
	Internal communication within my agency is effective	68	21	12	68%	-1	+11 ⬆️	+13 ⬆️	+9 ⬆️

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%	-1	+3	+5 	+1
I have a choice in deciding how I do my work		84%	+3	+20 	+25 	+13 
Where appropriate, I am able to take part in decisions that affect my job		75%	+3	+6 	+9 	+1
I am clear what my duties and responsibilities are		86%	0	+6 	+6 	+6 
I am satisfied with the recognition I receive for doing a good job		70%	+2	+4	+7 	-1
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		59%	-4	+7 	+14 	-3
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		90%	0	+16 	+20 	+11 
I am satisfied with the stability and security of my job		83%	-6 	+1	+2	+1
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		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	<div style="display: flex; justify-content: space-between;"><div style="width: 55%; background-color: #004d00; color: white; text-align: center;">55</div><div style="width: 33%; background-color: #f0c000; color: black; text-align: center;">33</div><div style="width: 12%; background-color: #d90025; color: white; text-align: center;">12</div></div>	55%	-1	-7 ↓	-8 ↓	-7 ↓
I understand how my role contributes to achieving an outcome for the Australian public	<div style="display: flex; justify-content: space-between;"><div style="width: 94%; background-color: #004d00; color: white; text-align: center;">94</div><div style="width: 4%; background-color: #d90025; color: white; text-align: center;">4</div></div>	94%	+1	+1	+1	+1
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; justify-content: space-between;"><div style="width: 78%; background-color: #004d00; color: white; text-align: center;">78</div><div style="width: 20%; background-color: #f0c000; color: black; text-align: center;">20</div><div style="width: 2%; background-color: #d90025; color: white; text-align: center;">2</div></div>	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	<div style="width: 15%; background-color: #004d00;"></div>	15%	-4	-9 ↓	-9 ↓	-8 ↓
Slightly above capacity - lots of work to do	<div style="width: 43%; background-color: #004d00;"></div>	43%	+1	+3	+3	+3
At capacity - about the right amount of work to do	<div style="width: 38%; background-color: #004d00;"></div>	38%	+3	+9 ↑	+8 ↑	+9 ↑
Slightly below capacity - available for more work	<div style="width: 3%; background-color: #004d00;"></div>	3%	-1	-2	-2	-3
Well below capacity - not enough work	<div style="width: 1%; background-color: #004d00;"></div>	1%	0	0	0	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR





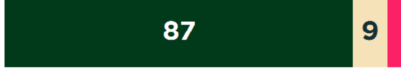

Positive Neutral Negative

2023 APS Employee Census

PAGE 08.

















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%	+3	+10 	+11 	+7 
My supervisor actively ensures that everyone can be included in workplace activities		87%	0	+4	+4	+3
I receive the respect I deserve from my colleagues at work		83%	+2	+2	+3	0

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
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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	
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	8	75%	+7 ⬆️	+2	+4	+1
	People are recognised for coming up with new and innovative ways of working	68	23	9	68%	+5 ⬆️	+10 ⬆️	+11 ⬆️	+9 ⬆️
	My agency inspires me to come up with new or better ways of doing things	58	32	10	58%	+2	+8 ⬆️	+9 ⬆️	+8 ⬆️
	My agency recognises and supports the notion that failure is a part of innovation	57	30	12	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.

YOUR WELLBEING POLICIES AND SUPPORT INDEX SCORE		76	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES	
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	79	16	79%	+3	+15 ↑	+16 ↑	+13 ↑	
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	76	18	76%	+1	+14 ↑	+14 ↑	+12 ↑	
	My agency does a good job of promoting health and wellbeing	78	17	78%	+3	+15 ↑	+15 ↑	+14 ↑	
	I think my agency cares about my health and wellbeing	76	17	7	76%	-1	+15 ↑	+18 ↑	+11 ↑
	I believe my immediate supervisor cares about my health and wellbeing	89	7	89%	+3	+4	+5 ↑	+2	

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR






Positive Neutral Negative








WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM LARGER OPERATIONAL AGENCIES	VARIANCE FROM LARGE SIZED AGENCIES
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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 LARGE SIZED AGENCIES
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

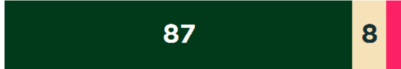















AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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

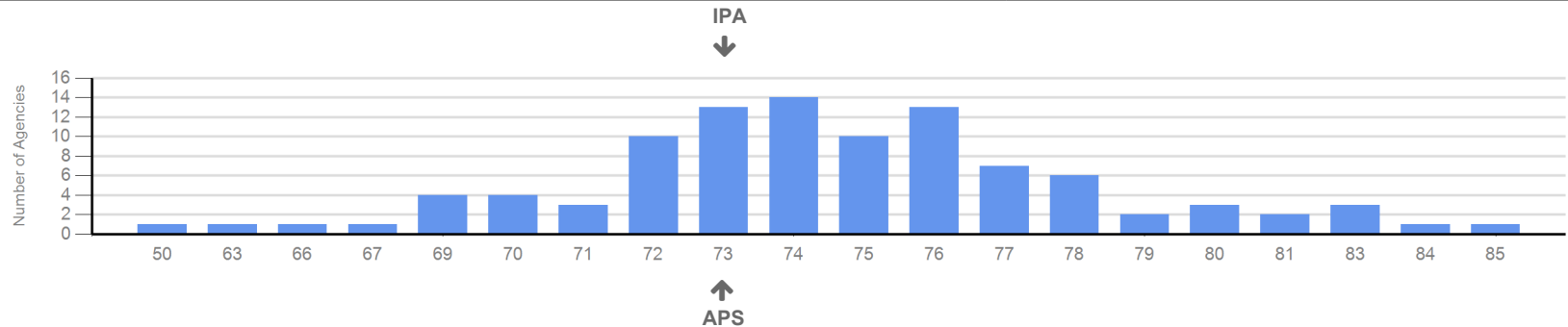
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE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

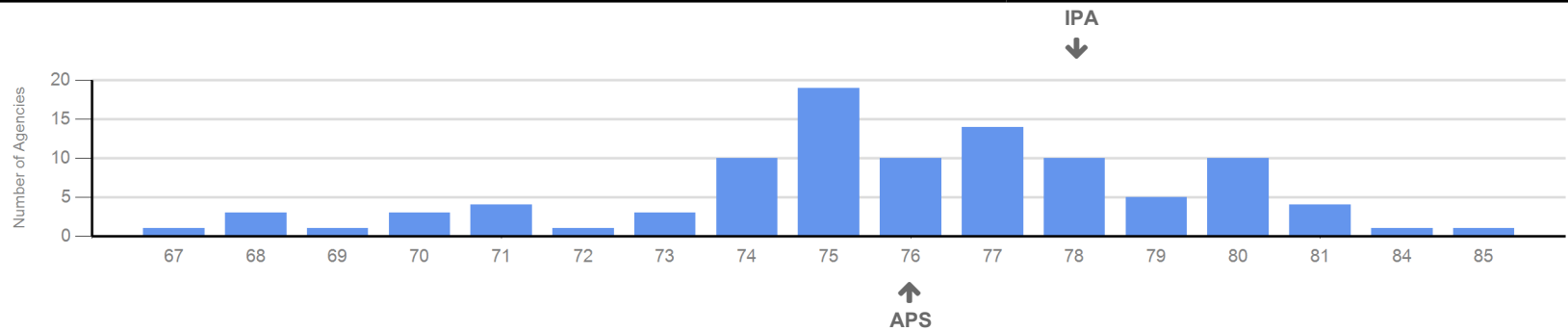
Employee Engagement Index

Ranking : 65th of 100



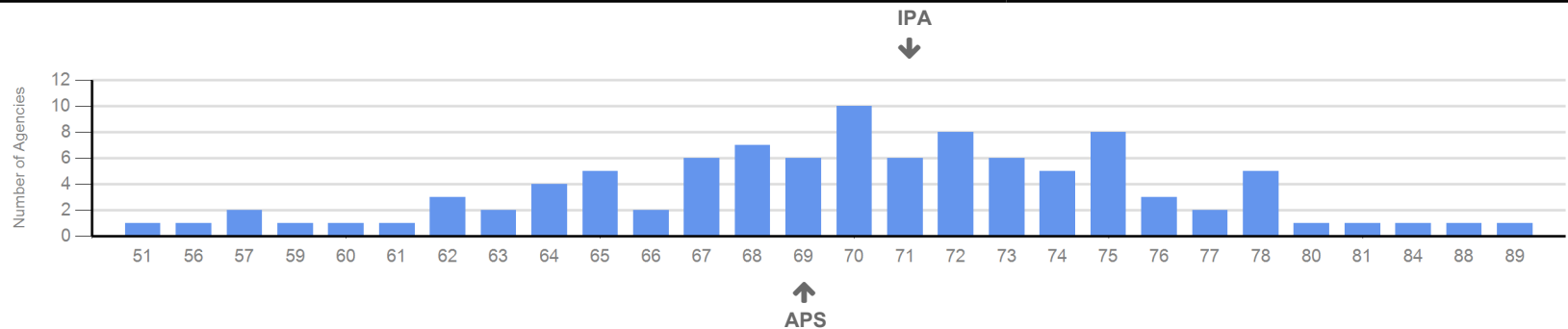
Leadership – Immediate Supervisor Index

Ranking : 27th of 100



Leadership – SES Manager Index

Ranking : 46th of 100



AGENCY POSITION



AGENCY POSITION

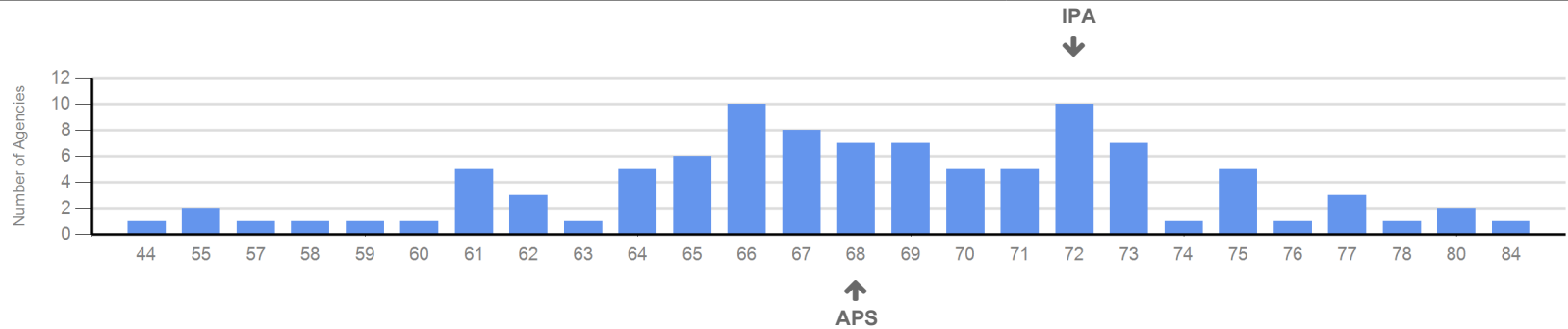
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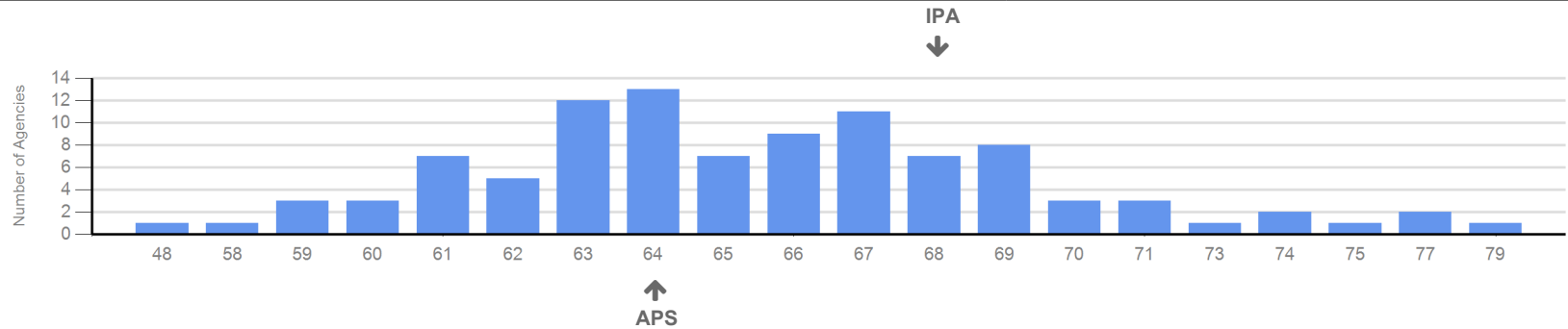
Communication Index

Ranking : 26th of 100



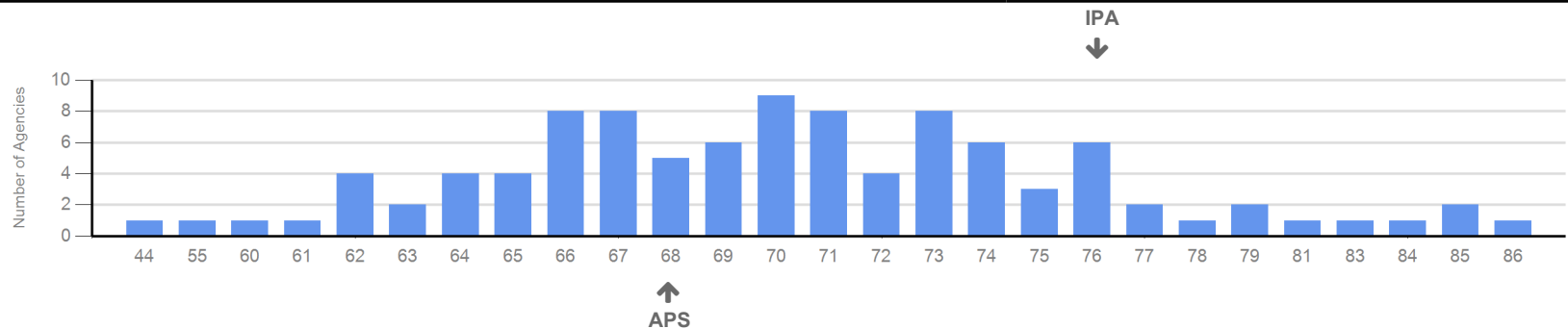
Enabling Innovation Index

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%	-
I have seen changes in IP Australia's workplace culture to be more inclusive		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.

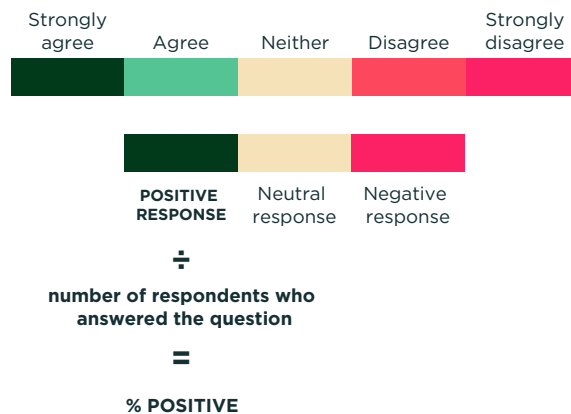
PRIORITISE 3 AREAS TO TAKE FORWARD

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

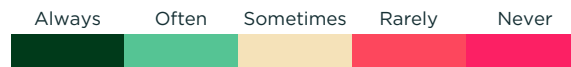
GUIDE TO THIS REPORT

% 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.