



# Highlights Report FSANZ



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RESPONSES:
108 of 119
RESPONSE RATE:
91%

# 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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
SAY	Overall, I am satisfied with my job	71	12 17	71%	-11 ↓	-2	-4	-1
	I am proud to work in my agency	82	10 8	82%	-4	+6 ↑	+2	+6 ↑
	I would recommend my agency as a good place to work	71	17 12	71%	-11 ↓	+3	-2	+7 ↑
	I believe strongly in the purpose and objectives of my agency	95		95%	+3	+11 ↑	+6 ↑	+9 ↑
STAY	I feel a strong personal attachment to my agency	68	24 9	68%	-4	+7 ↑	+4	+7 ↑
	I feel committed to my agency's goals	89	8	89%	-2	+6 ↑	+2	+6 ↑
STRIVE	I suggest ideas to improve our way of doing things	84	13	84%	-7 ↓	-2	-3	-4
	I am happy to go the 'extra mile' at work when required	88	7	88%	-8 ↓	-2	-3	-2
	I work beyond what is required in my job to help my agency achieve its objectives	73	17 10	73%	-9 ↓	-8 ↓	-8 ↓	-8 ↓
	My agency really inspires me to do my best work every day	50	34 16	50%	-18 ↓	-7 ↓	-11 ↓	-5 ↓

### 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		75	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	76	16 8	76%	-4	-2	-4	0
	My supervisor can deliver difficult advice whilst maintaining relationships	82	11	82%	+7 ⬆️	+4	+2	+6 ⬆️
	My supervisor invites a range of views, including those different to their own	84	8 8	84%	+6 ⬆️	+3	0	+5 ⬆️
	My supervisor encourages my team to regularly review and improve our work	79	14	79%	+3	-2	-3	+2
	My supervisor is invested in my development	75	15 10	75%	+4	-1	-2	+1
	My supervisor ensures that my workgroup delivers on what we are responsible for	87	11	87%	+1	0	-1	+2
<b>Other similar questions</b>								
	My supervisor provides me with helpful feedback to improve my performance	75	17 8	75%	+6 ⬆️	-3	-4	+1
	My immediate supervisor encourages me	75	21	75%	+4	0	-2	+2
<b>KEY</b>		⬆️ 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		70	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
					-3	+1	+1	+3

SES Manager	My SES manager clearly articulates the direction and priorities for our area	65	22	13	65%	-10 ↓	-3	-4	+1
	My SES manager presents convincing arguments and persuades others towards an outcome	69	21	10	69%	-3	+7 ↑	+4	+7 ↑
	My SES manager promotes cooperation within and between agencies	73	23		73%	-4	+7 ↑	+5 ↑	+9 ↑
	My SES manager encourages innovation and creativity	72	22		72%	-6 ↓	+8 ↑	+5 ↑	+10 ↑
	My SES manager creates an environment that enables us to deliver our best	58	26	16	58%	-12 ↓	-5 ↓	-7 ↓	-1
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	85	12		85%	+2	+12 ↑	+8 ↑	+14 ↑

### Other similar questions

In my agency, the SES work as a team	41	32	26	41%	-24 ↓	-12 ↓	-11 ↓	-7 ↓
In my agency, the SES clearly articulate the direction and priorities for our agency	48	26	27	48%	-22 ↓	-15 ↓	-17 ↓	-6 ↓
In my agency, communication between SES and other employees is effective	43	24	33	43%	-23 ↓	-10 ↓	-11 ↓	-2
My SES manager routinely promotes the use of data and evidence to deliver outcomes	71	19	10	71%	-	+6 ↑	+4	+10 ↑

### 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.

<b>YOUR COMMUNICATION INDEX SCORE</b>	<b>66</b>	<b>RESPONSE SCALE</b>	<b>% POSITIVE</b>	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
				-3	-2	-2	+1

































Communication	My supervisor communicates effectively	79	14	79%	+1	-1	-2	+2
	My SES manager communicates effectively	68	18	68%	-4	0	-2	+4
	Internal communication within my agency is effective	54	23	54%	-9⬇️	-3	-5⬇️	+6⬆️

### Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	69	12	69%	-3	+1	-1	+2
	Staff are consulted about change at work	42	38	42%	-18⬇️	-7⬇️	-8⬇️	-2
	Change is managed well in my agency	30	31	30%	-20⬇️	-13⬇️	-15⬇️	-4

<b>KEY</b>	<b>AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR</b>	<b>AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR</b>	Positive Neutral Negative 
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# WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills		<b>82%</b>	-3	+4	+1	+2
I have a choice in deciding how I do my work		<b>74%</b>	-4	+9 	+3	+2
Where appropriate, I am able to take part in decisions that affect my job		<b>64%</b>	-17 	-5 	-8 	-5 
I am clear what my duties and responsibilities are		<b>88%</b>	-2	+8 	+7 	+10 
I am satisfied with the recognition I receive for doing a good job		<b>62%</b>	-9 	-4	-8 	-4
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		<b>58%</b>	-14 	+7 	+5 	+6 
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		<b>72%</b>	-15 	-2	-9 	-7 
I am satisfied with the stability and security of my job		<b>78%</b>	-7 	-4	-5 	+3
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		<b>70%</b>	-12 	-8 	-15 	-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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	<div style="display: flex; width: 100%;"><div style="width: 51%; background-color: #004d00; color: white; text-align: center;">51</div><div style="width: 35%; background-color: #f0c000; color: black; text-align: center;">35</div><div style="width: 14%; background-color: #e91e63; color: white; text-align: center;">14</div></div>	51%	+4	-11↓	-9↓	-2
I understand how my role contributes to achieving an outcome for the Australian public	<div style="display: flex; width: 100%;"><div style="width: 90%; background-color: #004d00; color: white; text-align: center;">90</div><div style="width: 10%; background-color: #e91e63; color: white; text-align: center;">10</div></div>	90%	-7↓	-2	-3	-1
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; width: 100%;"><div style="width: 83%; background-color: #004d00; color: white; text-align: center;">83</div><div style="width: 15%; background-color: #f0c000; color: black; text-align: center;">15</div><div style="width: 2%; background-color: #e91e63; color: white; text-align: center;">2</div></div>	83%	-4	-1	-3	+2

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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## What best describes your current workload?

Well above capacity - too much work	<div style="width: 32%; background-color: #004d00; height: 20px;"></div>	32%	+11↑	+8↑	+7↑	+6↑
Slightly above capacity - lots of work to do	<div style="width: 43%; background-color: #004d00; height: 20px;"></div>	43%	-10↓	+3	+2	+4
At capacity - about the right amount of work to do	<div style="width: 21%; background-color: #004d00; height: 20px;"></div>	21%	-1	-9↓	-7↓	-5↓
Slightly below capacity - available for more work	<div style="width: 3%; background-color: #004d00; height: 20px;"></div>	3%	-1	-3	-2	-3
Well below capacity - not enough work	<div style="width: 1%; background-color: #004d00; height: 20px;"></div>	1%	+1	0	0	-1

### 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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture		<b>81%</b>	-3	+1	+1	+6 
My supervisor actively ensures that everyone can be included in workplace activities		<b>83%</b>	-1	0	-2	+1
I receive the respect I deserve from my colleagues at work		<b>80%</b>	0	-1	-3	+1

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
<b>Do you currently access any of the following flexible working arrangements?</b> [Multiple Response]						
Part time		<b>22%</b>	+4	+8 	+8 	+7 
Flexible hours of work		<b>23%</b>	-3	-5 	-8 	-8 
Compressed work week		<b>0%</b>	0	-3	-6 	-5 
Job sharing		<b>1%</b>	+1	+1	0	0
Working away from the office/working from home		<b>81%</b>	+1	+24 	+5 	+15 
None of the above		<b>12%</b>	+1	-13 	0	-6 

**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		63	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES	
Enabling innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	76	18	76%	+1	-4	-5⬇️	-4	
	My immediate supervisor encourages me to come up with new or better ways of doing things	71	24	71%	+3	-1	-3	-1	
	People are recognised for coming up with new and innovative ways of working	60	30	10	60%	-2	+2	-1	+8⬆️
	My agency inspires me to come up with new or better ways of doing things	45	32	23	45%	-8⬇️	-5⬇️	-7⬇️	-4
	My agency recognises and supports the notion that failure is a part of innovation	29	39	32	29%	-13⬇️	-10⬇️	-10⬇️	-5⬇️

**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		64	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES	
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	44	37	19	44%	-17 ↓	-19 ↓	-22 ↓	-19 ↓
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	47	33	20	47%	-10 ↓	-15 ↓	-19 ↓	-16 ↓
	My agency does a good job of promoting health and wellbeing	44	31	25	44%	-22 ↓	-19 ↓	-21 ↓	-17 ↓
	I think my agency cares about my health and wellbeing	57	23	21	57%	-15 ↓	-4	-10 ↓	-8 ↓
	I believe my immediate supervisor cares about my health and wellbeing	91		8	91%	+5 ↑	+5 ↑	+3	+5 ↑

### KEY

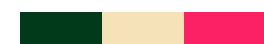


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR












Positive Neutral Negative











# WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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## How often do you find your work stressful?

Always		5%	+1	0	0	0
Often		31%	-2	+5 	+6 	+5 
Sometimes		50%	+1	+1	0	+2
Rarely		12%	-1	-6 	-6 	-8 
Never		2%	+2	0	0	0

## To what extent is your work emotionally demanding?

To a very large extent		8%	+3	+1	+1	+2
To a large extent		18%	-2	-3	-1	-1
Somewhat		42%	+9 	+4	+5 	+3
To a small extent		24%	-11 	0	-2	-1
To a very small extent		8%	+1	-2	-3	-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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
<b>I feel burned out by my work</b>						
Strongly agree		<b>20%</b>	+15	+11	+11	+11
Agree		<b>19%</b>	-8	-5	-4	-5
Neither agree nor disagree		<b>33%</b>	+3	+1	+3	+3
Disagree		<b>24%</b>	-7	-6	-7	-6
Strongly disagree		<b>5%</b>	-3	-2	-3	-3
<b>In general, would you say that your health is:</b>						
Excellent		<b>13%</b>	-1	+3	+3	+2
Very good		<b>36%</b>	0	+2	0	+1
Good		<b>34%</b>	+1	-4	-3	-4
Fair		<b>14%</b>	+1	-1	0	0
Poor		<b>3%</b>	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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		<b>31%</b>	-5 ↓	+4	+1	+4
Very good		<b>58%</b>	0	+3	+3	+4
Average		<b>10%</b>	+5 ↑	-5 ↓	-2	-5 ↓
Below average		<b>1%</b>	+1	-1	-1	-2
Well below average		<b>0%</b>	-1	-1	-1	-1

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

Excellent		<b>8%</b>	-14 ↓	-7 ↓	-9 ↓	-5 ↓
Very good		<b>67%</b>	+6 ↑	+13 ↑	+10 ↑	+17 ↑
Average		<b>22%</b>	+8 ↑	-3	+1	-6 ↓
Below average		<b>3%</b>	+2	-1	0	-2
Well below average		<b>0%</b>	-2	-2	-2	-3

## KEY











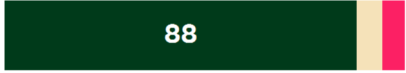








AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		84%	-3	+6 	+4	+5 
My workgroup has the tools and resources we need to perform well		43%	-13 	-16 	-13 	-9 
The people in my workgroup use time and resources efficiently		78%	-6 	+2	0	+2
My workgroup can readily adapt to new priorities and tasks		88%	+8 	+5 	+4	+6 
The people in my workgroup cooperate to get the job done		94%	+1	+6 	+4	+5 

## 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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
<b>Which of the following statements best reflects your current thoughts about working in your current position?</b>						
I want to leave my position as soon as possible		10%	+4	+1	+1	+1
I want to leave my position within the next 12 months		24%	+7	0	+1	+2
I want to stay working in my position for the next one to two years		33%	-12	-4	-9	-5
I want to stay working in my position for at least the next three years		32%	+1	+4	+7	+3
<b>What best describes your plans involved with leaving your current position?</b>						
I am planning to retire		14%	-6	+9	+11	+10
I am pursuing another position within my agency		14%	+10	-27	-18	-4
I am pursuing a position in another agency		42%	-6	+14	+8	-3
I am pursuing work outside the APS		17%	+13	+5	+2	+1
It is the end of my non-ongoing, casual or contracted employment		0%	-8	-3	-4	-5
Other		14%	-2	+1	+2	+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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
I am expected to do more work than I reasonably can	23%	-	-	-	-
I can receive a higher salary elsewhere	15%	-	-	-	-
There are a lack of future career opportunities in my agency	15%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	12%	-	-	-	-
Senior leadership is of a poor quality	8%	-	-	-	-

## 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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
<b>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?</b>						
Yes		<b>13%</b>	-1	+3	+5	+3
No		<b>87%</b>	+1	-3	-5	-3
<b>Did this discrimination occur in your current agency?</b>						
Yes		<b>100%</b>	+14	+8	+10	+9
No		<b>0%</b>	-14	-8	-10	-9
<b>Basis for the discrimination that you experienced (3 highest responses):</b>						
Age		<b>46%</b>	-	-	-	-
Gender		<b>31%</b>	-	-	-	-
Caring responsibilities		<b>31%</b>	-	-	-	-

## 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 REGULATORY AGENCIES

VARIANCE FROM SMALL SIZED AGENCIES

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

Yes		<b>12%</b>	+2	+2	+3	+1
No		<b>79%</b>	-5 ↓	-5 ↓	-7 ↓	-4
Not sure		<b>9%</b>	+4	+3	+4	+3

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

Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		<b>46%</b>	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		<b>38%</b>	-	-	-	-
Deliberate exclusion from work-related activities		<b>38%</b>	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		<b>23%</b>	+5 ↑	-12 ↓	-10 ↓	-12 ↓
It was reported by someone else		<b>0%</b>	0	-8 ↓	-8 ↓	-5 ↓
I did not report the behaviour		<b>77%</b>	-5 ↓	+20 ↑	+18 ↑	+17 ↑

### 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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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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%	-1	0	0	-2
No		94%	+3	+4	+2	+8
Not sure		0%	-3	-4	-3	-5
Would prefer not to answer		3%	+1	+1	+1	0

## Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures	The data for this question has been hidden for anonymity reasons.
It was reported by someone else	The data for this question has been hidden for anonymity reasons.
I did not report the behaviour	The data for this question has been hidden for anonymity reasons.

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# DEMOGRAPHICS

How do you describe your gender?	Responses
Man or male	33%
Woman or female	61%
Non-binary	1%
I use a different term	0%
Prefer not to say	5%

Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?	Responses
Yes	2%
No	98%

Do you have an ongoing disability?	Responses
Yes	10%
No	90%

Do you have carer responsibilities?	Responses
Yes	56%
No	44%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	6%
No	94%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	62%
Australian Aboriginal and/or Torres Strait Islander	1%
New Zealander (excluding Maori)	15%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	2%
Anglo-European	12%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	4%
South-East Asian	6%
North-East Asian	2%
Southern and Central Asian	2%
North American	2%
South and Central American and Caribbean Islander	0%
North African and Middle Eastern	0%
Sub-Saharan African	0%

Do you consider yourself to be neurodivergent?	Responses
Yes	7%
No	82%
Not sure	10%

# AGENCY POSITION



## AGENCY POSITION

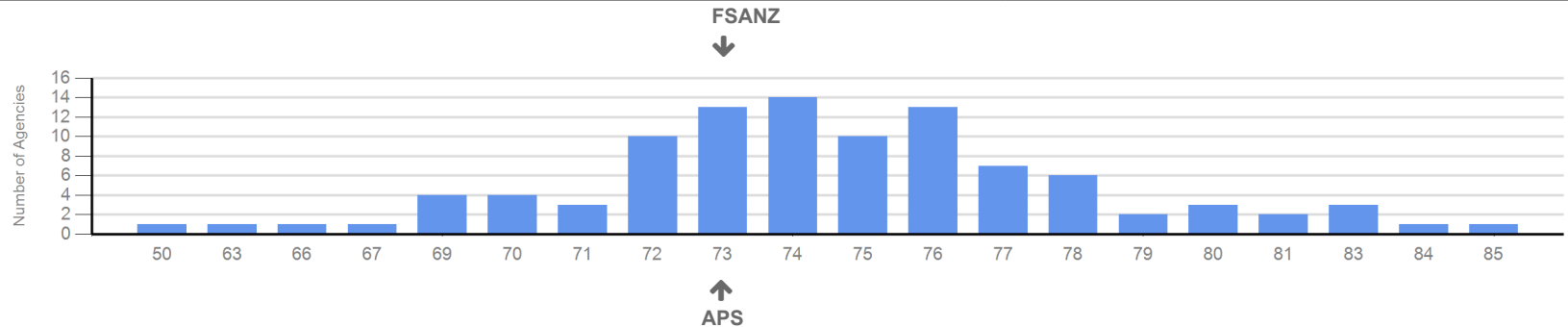
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE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

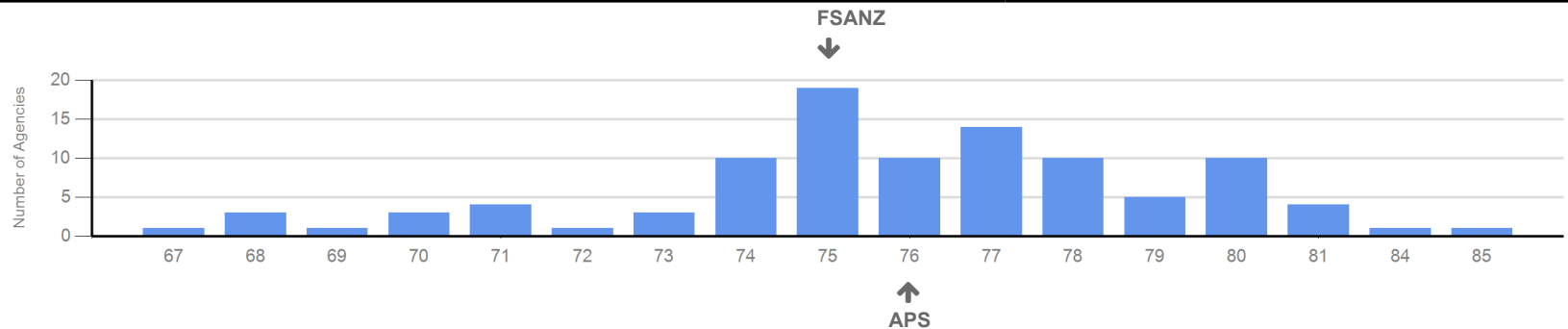
### Employee Engagement Index

Ranking : 64th of 100



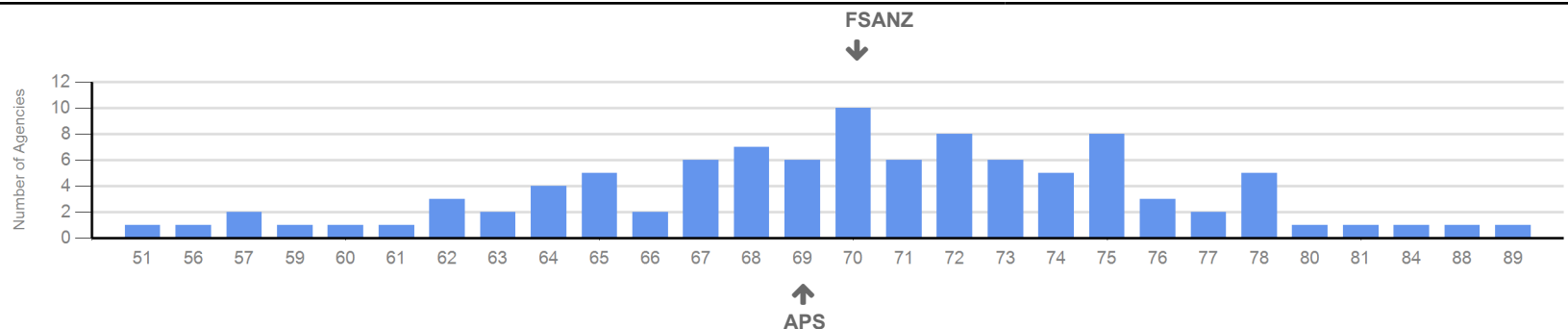
### Leadership – Immediate Supervisor Index

Ranking : 67th of 100



### Leadership – SES Manager Index

Ranking : 51st of 100



# AGENCY POSITION



## AGENCY POSITION

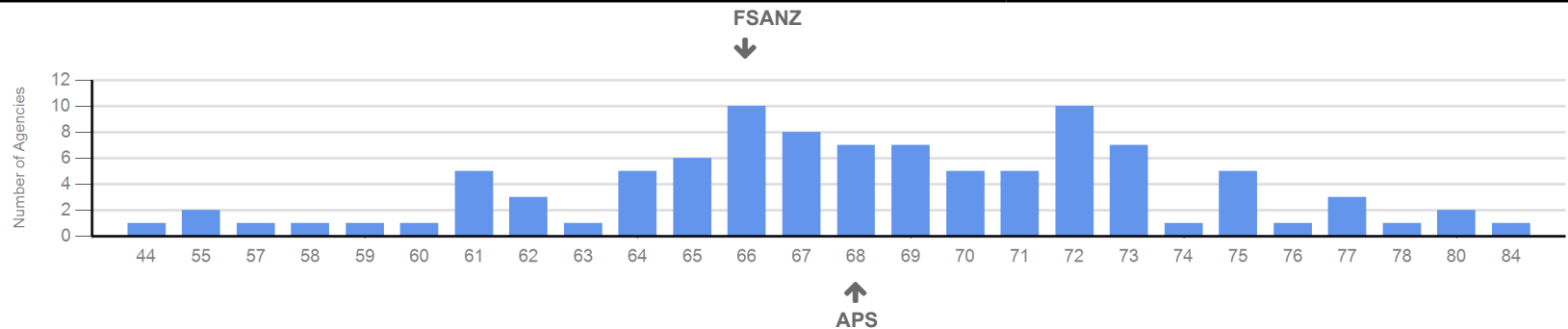
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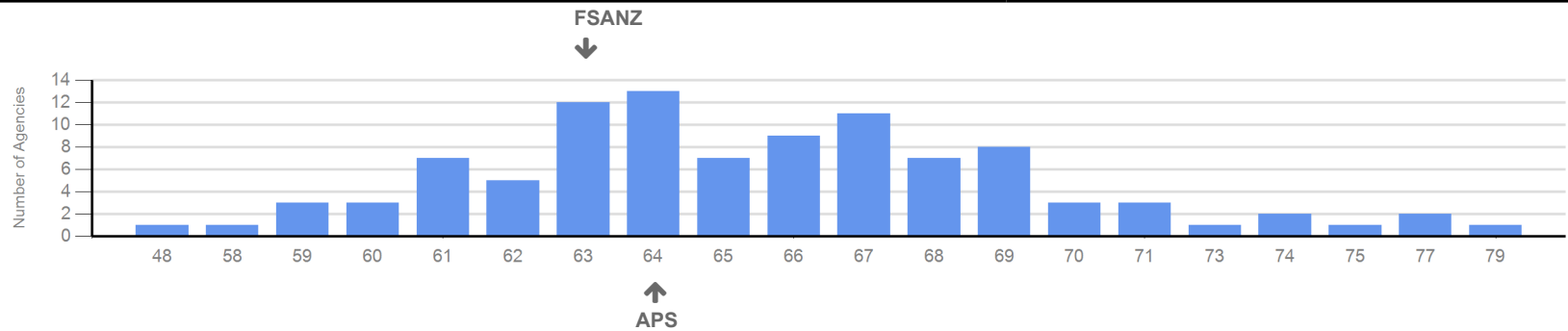
### Communication Index

Ranking : 64th of 100



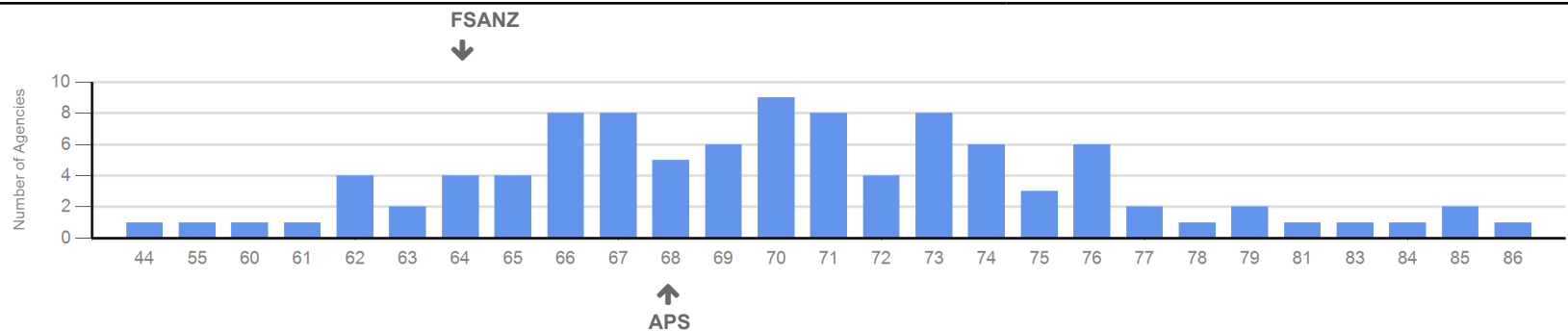
### Enabling Innovation Index

Ranking : 77th of 100



### Wellbeing Policies and Support Index

Ranking : 90th 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 REGULATORY AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
<b>.1</b>	People are recognised for coming up with new and innovative ways of working			<b>60%</b>	-2	+2	-1	+8
<b>.2</b>	I think my agency cares about my health and wellbeing			<b>57%</b>	-15	-4	-10	-8
<b>.3</b>	I feel I have the same opportunities as anyone else of my ability or experience			<b>58%</b>	-12	-7	-11	-6
<b>.4</b>	My agency inspires me to come up with new or better ways of doing things			<b>45%</b>	-8	-5	-7	-4
<b>.5</b>	I am satisfied with the recognition I receive for doing a good job			<b>62%</b>	-9	-4	-8	-4
<b>.6</b>	Change is managed well in my agency			<b>30%</b>	-20	-13	-15	-4



# FSANZ SPECIFIC QUESTIONS

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022
My supervisor gives me regular informal feedback on my contribution	62	33		62%	-
I feel comfortable in 'speaking up' and talking to my supervisor about issues	81	14		81%	-
I feel safe to discuss my health and wellbeing with my immediate supervisor	75	16	9	75%	-
In general, I feel that my immediate supervisor values my input, perspective, and work experience	88		8	88%	-
In the last 12 months, did your immediate supervisor discuss your career aspirations or job satisfaction with you?	39	43	18	39%	-
I feel comfortable giving opinions and feedback to managers	58	30	12	58%	-
Engagement and collaboration across sections and branches is effective	38	48	14	38%	-
I am encouraged to use my initiative and judgement in the workplace	73	20	8	73%	-
I believe job opportunities available at FSANZ support my career aspirations	30	31	39	30%	-
FSANZ internal communication channels (intranet, emails, videos, etc.) gives me the information I need to do my job and stay engaged and connected	75	16	9	75%	-

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# FSANZ SPECIFIC QUESTIONS

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022
Staff work actively to develop a positive culture within FSANZ	58	30	11	58%	-
Engagement and collaboration with other government agencies is encouraged	53	36	11	53%	-
Engagement and collaboration across the food system is encouraged	65	28	7	65%	-

## 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?

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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.

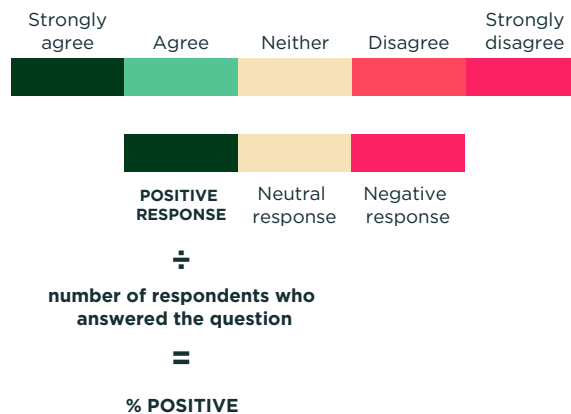
PRIORITISE 3 AREAS TO TAKE FORWARD

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

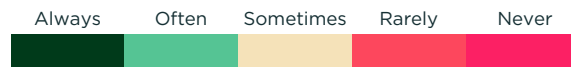
# GUIDE TO THIS REPORT

## % 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	<b>151</b>	<b>166</b>	<b>176</b>	<b>96</b>	<b>24</b>	<b>613</b>
PERCENTAGE	<b>24.63%</b>	<b>27.08%</b>	<b>28.71%</b>	<b>15.66%</b>	<b>3.92%</b>	<b>100%</b>
ROUNDED PERCENTAGE	<b>25%</b>	<b>27%</b>	<b>29%</b>	<b>16%</b>	<b>4%</b>	<b>101%</b>
NUMBER OF POSITIVE	<b>151 + 166 = 317</b>					
% POSITIVE	<b>317 ÷ 613 = 52%</b>					

## 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.