



Australian Government

Tertiary Education Quality and Standards Agency

This is the third year TEQSA has voluntarily participated in the public release of our APS Employee Census results.

We have done this to increase the transparency and accountability of people management in our agency, improve our capacity to acknowledge and respond to employees' feedback and contribute to building a stronger culture of acting on results.

This Census was conducted while the agency was also engaged in an extensive consultation about how we can strengthen our workplace culture and foster a working environment that supports all our staff to achieve their best as part of developing and launching TEQSA's inaugural Culture Plan.

This plan, built from input from our people, outlines the actions we will take to deliver on this promise. Key to this has been the adoption of our new TEQSA Values of Trust, Respect, Accountability and Collaboration and their supporting behaviours by staff across the agency. These values complement and support the APS Values and Code of Conduct.

The Culture Plan, our TEQSA Values and supporting behaviours provide us with a framework for evolving our culture, and we welcome the insight the APS Census provides us on where TEQSA can focus our efforts in the coming 12 months to make a difference.

As CEO, I thank our staff for participating in the Census and sharing TEQSA's commitment to fostering a working environment where everyone can contribute their talents and skills.

Alistair Maclean

Chief Executive Officer

Tertiary Education Quality and Standards Agency



TEQSA



Highlights Report

TEQSA



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RESPONSES:
94 of 108

RESPONSE RATE:
87%

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 SCORES AREN'T JUST ABOUT HOW MUCH PEOPLE LIKE WORKING FOR AN AGENCY. IT IS A MEASURE OF THE EMOTIONAL CONNECTION AND COMMITMENT EMPLOYEES HAVE TO WORKING FOR THE AGENCY.

YOUR EMPLOYEE ENGAGEMENT SCORE 66%		RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
SAY	Overall, I am satisfied with my job	59	20	20	59%	-8 ↓	-14 ↓	-15 ↓	-14 ↓
	I am proud to work in my agency	60	24	15	60%	-9 ↓	-15 ↓	-19 ↓	-19 ↓
	I would recommend my agency as a good place to work	33	30	37	33%	-16 ↓	-35 ↓	-39 ↓	-32 ↓
	I believe strongly in the purpose and objectives of my agency	76	16	8	76%	-6 ↓	-7 ↓	-12 ↓	-12 ↓
STAY	I feel a strong personal attachment to my agency	48	32	20	48%	-13 ↓	-16 ↓	-20 ↓	-18 ↓
	I feel committed to my agency's goals	79	14		79%	-2	-3	-6 ↓	-6 ↓
STRIVE	I suggest ideas to improve our way of doing things	83	10	8	83%	-2	-2	-5 ↓	-6 ↓
	I am happy to go the 'extra mile' at work when required	87	10		87%	-4	-4	-6 ↓	-5 ↓
	I work beyond what is required in my job to help my agency achieve its objectives	79	15		79%	-6 ↓	-4	-6 ↓	-5 ↓
	My agency really inspires me to do my best work every day	41	27	32	41%	-9 ↓	-16 ↓	-20 ↓	-19 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



LEADERSHIP

IMMEDIATE SUPERVISOR	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My supervisor engages with staff on how to respond to future challenges	70	20	11	70%	-4	-9 ↓	-9 ↓	-7 ↓
My supervisor can deliver difficult advice whilst maintaining relationships	72	13	15	72%	0	-6 ↓	-7 ↓	-4
My supervisor invites a range of views, including those different to their own	77	15	8	77%	-	-3	-4	-3
My supervisor encourages my team to regularly review and improve our work	73	17	10	73%	0	-7 ↓	-7 ↓	-6 ↓
My supervisor is invested in my development	66	20	14	66%	-2	-7 ↓	-7 ↓	-7 ↓
My immediate supervisor encourages me	73	18	10	73%	0	-3	-4	-3
My supervisor ensures that my workgroup delivers on what we are responsible for	75	15	10	75%	-5 ↓	-12 ↓	-11 ↓	-8 ↓
My supervisor provides me with helpful feedback to improve my performance	67	21	12	67%	-	-7 ↓	-6 ↓	-4

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



Important note:

For TEQSA, questions relating to Senior Leadership refer to the TEQSA Senior Management Team (SMT) and are our SES equivalents for the APS Employee Census.

LEADERSHIP

IMMEDIATE SES MANAGER	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My SES manager clearly articulates the direction and priorities for our area	56	19	25	56%	-3	-11 ↓	-13 ↓	-9 ↓
My SES manager presents convincing arguments and persuades others towards an outcome	46	28	27	46%	-	-15 ↓	-20 ↓	-21 ↓
My SES manager promotes cooperation within and between agencies	54	23	22	54%	-4	-12 ↓	-15 ↓	-16 ↓
My SES manager encourages innovation and creativity	42	31	27	42%	-	-22 ↓	-25 ↓	-23 ↓
My SES manager creates an environment that enables us to deliver our best	43	28	29	43%	-	-18 ↓	-21 ↓	-19 ↓
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	60	27	13	60%	-3	-13 ↓	-17 ↓	-18 ↓
ALL SES	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
In my agency, the SES work as a team	27	29	44	27%	-9 ↓	-26 ↓	-25 ↓	-32 ↓
In my agency, the SES clearly articulate the direction and priorities for our agency	37	27	36	37%	-12 ↓	-23 ↓	-23 ↓	-23 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR






























Positive Neutral Negative



Important note:

For TEQSA, questions relating to Senior Leadership refer to the TEQSA Senior Management Team (SMT) and are our SES equivalents for the APS Employee Census.

COMMUNICATION AND CHANGE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My supervisor communicates effectively		74%	+7 	-8 	-8 	-5 
My SES manager communicates effectively		56%	-2	-14 	-17 	-12 
In my agency, communication between SES and other employees is effective		27%	-18 	-25 	-24 	-25 
Internal communication within my agency is effective		41%	-13 	-17 	-20 	-16 
When changes occur, the impacts are communicated well within my workgroup		61%	+5 	-5 	-7 	-4
Staff are consulted about change at work		48%	+5 	+3	+2	+2
Change is managed well in my agency		34%	0	-9 	-10 	-8 

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills		82%	-3	-2	-5 ↓	-5 ↓
I have a choice in deciding how I do my work		68%	+8 ↑	+7 ↑	-2	-5 ↓
Where appropriate, I am able to take part in decisions that affect my job		67%	-	-1	-5 ↓	-5 ↓
I am clear what my duties and responsibilities are		68%	-11 ↓	-10 ↓	-10 ↓	-6 ↓
I am satisfied with the recognition I receive for doing a good job		53%	-9 ↓	-13 ↓	-15 ↓	-15 ↓
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		63%	-5 ↓	-2	-2	-6 ↓
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		71%	-4	-6 ↓	-11 ↓	-5 ↓
I am satisfied with the stability and security of my job		76%	-5 ↓	-4	-5 ↓	+2
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		76%	-	+1	-5 ↓	+1

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	<div style="display: flex; justify-content: space-between; width: 100%;"> <div style="width: 59%; background-color: #004d00; color: white; text-align: center; padding: 5px;">59</div> <div style="width: 31%; background-color: #f0e68c; color: black; text-align: center; padding: 5px;">31</div> <div style="width: 10%; background-color: #e91e63; color: white; text-align: center; padding: 5px;">10</div> </div>	59%	-3	-4	-3	+7 ↑
I understand how my role contributes to achieving an outcome for the Australian public	<div style="display: flex; justify-content: space-between; width: 100%;"> <div style="width: 80%; background-color: #004d00; color: white; text-align: center; padding: 5px;">80</div> <div style="width: 13%; background-color: #f0e68c; color: black; text-align: center; padding: 5px;">13</div> <div style="width: 7%; background-color: #e91e63; color: white; text-align: center; padding: 5px;">7</div> </div>	80%	-9 ↓	-10 ↓	-11 ↓	-8 ↓
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; justify-content: space-between; width: 100%;"> <div style="width: 87%; background-color: #004d00; color: white; text-align: center; padding: 5px;">87</div> <div style="width: 11%; background-color: #f0e68c; color: black; text-align: center; padding: 5px;">11</div> <div style="width: 2%; background-color: #e91e63; color: white; text-align: center; padding: 5px;">2</div> </div>	87%	-8 ↓	+5 ↑	+4	+5 ↑

KEY



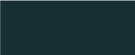




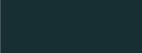





AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

WORKPLACE CONDITIONS

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
What best describes your current workload?						
Well above capacity – too much work		34%	+7 	+10 	+5 	+7 
Slightly above capacity – lots of work to do		36%	-8 	-4	-4	-5 
At capacity – about the right amount of work to do		24%	-2	-4	-1	-1
Slightly below capacity – available for more work		3%	+2	-2	-2	-2
Well below capacity – not enough work		2%	+1	+1	+1	+1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

INCLUSION

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	59	18	23	59%	-10 ↓	-20 ↓	-20 ↓	-16 ↓
My supervisor actively supports people from diverse backgrounds	68	27		68%	-	-11 ↓	-9 ↓	-8 ↓
I receive the respect I deserve from my colleagues at work	77	19		77%	+3	-3	-4	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

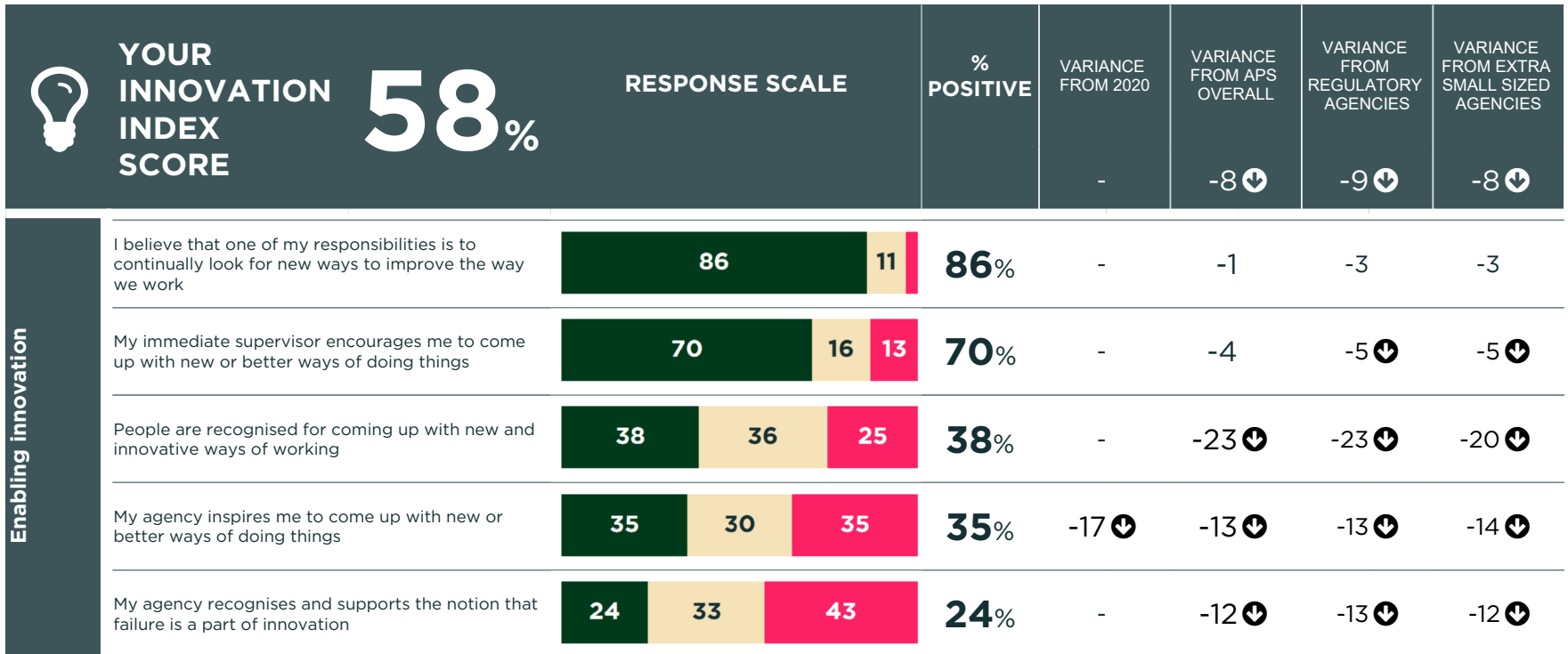


ENABLING INNOVATION



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.



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 INDEX SCORE		66%			RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	66	15	19	66%	-4	-1	-3	-5 ↓	
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	69	14	16	69%	-5 ↓	+4	0	0	
	My agency does a good job of promoting health and wellbeing	62	19	20	62%	-11 ↓	-1	-4	-2	
	I think my agency cares about my health and wellbeing	62	19	20	62%	-12 ↓	+4	-3	-6 ↓	
	I believe my immediate supervisor cares about my health and wellbeing	84	12		84%	+5 ↑	0	-2	-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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
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How often do you find your work stressful?

Always		7%	-	+1	0	+2
Often		34%	-	+5 	+5 	+6 
Sometimes		42%	-	-6 	-5 	-6 
Rarely		18%	-	+2	+2	0
Never		0%	-	-2	-1	-2

To what extent is your work emotionally demanding?

To a very large extent		12%	-2	+4	+3	+6 
To a large extent		26%	+4	+3	+5 	+5 
Somewhat		33%	-1	-7 	-5 	-7 
To a small extent		15%	-3	-6 	-8 	-8 
To a very small extent		13%	+2	+6 	+5 	+4

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WELLBEING

RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
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I feel burned out by my work

Strongly agree		15%	-9 ↓	+6 ↑	+5 ↑	+8 ↑
Agree		29%	+7 ↑	+4	+4	+3
Neither agree nor disagree		27%	-2	-4	-2	-1
Disagree		21%	+7 ↑	-7 ↓	-8 ↓	-8 ↓
Strongly disagree		8%	-2	+1	0	-2

In general, would you say that your health is:

Excellent		11%	-	-1	-1	-2
Very good		43%	-	+8 ↑	+6 ↑	+5 ↑
Good		27%	-	-8 ↓	-6 ↓	-6 ↓
Fair		14%	-	0	+1	+1
Poor		4%	-	+1	+1	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR







AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR






PERFORMANCE

RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance:

Excellent		19%	-	-8 ↓	-11 ↓	-8 ↓
Very good		58%	-	+3	+5 ↑	0
Average		21%	-	+6 ↑	+6 ↑	+8 ↑
Below average		2%	-	0	+1	+1
Well below average		0%	-	-1	-1	-1

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

Excellent		8%	-	-8 ↓	-10 ↓	-12 ↓
Very good		45%	-	-11 ↓	-11 ↓	-11 ↓
Average		34%	-	+10 ↑	+13 ↑	+14 ↑
Below average		11%	-	+8 ↑	+8 ↑	+7 ↑
Well below average		3%	-	+1	+1	+1

KEY




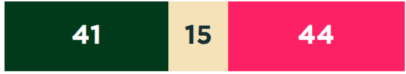










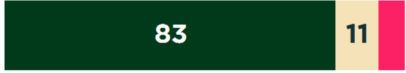




AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		83%	+12 	+2	-1	-5 
My workgroup has the tools and resources we need to perform well		41%	-5 	-23 	-18 	-20 
The people in my workgroup use time and resources efficiently		66%	-4	-12 	-12 	-14 
My workgroup can readily adapt to new priorities and tasks		83%	+6 	-3	-4	-4
The people in my workgroup cooperate to get the job done		83%	+3	-4	-6 	-6 

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL 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		20%	-	+10	+10	+9
I want to leave my position within the next 12 months		24%	-	+2	+2	+2
I want to stay working in my position for the next one to two years		47%	-	+11	+7	+2
I want to stay working in my position for at least the next three years		9%	-	-23	-19	-13
What best describes your plans involved with leaving your current position?						
I am planning to retire		0%	-	-6	-3	-4
I am pursuing another position within my agency		8%	-	-34	-24	-3
I am pursuing a position in another agency		42%	-	+17	+7	-1
I am pursuing work outside the APS		32%	-	+20	+17	+10
It is the end of my non-ongoing, casual or contracted employment		8%	-	+4	+5	0
Other		11%	-	-2	-1	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

RETENTION



EMPLOYEES WHO WANTED TO LEAVE WERE ASKED FOR THE PRIMARY REASON BEHIND THEIR DESIRE TO LEAVE AND COULD SELECT ONE RESPONSE FROM A LIST OF ITEMS.

ONLY THE THREE 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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
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What is the primary reason behind your desire to leave your current position? (3 highest responses):

Senior leadership is of a poor quality		29%	-	-	-
There is a lack of future career opportunities in my agency		16%	-	-	-
I want to try a different type of work or I'm seeking a career change		13%	-	-	-

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL 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		15%	-5 ↓	+4	+6 ↑	+8 ↑
No		85%	+5 ↑	-4	-6 ↓	-8 ↓
Did this discrimination occur in your current agency?						
Yes		93%	+4	-1	0	+6 ↑
No		7%	-4	+1	0	-6 ↓
Basis for the discrimination that you experienced (3 highest responses):						
Age		43%	-	-	-	-
Other		43%	-	-	-	-
Gender		36%	-	-	-	-

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 TYPES OF HARASSMENT OR BULLYING 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 2020

VARIANCE FROM APS OVERALL

VARIANCE FROM REGULATORY AGENCIES

VARIANCE FROM EXTRA SMALL SIZED AGENCIES

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

Yes		21%	-3	+9	+11	+10
No		76%	+11	-6	-9	-7
Not sure		3%	-8	-3	-2	-4

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		58%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		42%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		37%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		26%	-	-7	-8	-5
It was reported by someone else		0%	-	-7	-7	-7
I did not report the behaviour		74%	-	+15	+15	+11

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 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL 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		10%	+2	+6	+6	+4
No		80%	-6	-9	-10	-5
Not sure		7%	+1	+2	+3	0
Would prefer not to answer		3%	+3	+1	+1	+1
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		33%	-	+14	+11	+17
It was reported by someone else		0%	-	-15	-14	-16
I did not report the behaviour		67%	-	+2	+3	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS

RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES	
How do you describe your gender?						
Man or male		24%	-8 ↓	-13 ↓	-13 ↓	-5 ↓
Woman or female		66%	+4	+7 ↑	+9 ↑	+1
Non-binary		0%	-	0	0	0
I use a different term		0%	-	0	0	-
Prefer not to say		10%	+4	+6 ↑	+5 ↑	+5 ↑
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?						
Yes		3%	+1	-1	+1	+2
No		97%	-1	+1	-1	-2
Do you have an ongoing disability?						
Yes		5%	-2	-4	-3	-1
No		95%	+2	+4	+3	+1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Do you have carer responsibilities?						
Yes		38%	+2	-2	-4	-1
No		62%	-2	+2	+4	+1
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?						
Yes		12%	+3	+5	+4	+2
No		88%	-3	-5	-4	-2
In which country were you born?						
Australia		70%	-	-7	-7	-8
Other country		30%	-	+7	+7	+8
Do you speak a language other than English at home?						
No, English only		77%	-	-3	-5	-7
Yes, other		23%	-	+3	+5	+7

KEY




AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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") AND DIVIDING BY THE NUMBER OF RESPONDENTS WHO ANSWERED THE QUESTION.



$$\frac{\text{number of respondents who answered the question}}{\text{number of respondents who answered the question}} = \% \text{ POSITIVE}$$

ROUNDING

RESULTS ARE PRESENTED AS WHOLE NUMBERS FOR EASE OF READING, WITH ROUNDING PERFORMED AT THE LAST STAGE OF CALCULATION FOR MAXIMUM ACCURACY. VALUES FROM X.00 TO X.49 ARE ROUNDED DOWN AND VALUES FROM X.50 TO X.99 ARE ROUNDED UP. THEREFORE IN SOME INSTANCES, RESULTS MAY NOT TOTAL 100%.

	STRONGLY AGREE	AGREE	NEITHER	DISAGREE	STRONGLY DISAGREE	TOTAL
NUMBER OF RESPONSES	151	166	176	96	24	613
PERCENTAGE	24.63%	27.08%	28.71%	15.66%	3.92%	100%
ROUNDED PERCENTAGE	25%	27%	29%	16%	4%	101%
NUMBER OF POSITIVE	151 + 166 = 317					
% POSITIVE	317 ÷ 613 = 52%					

ANONYMITY

IT IS ENGINE'S PRACTICE NOT TO DISPLAY THE RESULTS OF GROUPS OF RESPONDENTS TO THE EXTENT WHERE THE ANONYMITY OF INDIVIDUALS MAY BE COMPROMISED. RESULTS WILL NOT BE SHOWN WHERE THERE ARE LESS THAN 10 RESPONDENTS IN A GROUP.

COMPARISONS WITH RESULTS FROM PREVIOUS YEARS

THE METHOD OF ANALYSING AND REPORTING SPECIFIC RESULTS MAY BE PERIODICALLY REVIEWED AND REVISED. SUCH IMPROVEMENTS ARE APPLIED TO CURRENT DATA AND THAT OF PREVIOUS YEARS. FOR THIS REASON THE CURRENT REPORT IS ALWAYS THE MOST ACCURATE DATA SOURCE FOR APS EMPLOYEE CENSUS RESULTS, INCLUDING COMPARISONS WITH TIME SERIES DATA.