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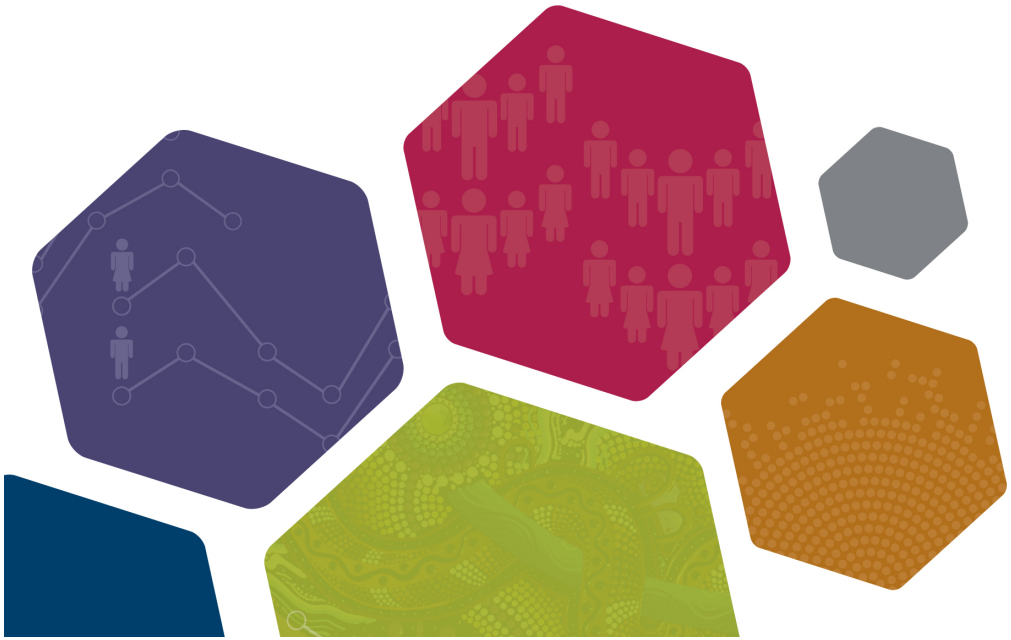
Australian Public Service Employee Census 2020

12 October–13 November



Highlights Report

CER



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RESPONSES:

281 of 362

RESPONSE RATE:

78%

MAKING THE MOST OF YOUR RESULTS

Understanding your report and getting to action!

The results in this report give you summary information.

Take the time to fully understand this report and digest the results.

Consider your response rate and if it is representative of the views of your colleagues.

01.

Identify the areas where you are performing well.

These will tend to be high results which are notably above any comparative results. These should be celebrated. Share the good news with employees.

02.

Identify areas that need improvement.

These will be the lower results, and/or those which are scoring notably below your comparators. Consider discussing these areas with your colleagues in focus groups or individually or team meetings, gather their thoughts and solutions before deciding on actions to take.

03.

Consider if there is actually room for improvement.

This report shows the proportion of colleagues responding positively (strongly agree + agree), neutrally (neither agree nor disagree) or negatively (disagree + strongly disagree) to the question asked in the survey. Look at how your positive scores compare to your parent unit, and your last survey's results.

04.

Consider the impact of high neutral responses (lots of employees ticking 'neither agree nor disagree')

Ask your colleagues about their views to find out what is causing this. More communication and involvement may help to shift them to a positive frame of mind.

05.

Take action – think 'quick wins', short term and long term.

Encourage all colleagues to help with action planning and implementation.

Think about what you want employees to be saying about their working lives in the future and what should be put in place to make this happen.

EMPLOYEE ENGAGEMENT: SAY, STAY, STRIVE

HOW ENGAGED IS YOUR TEAM?

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

YOUR EMPLOYEE ENGAGEMENT SCORE 73%

		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
				+2	0	-3	-2
SAY	Overall, I am satisfied with my job	75 16 9	75%	+4	0	-2	-1
	I am proud to work in my agency	77 18	77%	+6 ↑	0	-5 ↓	-5 ↓
	I would recommend my agency as a good place to work	72 21 7	72%	+9 ↑	+3	-4	+1
	I believe strongly in the purpose and objectives of my agency	85 11	85%	+3	+3	-3	-2
STAY	I feel a strong personal attachment to my agency	58 28 14	58%	+2	-8 ↓	-12 ↓	-12 ↓
	I feel committed to my agency's goals	85 12	85%	+9 ↑	+2	-3	-2
STRIVE	I suggest ideas to improve our way of doing things	91 8	91%	+1	+6 ↑	+5 ↑	+3
	I am happy to go the 'extra mile' at work when required	93	93%	0	0	-1	-1
	I work beyond what is required in my job to help my agency achieve its objectives	83 14	83%	+6 ↑	0	-2	-1
	My agency really inspires me to do my best work every day	52 32 16	52%	+7 ↑	-5 ↓	-11 ↓	-7 ↓

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

Positive Neutral Negative

DEMOGRAPHICS

EXPLORE THE FULL RESULTS

RESPONSE SCALE	%	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
What is your gender?					
Male	**47%**	0	+10 ↑	+9 ↑	+9 ↑
Female	**50%**	+4	-9 ↓	-8 ↓	-8 ↓
X (Indeterminate/Intersex/Unspecified)	**0%**	0	0	0	0
Prefer not to say	**2%**	-4	-1	-1	-1
Do you identify as Aboriginal and/or Torres Strait Islander?					
Yes	**3%**	0	0	+2	+2
No	**97%**	0	0	-2	-2
Do you have an ongoing disability?					
Yes	**9%**	-1	0	+1	+2
No	**91%**	+1	0	-1	-2

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

DEMOGRAPHICS

EXPLORE THE FULL RESULTS

EMPLOYEES WHO INDICATED THAT THEY HAD WORKED ON TASKS OR ACTIVITIES DIRECTLY RELATED TO COVID-19 WERE ASKED TO DESCRIBE THE TYPE OF WORK. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

RESPONSE SCALE	%	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Do you have carer responsibilities?					
Yes	**34%**	-4	-7 ↓	-6 ↓	-6 ↓
No	**66%**	+4	+7 ↑	+6 ↑	+6 ↑
Since 27 February 2020, have you worked on tasks or activities directly related to COVID-19?					
Yes	**16%**	-	-33 ↓	-30 ↓	-22 ↓
No	**84%**	-	+33 ↑	+30 ↑	+22 ↑
What form did this work take? [Multiple Response]					
Working in a different team within your agency on work dedicated to the COVID-19 response and related activities (e.g. a COVID-19 taskforce)	**20%**	-	-1	+4	+4
Working in a different agency on work dedicated to the COVID-19 response and related activities (e.g. APS2000 surge workforce)	**0%**	-	-5 ↓	-3	-4
Working on COVID-19 related work in my usual role	**80%**	-	-1	-8 ↓	-8 ↓
Other	**14%**	-	+9 ↑	+10 ↑	+9 ↑

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DEMOGRAPHICS

EXPLORE THE FULL RESULTS

RESPONSE SCALE		%	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Do you identify as Lesbian, Gay, Bisexual, Trans, and/or Intersex (LGBTI+)?						
Yes		**5**%	-1	-1	-2	-1
No		**95**%	+7 ↑	+1	+2	+1
Are you currently seconded to a different agency and have been working within that agency for less than six months?						
Yes		**3**%	-	+1	+2	+2
No		**98**%	-	-1	-2	-2

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SENIOR LEADERSHIP

EXPLORE THE FULL RESULTS

FOR EACH QUESTION SHOWN HERE, INFORMATION ABOUT THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE) IS PROVIDED

LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

Senior leadership: Immediate SES manager

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My SES manager communicates effectively	79 / 12 / 9	79%	+8 ↑	+11 ↑	+4	+8 ↑
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	81 / 16 /	81%	+9 ↑	+10 ↑	+3	+6 ↑
My SES manager effectively leads and manages change	71 / 20 / 9	71%	+8 ↑	+8 ↑	+3	+6 ↑
My SES manager gives their time to identify and develop talented people	57 / 31 / 11	57%	+13 ↑	+9 ↑	+4	+6 ↑
My SES manager clearly articulates the direction and priorities for our area	74 / 17 / 9	74%	+9 ↑	+8 ↑	+4	+6 ↑
My SES manager promotes cooperation within and between agencies	76 / 19 /	76%	-	+12 ↑	+5 ↑	+8 ↑

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

Positive Neutral Negative

SENIOR LEADERSHIP

EXPLORE THE FULL RESULTS

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LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Senior Leadership: All SES	In my agency, communication between the SES and other employees is effective	53 22 25	53%	+16 ↑	-2	-8 ↓	-2
	In my agency, the SES actively contribute to the work of our agency	73 20 7	73%	+7 ↑	+6 ↑	-4	+2
	In my agency, the SES work as a team	52 23 24	52%	+13 ↑	-1	-4	0
	In my agency, the SES clearly articulate the direction and priorities for our agency	60 21 19	60%	+8 ↑	-3	-8 ↓	-3

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Positive Neutral Negative

IMMEDIATE SUPERVISOR

EXPLORE THE FULL RESULTS

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LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Immediate supervisor	My supervisor communicates effectively	79 / 10 / 11	79%	+4	-2	-3	-2
	My supervisor displays resilience when faced with difficulties or failures	82 / 11 / 7	82%	+3	-1	-3	-2
	My supervisor engages with staff on how to respond to future challenges	78 / 11 / 11	78%	-	-2	-3	-1
	My supervisor can deliver difficult advice whilst maintaining relationships	71 / 19 / 10	71%	-	-6 ↓	-7 ↓	-6 ↓
	My supervisor encourages my team to regularly review and improve our work	82 / 11 / 8	82%	-	+2	+1	+3
	My supervisor actively seeks feedback	61 / 21 / 18	61%	-	-6 ↓	-5 ↓	-4

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Positive Neutral Negative

WORKPLACE CULTURE

EXPLORE THE FULL RESULTS

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LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Culture	Staff are consulted about change at work	52 34 14	52%	+5 ↑	+3	-1	+3
	Internal communication within my agency is effective	55 28 17	55%	+13 ↑	-2	-11 ↓	-4
	Internal communication within my agency is regular	77 17	77%	+3	-1	-7 ↓	-3
	I understand how my role contributes to achieving an outcome for the Australian public	90	90%	+3	-1	-2	-1
	I can see a clear connection between my job and my agency's purpose	88 8	88%	-	+3	-1	0
	I believe strongly in the purpose and objectives of the APS	84 15	84%	+7 ↑	-1	-2	-1
	I feel a strong personal attachment to the APS	60 29 11	60%	-	-4	-2	0
	My agency inspires me to come up with new or better ways of doing things	55 28 16	55%	+11 ↑	-2	-6 ↓	-4
	To what extent do you agree that crises such as the 2019–20 bushfires and COVID-19 clarified your sense of purpose in working for the APS?	49 39 13	49%	-	-13 ↓	-2	-2

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Positive Neutral Negative

EXPLORE THE FULL RESULTS

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 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM 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	**13%**	-6 ↓	+1	+5 ↑	+4
No	**87%**	+6 ↑	-1	-5 ↓	-4
Did this discrimination occur in your current agency?					
Yes	**86%**	-8 ↓	-6 ↓	-4	-2
No	**14%**	+8 ↑	+6 ↑	+4	+2
Basis for the discrimination that you experienced (3 highest responses):					
Age	**44%**	-	-	-	-
Gender	**41%**	-	-	-	-
Disability (e.g. loss of hearing or sight, incomplete use of limbs, or mental health issues)	**18%**	-	-	-	-

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EXPLORE THE FULL RESULTS

EMPLOYEES WHO PERCEIVED HARASSMENT OR BULLYING IN THE LAST 12 MONTHS WERE ASKED WHAT TYPE OF HARASSMENT OR BULLYING THEY EXPERIENCED AND WHO WAS RESPONSIBLE FOR IT. 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.

Bullying and harassment

RESPONSE SCALE	%	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?					
Yes	13%	-3	+1	+4	+4
No	77%	+3	-4	-8 ↓	-8 ↓
Not Sure	9%	+1	+2	+4	+3
Types of harassment or bullying experienced (3 highest responses):					
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	44%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)	41%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	35%	-	-	-	-

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Australian Government
Australian Public Service Commission

WORKPLACE CULTURE

EXPLORE THE FULL RESULTS

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 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM 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	4%	0	+1	+2	+2
No	89%	+1	-1	-4	-3
Not sure	6%	+1	+1	+2	+2
Would prefer not to answer	1%	-2	-1	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	50%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest	42%	-	-	-	-
Other	33%	-	-	-	-

KEY

AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

INCLUSION AND WELLBEING

EXPLORE THE FULL RESULTS

FOR EACH QUESTION SHOWN HERE, INFORMATION ABOUT THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE) IS PROVIDED

LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Attitudinal	My agency supports and actively promotes an inclusive workplace culture	85 / 9	85%	+9 ↑	+4	+3	+4
	I have a choice in deciding how I do my work	71 / 22	71%	0	+11 ↑	+3	+3
	I receive the respect I deserve from my colleagues at work	78 / 17	78%	+11 ↑	-1	-2	-1
	I am clear what my duties and responsibilities are	72 / 23	72%	+2	-9 ↓	-10 ↓	-9 ↓

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Positive Neutral Negative

INCLUSION AND WELLBEING

EXPLORE THE FULL RESULTS

RESPONSE SCALE		%	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
To what extent is your work emotionally demanding?						
To a very large extent		**7**%	-	-1	-1	0
To a large extent		**15**%	-	-7 ↓	-5 ↓	-5 ↓
Somewhat		**39**%	-	0	+2	+1
To a small extent		**29**%	-	+8 ↑	+6 ↑	+6 ↑
To a very small extent		**9**%	-	0	-1	-2
I feel burned out by my work.						
Strongly agree		**10**%	-	+1	0	+1
Agree		**24**%	-	-3	-4	-4
Neither agree nor disagree		**35**%	-	0	+3	+2
Disagree		**27**%	-	+3	+2	+2
Strongly disagree		**4**%	-	-1	-2	-1

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INCLUSION AND WELLBEING

EXPLORE THE FULL RESULTS

RESPONSE SCALE		%	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Has there been a change in your general health and wellbeing since COVID-19 (27 February 2020)?						
Very positive change		**6**%	-	+2	+2	+2
Positive change		**25**%	-	+8 ↑	+5 ↑	+5 ↑
No change		**41**%	-	-6 ↓	+2	-1
Negative change		**24**%	-	-4	-9 ↓	-7 ↓
Very negative change		**4**%	-	+1	+1	+1

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WELLBEING INDEX

WELLBEING

THE WELLBEING SCORE PROVIDES A MEASURE OF WELLBEING FOR EMPLOYEES WITHIN AN ORGANISATION. IT MEASURES BOTH THE PRACTICAL AND CULTURAL ELEMENTS THAT ALLOW FOR A SUSTAINABLE AND HEALTHY WORKING ENVIRONMENT.

HIGH LEVELS OF ENGAGEMENT WILL NOT BE SUSTAINABLE AND WILL LEAD TO BURN OUT WITHOUT RECIPROCALLY STRONG LEVELS OF WELLBEING.

	YOUR WELLBEING INDEX SCORE	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
	68%			+3	-2	-5 ↓	-5 ↓
Wellbeing	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	70 / 21 / 9	**70%**	+6 ↑	-2	-4	-5 ↓
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	65 / 22 / 13	**65%**	+11 ↑	-7 ↓	-11 ↓	-11 ↓
	My agency does a good job of promoting health and wellbeing	63 / 24 / 13	**63%**	+6 ↑	-6 ↓	-9 ↓	-10 ↓
	I think my agency cares about my health and wellbeing	65 / 23 / 12	**65%**	+10 ↑	+3	-5 ↓	-3
	I believe my immediate supervisor cares about my health and wellbeing	82 / 13 /	**82%**	+3	-2	-4	-4

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Positive Neutral Negative

WORKPLACE CONDITIONS

EXPLORE THE FULL RESULTS

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LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Your job	My job gives me opportunities to utilise my skills	84 8 8	84%	+8 ↑	-1	-4	-4
	I am fairly remunerated (e.g. salary, superannuation) for the work that I do	77 13 11	77%	+6 ↑	+10 ↑	+7 ↑	+11 ↑
	I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	84 10	84%	+2	+5 ↑	0	+3
	I am satisfied with the stability and security of my job	88 7	88%	+9 ↑	+7 ↑	+4	+9 ↑

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Positive Neutral Negative

WORKGROUP PERFORMANCE

EXPLORE THE FULL RESULTS

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LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Workgroup performance	When changes occur, the impacts are communicated well within my workgroup	66 17 17	66%	-	-1	-6 ↓	-3
	The people in my workgroup cooperate to get the job done	84 9	84%	+5 ↑	-3	-5 ↓	-4
	My workgroup can readily adapt to new priorities and tasks	84 9	84%	-	-2	-4	-3
	My workgroup has the appropriate skills, capabilities and knowledge to perform well	77 16 7	77%	+7 ↑	-5 ↓	-7 ↓	-7 ↓
	My workgroup has the tools and resources we need to perform well	61 22 17	61%	+6 ↑	-4	-3	-3
	The people in my workgroup use time and resources efficiently	74 14 12	74%	+9 ↑	-4	-5 ↓	-5 ↓
	My supervisor ensures that my workgroup delivers on what we are responsible for	85 10	85%	+9 ↑	0	-1	0

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Positive Neutral Negative

PRODUCTIVITY AND WAYS OF WORKING

EXPLORE THE FULL RESULTS

RESPONSE SCALE		%	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
How has your productivity changed since COVID-19 (Since 27 February 2020)?						
Significantly improved		**18**%	-	+6 ↑	+6 ↑	+7 ↑
Improved		**47**%	-	+10 ↑	+7 ↑	+9 ↑
No change		**29**%	-	-13 ↓	-9 ↓	-12 ↓
Reduced		**5**%	-	-3	-4	-4
Significantly reduced		**1**%	-	-1	-1	0
What best describes your current workload?						
Well above capacity – too much work		**21**%	-	+2	-1	0
Slightly above capacity – lots of work to do		**44**%	-	+4	+2	+1
At capacity – about the right amount of work to do		**25**%	-	-7 ↓	-4	-4
Slightly below capacity – available for more work		**8**%	-	+1	+2	+2
Below capacity – not enough work		**2**%	-	0	0	+1

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

PRODUCTIVITY AND WAYS OF WORKING

EXPLORE THE FULL RESULTS

FOR EACH QUESTION SHOWN HERE, INFORMATION ABOUT THE PROPORTION OF COLLEAGUES RESPONDING POSITIVELY (STRONGLY AGREE + AGREE), NEUTRALLY (NEITHER AGREE NOR DISAGREE) OR NEGATIVELY (DISAGREE + STRONGLY DISAGREE) IS PROVIDED

LOOK AT HOW YOUR POSITIVE SCORE COMPARES TO THE AVAILABLE COMPARISONS.

WHERE ARE YOU PERFORMING WELL?

IS THERE ROOM FOR IMPROVEMENT?

		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Responding to change	My workgroup successfully adapts to new ways of working when required (e.g. in response to crises such as COVID-19)	95	95%	-	+6 ↑	+2	+4
	My workgroup has used the COVID-19 crisis to improve the way we work	78 / 18	78%	-	+13 ↑	+8 ↑	+10 ↑
	My agency quickly adapts and responds to changing priorities (e.g. in response to crises such as COVID-19)	87 / 10	87%	-	+7 ↑	+4	+7 ↑
	My agency is taking actions to maintain changed ways of working implemented during the COVID-19 crisis	70 / 20 / 10	70%	-	+6 ↑	0	+1
	My immediate SES manager supports embedding changed ways of working implemented during the COVID-19 crisis	78 / 17	78%	-	+13 ↑	+7 ↑	+8 ↑

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.

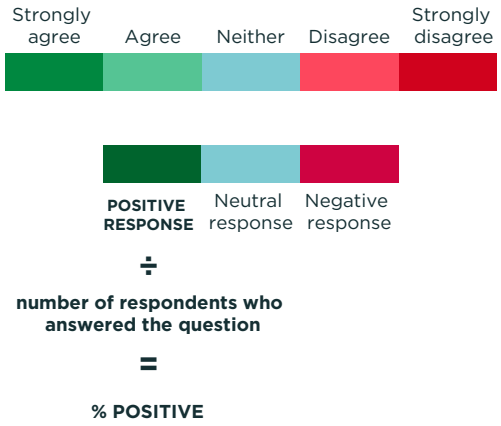
PRIORITISE 3 AREAS TO TAKE FORWARD

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



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.