



Highlights Report AUSTRAC



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RESPONSES:
406 of 464
RESPONSE RATE:
88%

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		77	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
SAY	Overall, I am satisfied with my job	77	14 9	77%	-6 ↓	+4	+1	+1
	I am proud to work in my agency	91		91%	0	+15 ↑	+11 ↑	+11 ↑
	I would recommend my agency as a good place to work	82	13	82%	-6 ↓	+14 ↑	+9 ↑	+13 ↑
	I believe strongly in the purpose and objectives of my agency	93		93%	-1	+9 ↑	+3	+5 ↑
STAY	I feel a strong personal attachment to my agency	67	23 9	67%	-4	+7 ↑	+4	+4
	I feel committed to my agency's goals	91	8	91%	-3	+8 ↑	+4	+5 ↑
STRIVE	I suggest ideas to improve our way of doing things	92		92%	0	+5 ↑	+5 ↑	+3
	I am happy to go the 'extra mile' at work when required	90	8	90%	-6 ↓	0	-1	-2
	I work beyond what is required in my job to help my agency achieve its objectives	79	17	79%	-5 ↓	-1	-1	-2
	My agency really inspires me to do my best work every day	65	26 8	65%	-8 ↓	+8 ↑	+4	+5 ↑

KEY

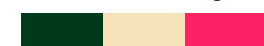


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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		77	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	82	9 9	82%	-1	+3	+1	+2
	My supervisor can deliver difficult advice whilst maintaining relationships	79	14 7	79%	-5 ⬇️	+1	-1	0
	My supervisor invites a range of views, including those different to their own	85	7 7	85%	-3	+4	+2	+3
	My supervisor encourages my team to regularly review and improve our work	83	10	83%	-3	+2	+1	+2
	My supervisor is invested in my development	78	15	78%	-3	+2	+1	+1
	My supervisor ensures that my workgroup delivers on what we are responsible for	87	8	87%	-3	0	-1	0
Other similar questions								
	My supervisor provides me with helpful feedback to improve my performance	76	15 9	76%	-5 ⬇️	-1	-2	-1
	My immediate supervisor encourages me	79	15	79%	-6 ⬇️	+3	+2	+2
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		69	RESPONSE SCALE		% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
SES Manager	My SES manager clearly articulates the direction and priorities for our area	69	19	12	69%	-8 ↓	+1	0	0
	My SES manager presents convincing arguments and persuades others towards an outcome	63	29	8	63%	-9 ↓	+1	-2	0
	My SES manager promotes cooperation within and between agencies	72	24	4	72%	-7 ↓	+5 ↑	+3	+4
	My SES manager encourages innovation and creativity	68	24	8	68%	-11 ↓	+4	+1	+3
	My SES manager creates an environment that enables us to deliver our best	63	24	13	63%	-10 ↓	-1	-2	-2
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	76	20	4	76%	-6 ↓	+3	0	0
Other similar questions									
	In my agency, the SES work as a team	58	31	11	58%	-3	+5 ↑	+6 ↑	+5 ↑
	In my agency, the SES clearly articulate the direction and priorities for our agency	68	19	13	68%	-3	+5 ↑	+3	+4
	In my agency, communication between SES and other employees is effective	60	26	15	60%	-5 ↓	+7 ↑	+5 ↑	+7 ↑
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	69	25	6	69%	-	+4	+2	+2
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 69		RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
				-4	+1	+1	+1

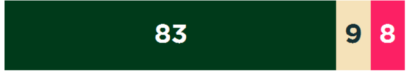























Communication	My supervisor communicates effectively	82	8 10	82%	-2	+1	0	+1
	My SES manager communicates effectively	69	21 11	69%	-9 ↓	0	-1	0
	Internal communication within my agency is effective	65	22 13	65%	-4	+8 ↑	+6 ↑	+8 ↑

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	72	15 13	72%	-4	+5 ↑	+2	+3
	Staff are consulted about change at work	50	37 13	50%	-4	+1	0	+1
	Change is managed well in my agency	48	27 25	48%	-7 ↓	+5 ↑	+3	+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	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My job gives me opportunities to utilise my skills		83%	-4	+4	+1	+1
I have a choice in deciding how I do my work		81%	0	+17 	+10 	+10 
Where appropriate, I am able to take part in decisions that affect my job		77%	-4	+8 	+5 	+4
I am clear what my duties and responsibilities are		80%	+1	+1	0	+1
I am satisfied with the recognition I receive for doing a good job		72%	-6 	+6 	+2	+2
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		58%	-3	+7 	+4	+3
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		86%	-3	+12 	+6 	+9 
I am satisfied with the stability and security of my job		88%	-2	+6 	+4	+7 
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		89%	-3	+10 	+3	+6 

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



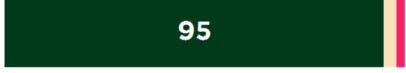
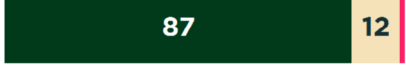


AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative









WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
I feel a strong personal attachment to the APS		64%	-3	+3	+4	+5 
I understand how my role contributes to achieving an outcome for the Australian public		95%	0	+3	+2	+2
I believe strongly in the purpose and objectives of the APS		87%	-2	+2	+1	+2

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

Well above capacity - too much work		24%	+5 	0	-1	0
Slightly above capacity - lots of work to do		43%	-2	+3	+2	+2
At capacity - about the right amount of work to do		27%	-3	-3	-1	-1
Slightly below capacity - available for more work		5%	0	-1	0	-1
Well below capacity - not enough work		2%	0	0	0	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



INCLUSION AND FLEXIBLE WORKING

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture	85	85%	-3	+5	+5	+7
My supervisor actively ensures that everyone can be included in workplace activities	86	86%	-2	+3	+2	+3
I receive the respect I deserve from my colleagues at work	83	83%	-4	+2	0	+2

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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Do you currently access any of the following flexible working arrangements?
[Multiple Response]

Part time		10%	-1	-3	-3	-2
Flexible hours of work		41%	+1	+13	+11	+12
Compressed work week		2%	0	-1	-4	-1
Job sharing		0%	0	0	0	0
Working away from the office/working from home		83%	-1	+25	+7	+17
None of the above		8%	+1	-18	-4	-12

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 REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES	
Enabling innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	86	10	86%	-3	+6 ⬆️	+5 ⬆️	+4	
	My immediate supervisor encourages me to come up with new or better ways of doing things	77	17	77%	-3	+5 ⬆️	+4	+3	
	People are recognised for coming up with new and innovative ways of working	68	22	10	68%	-5 ⬇️	+11 ⬆️	+7 ⬆️	+10 ⬆️
	My agency inspires me to come up with new or better ways of doing things	61	29	11	61%	-9 ⬇️	+11 ⬆️	+9 ⬆️	+8 ⬆️
	My agency recognises and supports the notion that failure is a part of innovation	48	37	15	48%	-4	+9 ⬆️	+8 ⬆️	+9 ⬆️

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		74	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	74	20	74%	-6 ↓	+10 ↑	+7 ↑	+10 ↑
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	74	19	74%	-5 ↓	+12 ↑	+8 ↑	+11 ↑
	My agency does a good job of promoting health and wellbeing	76	17	76%	-5 ↓	+13 ↑	+10 ↑	+12 ↑
	I think my agency cares about my health and wellbeing	76	19	76%	-4	+15 ↑	+9 ↑	+11 ↑
	I believe my immediate supervisor cares about my health and wellbeing	88	8	88%	-6 ↓	+2	0	+1

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 MEDIUM SIZED AGENCIES
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How often do you find your work stressful?

Always		4%	+1	-1	-1	-1
Often		20%	+2	-6 ↓	-5 ↓	-5 ↓
Sometimes		52%	-3	+3	+2	+2
Rarely		23%	+1	+4	+5 ↑	+3
Never		1%	-1	-1	0	-1

To what extent is your work emotionally demanding?

To a very large extent		5%	+2	-3	-2	-2
To a large extent		13%	0	-8 ↓	-6 ↓	-7 ↓
Somewhat		38%	+3	0	+1	+1
To a small extent		31%	-3	+8 ↑	+6 ↑	+6 ↑
To a very small extent		12%	-1	+3	+2	+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 MEDIUM SIZED AGENCIES
I feel burned out by my work						
Strongly agree		8%	+4	0	-1	0
Agree		20%	-1	-4	-3	-3
Neither agree nor disagree		30%	-1	-2	0	0
Disagree		33%	-3	+4	+2	+1
Strongly disagree		9%	+1	+2	+1	+1
In general, would you say that your health is:						
Excellent		11%	-1	+1	+1	0
Very good		39%	+1	+5	+3	+4
Good		35%	-1	-3	-1	-3
Fair		14%	+2	-1	0	0
Poor		1%	0	-2	-2	-2

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

Excellent		25%	-5 ↓	-2	-5 ↓	-4
Very good		58%	+1	+4	+4	+3
Average		13%	+2	-2	+1	0
Below average		3%	+1	+1	0	+1
Well below average		1%	+1	0	0	0

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

Excellent		16%	-3	+1	-1	-1
Very good		65%	+1	+11 ↑	+8 ↑	+10 ↑
Average		17%	+2	-8 ↓	-4	-6 ↓
Below average		1%	0	-3	-2	-2
Well below average		1%	0	-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 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well		80%	-5 ↓	+2	0	0
My workgroup has the tools and resources we need to perform well		53%	-10 ↓	-6 ↓	-3	-5 ↓
The people in my workgroup use time and resources efficiently		82%	0	+6 ↑	+5 ↑	+4
My workgroup can readily adapt to new priorities and tasks		86%	-2	+3	+2	+2
The people in my workgroup cooperate to get the job done		92%	-1	+4	+2	+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 REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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Which of the following statements best reflects your current thoughts about working in your current position?

I want to leave my position as soon as possible		11%	+2	+1	+1	+2
I want to leave my position within the next 12 months		28%	+7	+4	+5	+5
I want to stay working in my position for the next one to two years		41%	-3	+4	-1	+1
I want to stay working in my position for at least the next three years		20%	-7	-9	-6	-7

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

I am planning to retire		2%	-1	-3	-1	-2
I am pursuing another position within my agency		40%	-3	-1	+8	+13
I am pursuing a position in another agency		25%	-6	-2	-9	-13
I am pursuing work outside the APS		16%	0	+5	+2	+2
It is the end of my non-ongoing, casual or contracted employment		1%	-1	-2	-3	-4
Other		16%	+10	+4	+4	+3

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 MEDIUM 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	20%	-	-	-	-
I can receive a higher salary elsewhere	16%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	11%	-	-	-	-
I am not satisfied with the work	7%	-	-	-	-
My immediate supervisor's leadership is of a poor quality	7%	-	-	-	-

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 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		6%	0	-5	-2	-3
No		94%	0	+5	+2	+3
Did this discrimination occur in your current agency?						
Yes		90%	+4	-1	+1	+2
No		10%	-4	+1	-1	-2
Basis for the discrimination that you experienced (3 highest responses):						
Gender		38%	-	-	-	-
Age		29%	-	-	-	-
Race		19%	-	-	-	-

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 MEDIUM SIZED AGENCIES

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

Yes		6%	0	-5 ↓	-4	-4
No		89%	-2	+4	+3	+3
Not sure		6%	+2	0	+1	+1

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		60%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		45%	-	-	-	-
Deliberate exclusion from work-related activities		35%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		29%	-19 ↓	-6 ↓	-4	-6 ↓
It was reported by someone else		10%	+5 ↑	+2	+1	0
I did not report the behaviour		62%	+14 ↑	+5 ↑	+3	+6 ↑

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 MEDIUM 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		2%	0	-2	-1	-2
No		94%	+1	+3	+2	+3
Not sure		4%	0	0	+1	0
Would prefer not to answer		1%	-1	-1	-1	-1

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



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DEMOGRAPHICS

How do you describe your gender?	Responses
Man or male	41%
Woman or female	56%
Non-binary	0%
I use a different term	0%
Prefer not to say	3%

Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?	Responses
Yes	2%
No	99%

Do you have an ongoing disability?	Responses
Yes	9%
No	91%

Do you have carer responsibilities?	Responses
Yes	43%
No	57%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?	Responses
Yes	7%
No	93%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	68%
Australian Aboriginal and/or Torres Strait Islander	1%
New Zealander (excluding Maori)	2%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	14%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	7%
South-East Asian	12%
North-East Asian	4%
Southern and Central Asian	5%
North American	1%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	2%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	5%
No	84%
Not sure	11%

AGENCY POSITION



AGENCY POSITION

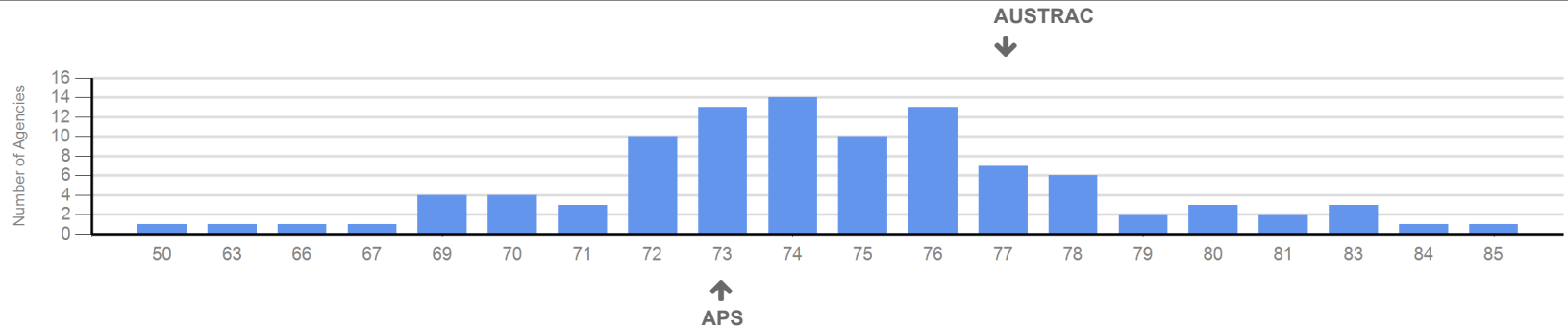
THESE GRAPHS DISPLAY THE OVERALL INDEX SCORE OF EACH AGENCY FOR THE EMPLOYEE ENGAGEMENT, LEADERSHIP - IMMEDIATE SUPERVISOR, LEADERSHIP - SES MANAGER, COMMUNICATION, ENABLING INNOVATION AND WELLBEING POLICIES AND SUPPORT INDICES. THESE ARE TO ASSIST YOU TO SEE WHERE YOUR AGENCY SITS IN COMPARISON TO THE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

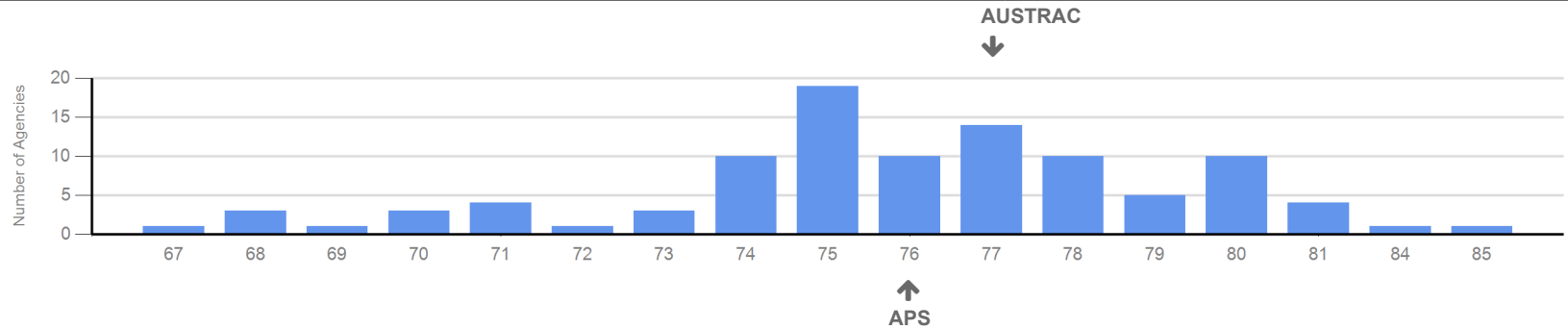
Employee Engagement Index

Ranking : 21st of 100



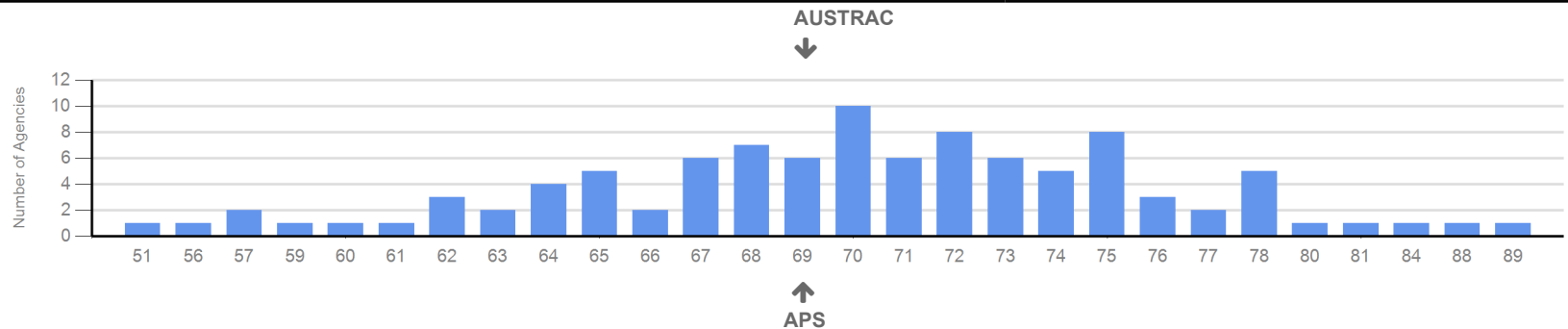
Leadership – Immediate Supervisor Index

Ranking : 44th of 100



Leadership – SES Manager Index

Ranking : 63rd of 100



AGENCY POSITION



AGENCY POSITION

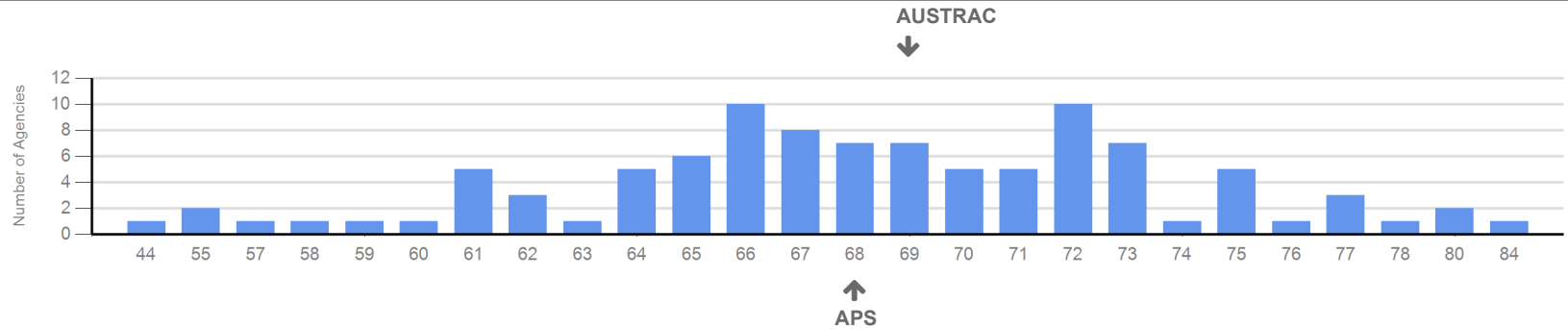
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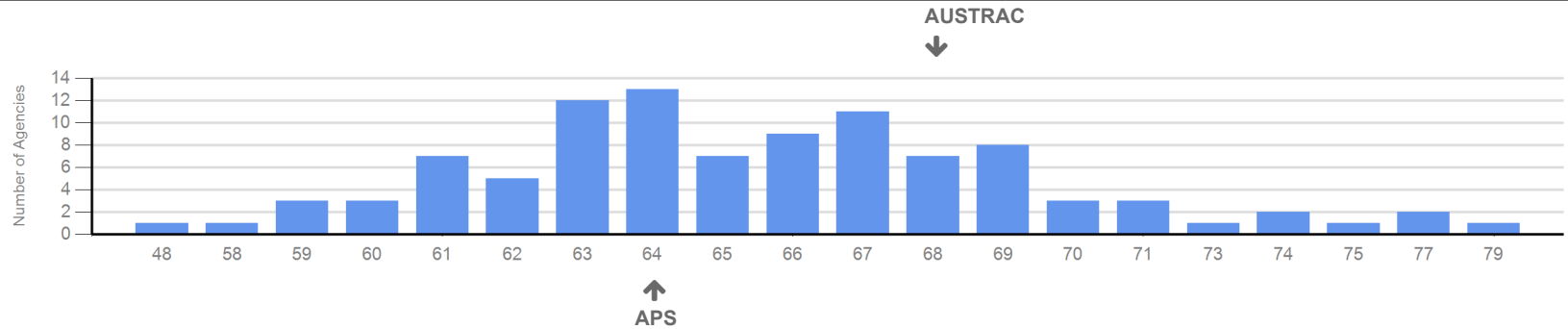
Communication Index

Ranking : 42nd of 100



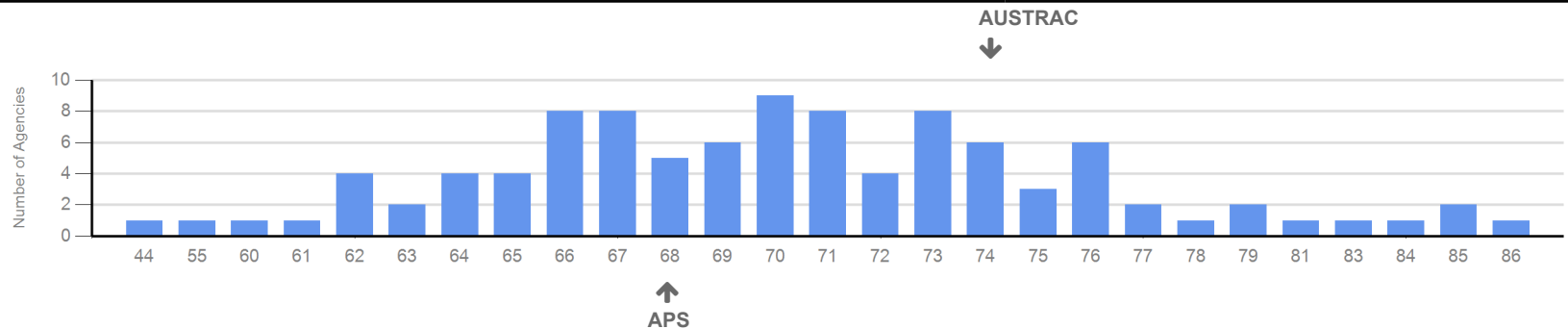
Enabling Innovation Index

Ranking : 23rd of 100



Wellbeing Policies and Support Index

Ranking : 24th 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 MEDIUM SIZED AGENCIES
.1	My agency inspires me to come up with new or better ways of doing things			61%	-9	+11	+9	+8
.2	People are recognised for coming up with new and innovative ways of working			68%	-5	+11	+7	+10
.3	My agency supports and actively promotes an inclusive workplace culture			85%	-3	+5	+5	+7
.4	I am satisfied with the recognition I receive for doing a good job			72%	-6	+6	+2	+2
.5	My SES manager creates an environment that enables us to deliver our best			63%	-10	-1	-2	-2
.6	Internal communication within my agency is effective			65%	-4	+8	+6	+8

AUSTRAC SPECIFIC QUESTIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022
I have a good understanding of how my branch contributes towards achieving AUSTRAC's purpose, as outlined in the Corporate Plan	89	89%	-1
I am able to schedule enough time with my team to work on projects together and in-person	74	74%	-
The culture we aspire to for AUSTRAC is clear	77	77%	-10 ⬇️
I feel that my manager is authentic and genuine when they interact with me	87	87%	-
I am able to schedule enough meeting-free times on my calendar for administrative or independent work	73	73%	-
I am usually able to work in the place and environment that allows me to do my best work	87	87%	-
Engagement and collaboration across workgroups and branches has been maintained in our current working environment	70	70%	-
I feel supported to make decisions when managing potential risks within my span of control	75	75%	0
In my day to day role I feel I have the appropriate authority to make decisions	71	71%	+2
AUSTRAC strikes a good balance between mandating processes (how we do things) and encouraging me to come up with better ways of doing things	66	66%	-1

KEY



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Positive Neutral Negative



AUSTRAC SPECIFIC QUESTIONS

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022
In my role I am able to strike a good balance between my routine duties and working on innovative tasks and projects	57	22	22	57%	-
The skills, knowledge and training I have in relation to the use and dissemination of AUSTRAC's data are sufficient for my role and level of responsibility	86	9		86%	+1
I am happy and feel valued at AUSTRAC	71	21	8	71%	-3

KEY



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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.

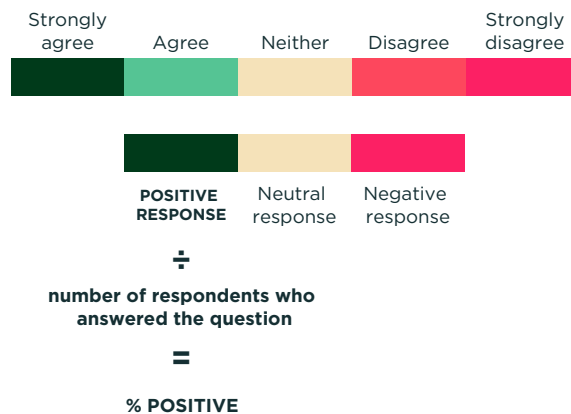
PRIORITISE 3 AREAS TO TAKE FORWARD

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

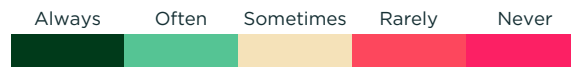
GUIDE TO THIS REPORT

% 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.