



Highlights Report NATIONAL GALLERY - Ongoing and non-ongoing staff



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RESPONSES:

183

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		70	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
SAY	Overall, I am satisfied with my job	65	18 17	65%	+2	-8 ⬇️	-7 ⬇️	-7 ⬇️
	I am proud to work in my agency	72	18 9	72%	+6 ⬆️	-3	-8 ⬇️	-4
	I would recommend my agency as a good place to work	46	26 29	46%	+4	-23 ⬇️	-16 ⬇️	-18 ⬇️
	I believe strongly in the purpose and objectives of my agency	82	13	82%	+6 ⬆️	-2	-2	-5 ⬇️
STAY	I feel a strong personal attachment to my agency	67	19 14	67%	+9 ⬆️	+7 ⬆️	-3	+6 ⬆️
	I feel committed to my agency's goals	76	19	76%	+6 ⬆️	-8 ⬇️	-5 ⬇️	-8 ⬇️
STRIVE	I suggest ideas to improve our way of doing things	90	8	90%	+1	+3	+1	+2
	I am happy to go the 'extra mile' at work when required	85	11	85%	-2	-6 ⬇️	-4	-5 ⬇️
	I work beyond what is required in my job to help my agency achieve its objectives	78	17	78%	+1	-2	0	-2
	My agency really inspires me to do my best work every day	48	29 23	48%	+6 ⬆️	-9 ⬇️	-7 ⬇️	-6 ⬇️

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		69			RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	64	23	13	64%	+2	-15 ↓	-10 ↓	-12 ↓	
	My supervisor can deliver difficult advice whilst maintaining relationships	66	18	15	66%	+7 ↑	-12 ↓	-7 ↓	-10 ↓	
	My supervisor invites a range of views, including those different to their own	68	20	12	68%	-1	-13 ↓	-9 ↓	-11 ↓	
	My supervisor encourages my team to regularly review and improve our work	64	22	14	64%	+7 ↑	-17 ↓	-8 ↓	-13 ↓	
	My supervisor is invested in my development	65	23	12	65%	+1	-11 ↓	-8 ↓	-9 ↓	
	My supervisor ensures that my workgroup delivers on what we are responsible for	76	17	8	76%	+3	-11 ↓	-7 ↓	-9 ↓	
Other similar questions										
	My supervisor provides me with helpful feedback to improve my performance	65	23	12	65%	+4	-13 ↓	-7 ↓	-9 ↓	
	My immediate supervisor encourages me	67	20	13	67%	+1	-9 ↓	-6 ↓	-7 ↓	
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	63	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
					+4	-5 ↓	-1	-4

SES Manager	My SES manager clearly articulates the direction and priorities for our area	62	14	23	62%	+6 ↑	-6 ↓	+3	-1
	My SES manager presents convincing arguments and persuades others towards an outcome	58	23	19	58%	+8 ↑	-3	+3	-3
	My SES manager promotes cooperation within and between agencies	60	26	14	60%	+4	-6 ↓	+5 ↑	-4
	My SES manager encourages innovation and creativity	61	22	17	61%	+8 ↑	-4	+3	-1
	My SES manager creates an environment that enables us to deliver our best	54	20	26	54%	+10 ↑	-10 ↓	0	-6 ↓
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	66	19	15	66%	+2	-7 ↓	-1	-5 ↓

Other similar questions

In my agency, the SES work as a team	43	30	27	43%	+17 ↑	-11 ↓	+1	-5 ↓
In my agency, the SES clearly articulate the direction and priorities for our agency	49	25	26	49%	+12 ↑	-14 ↓	-4	-5 ↓
In my agency, communication between SES and other employees is effective	38	30	32	38%	+12 ↑	-15 ↓	0	-8 ↓
My SES manager routinely promotes the use of data and evidence to deliver outcomes	62	23	15	62%	-	-4	+6 ↑	0

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	58	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
				+4	-10 ↓	-4	-7 ↓

Communication	My supervisor communicates effectively	64	18	18	64%	0	-16 ↓	-12 ↓	-13 ↓
	My SES manager communicates effectively	62	15	23	62%	+12 ↑	-6 ↓	+3	-2
	Internal communication within my agency is effective	32	26	42	32%	+9 ↑	-24 ↓	-7 ↓	-15 ↓

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	55	22	23	55%	+8 ↑	-12 ↓	-8 ↓	-11 ↓
	Staff are consulted about change at work	30	45	25	30%	+7 ↑	-20 ↓	-11 ↓	-15 ↓
	Change is managed well in my agency	24	29	47	24%	+10 ↑	-19 ↓	-5 ↓	-10 ↓

KEY	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR	Positive Neutral Negative
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WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills		77%	-2	-1	-5 ↓	-3
I have a choice in deciding how I do my work		66%	0	+2	-6 ↓	-5 ↓
Where appropriate, I am able to take part in decisions that affect my job		59%	-1	-10 ↓	-11 ↓	-10 ↓
I am clear what my duties and responsibilities are		69%	-3	-10 ↓	-9 ↓	-9 ↓
I am satisfied with the recognition I receive for doing a good job		54%	+6 ↑	-12 ↓	-10 ↓	-11 ↓
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		43%	+4	-8 ↓	0	-9 ↓
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		73%	+11 ↑	-1	+2	-6 ↓
I am satisfied with the stability and security of my job		56%	+2	-25 ↓	-13 ↓	-18 ↓
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		69%	+6 ↑	-10 ↓	-6 ↓	-12 ↓

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 NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS		31%	+3	-31↓	-13↓	-22↓
I understand how my role contributes to achieving an outcome for the Australian public		87%	-1	-5↓	-4	-4
I believe strongly in the purpose and objectives of the APS		61%	-1	-23↓	-13↓	-20↓

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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What best describes your current workload?

Well above capacity - too much work		34%	-13↓	+10↑	+7↑	+8↑
Slightly above capacity - lots of work to do		37%	+6↑	-3	-1	-2
At capacity - about the right amount of work to do		23%	+4	-6↓	-4	-3
Slightly below capacity - available for more work		5%	+2	0	-1	-1
Well below capacity - not enough work		0%	0	-1	-1	-2

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 NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture		63%	+7 	-17 	-8 	-13 
My supervisor actively ensures that everyone can be included in workplace activities		72%	+2	-11 	-8 	-10 
I receive the respect I deserve from my colleagues at work		65%	+1	-16 	-10 	-14 

	RESPONSE SCALE	%	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		13%	-1	0	-1	-1
Flexible hours of work		23%	-5 	-5 	-7 	-8 
Compressed work week		2%	+1	-2	0	-4
Job sharing		1%	-1	0	0	0
Working away from the office/working from home		40%	+4	-17 	+3	-26 
None of the above		40%	+2	+15 	+4	+22 

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		61	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION 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	80	14	80%	+4	+1	-1	0
	My immediate supervisor encourages me to come up with new or better ways of doing things	64	26	64%	-3	-8⬇️	-8⬇️	-8⬇️
	People are recognised for coming up with new and innovative ways of working	46	36	46%	-1	-11⬇️	-3	-6⬇️
	My agency inspires me to come up with new or better ways of doing things	50	31	50%	+6⬆️	+1	+3	+2
	My agency recognises and supports the notion that failure is a part of innovation	28	35	28%	+3	-11⬇️	-3	-6⬇️

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		62	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2022	VARIANCE FROM APS OVERALL	VARIANCE FROM NATIONAL CULTURAL INSTITUTION 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	50	31	20	50%	+15 ↑	-14 ↓	-5 ↓	-13 ↓
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	52	29	19	52%	+3	-10 ↓	-4	-11 ↓
	My agency does a good job of promoting health and wellbeing	49	28	23	49%	+4	-14 ↓	-5 ↓	-13 ↓
	I think my agency cares about my health and wellbeing	49	25	26	49%	+10 ↑	-12 ↓	-8 ↓	-16 ↓
	I believe my immediate supervisor cares about my health and wellbeing	78	16		78%	-4	-7 ↓	-7 ↓	-8 ↓

KEY

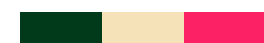


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR











Positive Neutral Negative



















WELLBEING

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

Always		9%	+2	+4	+4	+4
Often		34%	-4	+8 	+9 	+8 
Sometimes		45%	0	-4	-4	-3
Rarely		12%	+2	-7 	-7 	-8 
Never		0%	0	-2	-2	-2

To what extent is your work emotionally demanding?

To a very large extent		12%	+3	+4	+5 	+5 
To a large extent		29%	-7 	+8 	+8 	+10 
Somewhat		35%	-3	-4	-5 	-5 
To a small extent		17%	+3	-6 	-7 	-8 
To a very small extent		7%	+4	-2	-1	-3

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 NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
I feel burned out by my work						
Strongly agree		18%	+2	+9	+8	+9
Agree		26%	-11	+2	+2	+2
Neither agree nor disagree		23%	-5	-8	-6	-6
Disagree		28%	+10	-1	-2	-2
Strongly disagree		5%	+4	-2	-2	-3
In general, would you say that your health is:						
Excellent		13%	+1	+3	+4	+2
Very good		33%	+8	-1	+3	-2
Good		33%	-12	-5	-9	-5
Fair		16%	+1	+1	0	+2
Poor		5%	+3	+2	+1	+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 NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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In the last month, please rate your workgroup's overall performance

Excellent		20%	-6 ↓	-7 ↓	-7 ↓	-7 ↓
Very good		65%	+11 ↑	+11 ↑	+10 ↑	+12 ↑
Average		11%	-5 ↓	-4	-3	-5 ↓
Below average		3%	0	+1	+1	0
Well below average		1%	0	0	0	0

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

Excellent		10%	-2	-6 ↓	-6 ↓	-4
Very good		48%	0	-6 ↓	-3	-2
Average		21%	-7 ↓	-4	-4	-7 ↓
Below average		14%	+5 ↑	+10 ↑	+9 ↑	+9 ↑
Well below average		7%	+4	+5 ↑	+4	+4

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 NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	79 	79%	+3	+1	-1	0
My workgroup has the tools and resources we need to perform well	52 	52%	+13	-7	+2	+1
The people in my workgroup use time and resources efficiently	72 	72%	+11	-4	-3	-4
My workgroup can readily adapt to new priorities and tasks	80 	80%	+3	-4	-1	-2
The people in my workgroup cooperate to get the job done	83 	83%	+5	-4	-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 NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM SMALL 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%	+3	+1	+3	+1
I want to leave my position within the next 12 months		23%	-4	-1	+3	+1
I want to stay working in my position for the next one to two years		35%	0	-2	-6 ↓	-3
I want to stay working in my position for at least the next three years		31%	+1	+2	0	+1

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

I am planning to retire		2%	-13 ↓	-3	-4	-2
I am pursuing another position within my agency		17%	-1	-24 ↓	+1	-1
I am pursuing a position in another agency		29%	+10 ↑	+2	-9 ↓	-16 ↓
I am pursuing work outside the APS		24%	-1	+13 ↑	+7 ↑	+8 ↑
It is the end of my non-ongoing, casual or contracted employment		15%	+9 ↑	+12 ↑	+6 ↑	+10 ↑
Other		14%	-5 ↓	+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 NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
<p>What is the primary reason behind your desire to leave your current position? (5 highest responses):</p> <p>Senior leadership is of a poor quality</p> 	17%	-	-	-	-
<p>There are a lack of future career opportunities in my agency</p> 	15%	-	-	-	-
<p>I want to try a different type of work or I'm seeking a career change</p> 	12%	-	-	-	-
<p>I want to live elsewhere within Australia or overseas</p> 	10%	-	-	-	-
<p>I can receive a higher salary elsewhere</p> 	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 NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM 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		12%	-5 ↓	+2	+1	+3
No		88%	+5 ↑	-2	-1	-3
Did this discrimination occur in your current agency?						
Yes		100%	+4	+8 ↑	+9 ↑	+9 ↑
No		0%	-4	-8 ↓	-9 ↓	-9 ↓
Basis for the discrimination that you experienced (3 highest responses):						
Gender		77%	-	-	-	-
Age		45%	-	-	-	-
Race		14%	-	-	-	-

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 NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
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During the last 12 months, have you been subjected to harassment or bullying in your current workplace?

Yes		14%	-10 ↓	+4	+1	+3
No		72%	+4	-12 ↓	-7 ↓	-10 ↓
Not sure		13%	+6 ↑	+8 ↑	+6 ↑	+8 ↑

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		60%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		32%	-	-	-	-
Deliberate exclusion from work-related activities		24%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		28%	+6 ↑	-7 ↓	-8 ↓	-7 ↓
It was reported by someone else		0%	-9 ↓	-8 ↓	-7 ↓	-5 ↓
I did not report the behaviour		72%	+3	+15 ↑	+16 ↑	+12 ↑

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 NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM 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		7%	+1	+4	+3	+1
No		80%	+3	-11↓	-5↓	-7↓
Not sure		7%	-4	+3	0	+2
Would prefer not to answer		6%	0	+4	+2	+3
Types of corrupt behaviours witnessed (3 highest responses):						
Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		67%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		42%	-	-	-	-
Theft or misappropriation of official assets		25%	-	-	-	-
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		0%	0	-20↓	-7↓	-11↓
It was reported by someone else		0%	0	-16↓	-7↓	-16↓
I did not report the behaviour		100%	+100↑	+36↑	+15↑	+27↑
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	23%
Woman or female	72%
Non-binary	1%
I use a different term	1%
Prefer not to say	3%

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	14%
No	86%

Do you have carer responsibilities?	Responses
Yes	37%
No	63%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	20%
No	80%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	77%
Australian Aboriginal and/or Torres Strait Islander	2%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	20%
North-West European (excluding Anglo-European)	1%
Southern and Eastern European	2%
South-East Asian	6%
North-East Asian	1%
Southern and Central Asian	0%
North American	2%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	0%
Sub-Saharan African	0%

Do you consider yourself to be neurodivergent?	Responses
Yes	10%
No	79%
Not sure	10%

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 NATIONAL CULTURAL INSTITUTION AGENCIES	VARIANCE FROM SMALL SIZED AGENCIES
.1	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS			66%	+2	-7	-1	-5
.2	I think my agency cares about my health and wellbeing			49%	+10	-12	-8	-16
.3	I am satisfied with the recognition I receive for doing a good job			54%	+6	-12	-10	-11
.4	My agency supports and actively promotes an inclusive workplace culture			63%	+7	-17	-8	-13
.5	People are recognised for coming up with new and innovative ways of working			46%	-1	-11	-3	-6
.6	My SES manager encourages innovation and creativity			61%	+8	-4	+3	-1

NATIONAL GALLERY SPECIFIC QUESTIONS

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022
I feel that project management capability has improved across the National Gallery	48	31	21	48%	-
Using project management methodology has improved our project outcomes	40	37	24	40%	-
I feel engaged in planning processes	43	26	30	43%	-
I understand how the plans we create apply to my work and that of my team	60	23	18	60%	-
Overall, the National Gallery culture is heading in the right direction	51	25	24	51%	-
I know how to put the National Gallery's values into action	68	22	10	68%	-
I feel important information is cascaded to me in a clear and timely way	42	24	35	42%	-
I feel confident to speak up, share ideas and feedback	61	13	25	61%	-
I feel supported to prioritise my workload to avoid burnout	48	26	26	48%	-
I feel connected with others across the Gallery	58	22	20	58%	-

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



NATIONAL GALLERY SPECIFIC QUESTIONS

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM 2022
I have received training on the core tools I need to do my job well	60	26	13	60%	-
I understand how my team contributes to the delivery of the National Gallery Action Plans (ESAP, DIAP, GEAP)	62	20	18	62%	-

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.

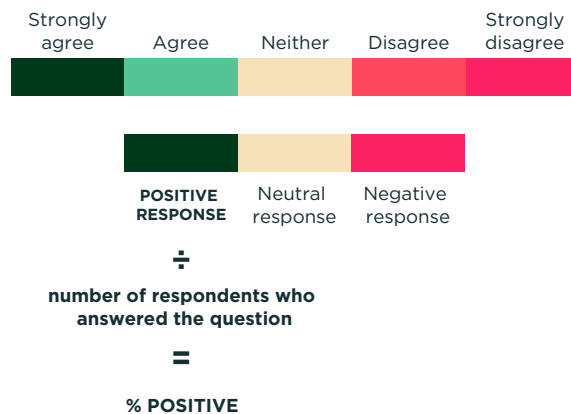
PRIORITISE 3 AREAS TO TAKE FORWARD

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

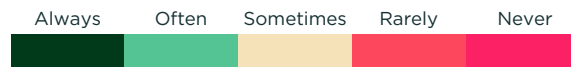
GUIDE TO THIS REPORT

% 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.



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.