

## GENERAL IMPRESSIONS: CURRENT JOB

q20a My job gives me opportunities to utilise my skills

Responses: 33

1	Strongly agree	45%	15
2	Agree	52%	17
3	Neither agree nor disagree	3%	1
4	Disagree	0%	0
5	Strongly disagree	0%	0

q20b The work I do gives me a sense of accomplishment

Responses: 33

1	Strongly agree	48%	16
2	Agree	45%	15
3	Neither agree nor disagree	3%	1
4	Disagree	3%	1
5	Strongly disagree	0%	0

q20c I am satisfied with the recognition I receive for doing a good job

Responses: 33

1	Strongly agree	45%	15
2	Agree	45%	15
3	Neither agree nor disagree	9%	3
4	Disagree	0%	0
5	Strongly disagree	0%	0

q20d I am fairly remunerated (e.g. salary, superannuation) for the work that I do Responses: 33

1	Strongly agree	21%	7
2	Agree	48%	16
3	Neither agree nor disagree	9%	3
4	Disagree	12%	4
5	Strongly disagree	9%	3

q20e I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits) Responses: 33

1	Strongly agree	42%	14
2	Agree	48%	16
3	Neither agree nor disagree	6%	2
4	Disagree	3%	1
5	Strongly disagree	0%	0

q20f I am satisfied with the stability and security of my job Responses: 33

1	Strongly agree	42%	14
2	Agree	45%	15
3	Neither agree nor disagree	3%	1
4	Disagree	6%	2
5	Strongly disagree	3%	1

q20g I suggest ideas to improve our way of doing things Responses: 33

1	Strongly agree	52%	17
2	Agree	45%	15
3	Neither agree nor disagree	3%	1
4	Disagree	0%	0
5	Strongly disagree	0%	0

q20h I am happy to go the 'extra mile' at work when required Responses: 33

1	Strongly agree	61%	20
2	Agree	30%	10
3	Neither agree nor disagree	9%	3
4	Disagree	0%	0
5	Strongly disagree	0%	0

q20i Overall, I am satisfied with my job Responses: 33

1	Strongly agree	39%	13
2	Agree	55%	18
3	Neither agree nor disagree	3%	1
4	Disagree	3%	1
5	Strongly disagree	0%	0

q20j I understand how my role contributes to achieving an outcome for the Australian public Responses: 33

1	Strongly agree	52%	17
2	Agree	48%	16
3	Neither agree nor disagree	0%	0
4	Disagree	0%	0
5	Strongly disagree	0%	0

q20k My job inspires me Responses: 33

1	Strongly agree	27%	9
2	Agree	67%	22
3	Neither agree nor disagree	3%	1
4	Disagree	0%	0
5	Strongly disagree	3%	1

q20l I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration Responses: 33

1	Strongly agree	55%	18
2	Agree	45%	15
3	Neither agree nor disagree	0%	0
4	Disagree	0%	0
5	Strongly disagree	0%	0

q20m Where appropriate, I am able to take part in decisions that affect my job

Responses: 33

1	Strongly agree	27%	9
2	Agree	64%	21
3	Neither agree nor disagree	9%	3
4	Disagree	0%	0
5	Strongly disagree	0%	0

q20n I feel I have the same opportunities as anyone else of my ability or experience

Responses: 33

1	Strongly agree	30%	10
2	Agree	58%	19
3	Neither agree nor disagree	12%	4
4	Disagree	0%	0
5	Strongly disagree	0%	0

## GENERAL IMPRESSIONS: IMMEDIATE WORKGROUP

q21a When changes occur, the impacts are communicated well within my workgroup Responses: 32

1	Strongly agree	28%	9
2	Agree	44%	14
3	Neither agree nor disagree	19%	6
4	Disagree	9%	3
5	Strongly disagree	0%	0

q21b The people in my workgroup cooperate to get the job done Responses: 32

1	Strongly agree	50%	16
2	Agree	50%	16
3	Neither agree nor disagree	0%	0
4	Disagree	0%	0
5	Strongly disagree	0%	0

q21c My workgroup can readily adapt to new priorities and tasks Responses: 32

1	Strongly agree	47%	15
2	Agree	44%	14
3	Neither agree nor disagree	9%	3
4	Disagree	0%	0
5	Strongly disagree	0%	0

q21d My workgroup has the appropriate skills, capabilities and knowledge to perform well Responses: 32

1	Strongly agree	28%	9
2	Agree	53%	17
3	Neither agree nor disagree	19%	6
4	Disagree	0%	0
5	Strongly disagree	0%	0

q21e My workgroup has the tools and resources we need to perform well Responses: 32

1	Strongly agree	6%	2
2	Agree	38%	12
3	Neither agree nor disagree	28%	9
4	Disagree	25%	8
5	Strongly disagree	3%	1

q21f The people in my workgroup use time and resources efficiently Responses: 32

1	Strongly agree	25%	8
2	Agree	56%	18
3	Neither agree nor disagree	13%	4
4	Disagree	3%	1
5	Strongly disagree	3%	1

## GENERAL IMPRESSIONS: IMMEDIATE SUPERVISOR

q22a My supervisor communicates effectively Responses: 32

1	Strongly agree	53%	17
2	Agree	38%	12
3	Neither agree nor disagree	6%	2
4	Disagree	3%	1
5	Strongly disagree	0%	0

q22b My supervisor engages with staff on how to respond to future challenges Responses: 32

1	Strongly agree	47%	15
2	Agree	31%	10
3	Neither agree nor disagree	19%	6
4	Disagree	3%	1
5	Strongly disagree	0%	0

q22c My supervisor can deliver difficult advice whilst maintaining relationships Responses: 32

1	Strongly agree	56%	18
2	Agree	28%	9
3	Neither agree nor disagree	16%	5
4	Disagree	0%	0
5	Strongly disagree	0%	0



q22d My supervisor encourages my team to regularly review and improve our work Responses: 32

1	Strongly agree	44%	14
2	Agree	41%	13
3	Neither agree nor disagree	16%	5
4	Disagree	0%	0
5	Strongly disagree	0%	0

q22e My supervisor is invested in my development Responses: 32

1	Strongly agree	56%	18
2	Agree	34%	11
3	Neither agree nor disagree	9%	3
4	Disagree	0%	0
5	Strongly disagree	0%	0

q22f My supervisor provides me with helpful feedback to improve my performance Responses: 32

1	Strongly agree	47%	15
2	Agree	34%	11
3	Neither agree nor disagree	16%	5
4	Disagree	3%	1
5	Strongly disagree	0%	0

q22g My supervisor actively ensures that everyone can be included in workplace activities Responses: 32

1	Strongly agree	56%	18
2	Agree	28%	9
3	Neither agree nor disagree	16%	5
4	Disagree	0%	0
5	Strongly disagree	0%	0

q22h My supervisor ensures that my workgroup delivers on what we are responsible for Responses: 32

1	Strongly agree	56%	18
2	Agree	38%	12
3	Neither agree nor disagree	6%	2
4	Disagree	0%	0
5	Strongly disagree	0%	0

q22i My supervisor invites a range of views, including those different to their own Responses: 32

1	Strongly agree	59%	19
2	Agree	31%	10
3	Neither agree nor disagree	9%	3
4	Disagree	0%	0
5	Strongly disagree	0%	0

q23 What is your immediate supervisor's current classification level? Responses: 32

1	Trainee / Apprentice	0%	0
2	Graduate	0%	0
3	Cadet	0%	0
4	APS 1-2 (or equivalent)	0%	0
5	APS 3-4 (or equivalent)	0%	0
6	APS 5-6 (or equivalent)	0%	0
7	Executive Level 1 (or equivalent)	22%	7
8	Executive Level 2 (or equivalent)	34%	11
9	Senior Executive Service Band 1 (or equivalent)	31%	10
10	Senior Executive Service Band 2 or 3 (or equivalent)	0%	0
11	Agency head	13%	4

## GENERAL IMPRESSIONS: SENIOR EXECUTIVE SERVICE

q24a My SES manager communicates effectively Responses: 32

1	Strongly agree	31%	10
2	Agree	50%	16
3	Neither agree nor disagree	13%	4
4	Disagree	3%	1
5	Strongly disagree	3%	1

q24b My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS Responses: 32

1	Strongly agree	34%	11
2	Agree	63%	20
3	Neither agree nor disagree	0%	0
4	Disagree	3%	1
5	Strongly disagree	0%	0

q24c My SES manager clearly articulates the direction and priorities for our area Responses: 32

1	Strongly agree	25%	8
2	Agree	56%	18
3	Neither agree nor disagree	6%	2
4	Disagree	9%	3
5	Strongly disagree	3%	1

q24d My SES manager promotes cooperation within and between agencies Responses: 32

1	Strongly agree	41%	13
2	Agree	50%	16
3	Neither agree nor disagree	9%	3
4	Disagree	0%	0
5	Strongly disagree	0%	0

q24e My SES manager encourages innovation and creativity Responses: 32

1	Strongly agree	34%	11
2	Agree	47%	15
3	Neither agree nor disagree	16%	5
4	Disagree	3%	1
5	Strongly disagree	0%	0

q24f My SES manager presents convincing arguments and persuades others towards an outcome Responses: 32

1	Strongly agree	38%	12
2	Agree	38%	12
3	Neither agree nor disagree	16%	5
4	Disagree	9%	3
5	Strongly disagree	0%	0

q24g My SES manager creates an environment that enables us to deliver our best Responses: 32

1	Strongly agree	38%	12
2	Agree	38%	12
3	Neither agree nor disagree	19%	6
4	Disagree	6%	2
5	Strongly disagree	0%	0

q24h My SES manager routinely promotes the use of data and evidence to deliver outcomes Responses: 32

1	Strongly agree	34%	11
2	Agree	56%	18
3	Neither agree nor disagree	9%	3
4	Disagree	0%	0
5	Strongly disagree	0%	0

q25a In my agency, the SES work as a team Responses: 29

1	Strongly agree	31%	9
2	Agree	38%	11
3	Neither agree nor disagree	10%	3
4	Disagree	17%	5
5	Strongly disagree	3%	1

q25b In my agency, the SES clearly articulate the direction and priorities for our agency Responses: 32

1	Strongly agree	22%	7
2	Agree	59%	19
3	Neither agree nor disagree	9%	3
4	Disagree	9%	3
5	Strongly disagree	0%	0

q25c In my agency, communication between SES and other employees is effective Responses: 32

1	Strongly agree	22%	7
2	Agree	41%	13
3	Neither agree nor disagree	16%	5
4	Disagree	19%	6
5	Strongly disagree	3%	1

## GENERAL IMPRESSIONS: AGENCY AND APS

q26a I feel a strong personal attachment to my agency Responses: 32

1	Strongly agree	25%	8
2	Agree	47%	15
3	Neither agree nor disagree	19%	6
4	Disagree	6%	2
5	Strongly disagree	3%	1

q26b I feel a strong personal attachment to the APS Responses: 32

1	Strongly agree	13%	4
2	Agree	53%	17
3	Neither agree nor disagree	28%	9
4	Disagree	6%	2
5	Strongly disagree	0%	0

q26c I am proud to work in my agency Responses: 32

1	Strongly agree	38%	12
2	Agree	56%	18
3	Neither agree nor disagree	3%	1
4	Disagree	3%	1
5	Strongly disagree	0%	0



q26d Internal communication within my agency is effective Responses: 32

1	Strongly agree	13%	4
2	Agree	50%	16
3	Neither agree nor disagree	16%	5
4	Disagree	22%	7
5	Strongly disagree	0%	0

q26e I would recommend my agency as a good place to work Responses: 32

1	Strongly agree	31%	10
2	Agree	59%	19
3	Neither agree nor disagree	6%	2
4	Disagree	3%	1
5	Strongly disagree	0%	0

q26f I believe strongly in the purpose and objectives of my agency Responses: 32

1	Strongly agree	59%	19
2	Agree	34%	11
3	Neither agree nor disagree	6%	2
4	Disagree	0%	0
5	Strongly disagree	0%	0

q26g I believe strongly in the purpose and objectives of the APS Responses: 32

1	Strongly agree	34%	11
2	Agree	59%	19
3	Neither agree nor disagree	6%	2
4	Disagree	0%	0
5	Strongly disagree	0%	0

q26h My agency supports and actively promotes an inclusive workplace culture Responses: 32

1	Strongly agree	41%	13
2	Agree	50%	16
3	Neither agree nor disagree	9%	3
4	Disagree	0%	0
5	Strongly disagree	0%	0

q26i I work beyond what is required in my job to help my agency achieve its objectives Responses: 32

1	Strongly agree	50%	16
2	Agree	38%	12
3	Neither agree nor disagree	6%	2
4	Disagree	6%	2
5	Strongly disagree	0%	0

q26j I feel committed to my agency's goals Responses: 32

1	Strongly agree	38%	12
2	Agree	63%	20
3	Neither agree nor disagree	0%	0
4	Disagree	0%	0
5	Strongly disagree	0%	0

q26k My agency really inspires me to do my best work every day Responses: 32

1	Strongly agree	34%	11
2	Agree	47%	15
3	Neither agree nor disagree	13%	4
4	Disagree	6%	2
5	Strongly disagree	0%	0

q26l Change is managed well in my agency Responses: 32

1	Strongly agree	16%	5
2	Agree	44%	14
3	Neither agree nor disagree	38%	12
4	Disagree	0%	0
5	Strongly disagree	3%	1

q27 What are your reasons for staying in the APS? [Multiple Response] Responses: 31

1	Workplace relationships with colleagues	35%	11
2	Inclusive work environment	29%	9
3	Quality of leadership (e.g. supportive, clear communication)	23%	7
4	Non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	81%	25
5	Remuneration (e.g. salary, superannuation)	52%	16
6	Type/nature of work (e.g. interesting, challenging, specialised, autonomous)	61%	19
7	Job security	52%	16
8	Location of work	52%	16
9	Lack of suitable alternative job prospects	0%	0
10	Career progression opportunities	32%	10
11	Professional development (e.g. learning new skills or developing current skills)	48%	15
12	Belief in the purpose and objectives of the APS	26%	8
13	Service to the Australian public	55%	17
14	There are no reasons for staying	0%	0
15	Not applicable	0%	0
16	Other	0%	0

## PRODUCTIVITY AND WAYS OF WORKING

q28 In the last month, please rate your workgroup's overall performance Responses: 32

1	Excellent	41%	13
2	Very good	50%	16
3	Average	6%	2
4	Below average	3%	1
5	Well below average	0%	0

q29 In the last month, please rate your agency's success in meeting its goals and objectives Responses: 31

1	Excellent	29%	9
2	Very good	58%	18
3	Average	10%	3
4	Below average	3%	1
5	Well below average	0%	0

q30 What best describes your current workload? Responses: 32

1	Well above capacity – too much work	34%	11
2	Slightly above capacity – lots of work to do	34%	11
3	At capacity – about the right amount of work to do	22%	7
4	Slightly below capacity – available for more work	9%	3
5	Well below capacity – not enough work	0%	0

q31a Lack of clarity around my role and responsibilities Responses: 32

1	Not at all	22%	7
2	Very little	41%	13
3	Somewhat	38%	12
4	To a great extent	0%	0
5	To a very great extent	0%	0

q31b Lack of clarity around priorities Responses: 31

1	Not at all	16%	5
2	Very little	52%	16
3	Somewhat	29%	9
4	To a great extent	0%	0
5	To a very great extent	3%	1

q31c Too many competing priorities Responses: 32

1	Not at all	9%	3
2	Very little	25%	8
3	Somewhat	25%	8
4	To a great extent	34%	11
5	To a very great extent	6%	2

q31d Administrative processes within my agency Responses: 32

1	Not at all	16%	5
2	Very little	28%	9
3	Somewhat	41%	13
4	To a great extent	9%	3
5	To a very great extent	6%	2

q31e The technology within my agency Responses: 32

1	Not at all	0%	0
2	Very little	9%	3
3	Somewhat	47%	15
4	To a great extent	9%	3
5	To a very great extent	34%	11

q31f The internal communication within my agency Responses: 32

1	Not at all	19%	6
2	Very little	22%	7
3	Somewhat	44%	14
4	To a great extent	16%	5
5	To a very great extent	0%	0

q31g The lack of inclusiveness in my workgroup Responses: 32

1	Not at all	56%	18
2	Very little	41%	13
3	Somewhat	3%	1
4	To a great extent	0%	0
5	To a very great extent	0%	0

q31h Multiple layers of decision making within my agency Responses: 32

1	Not at all	19%	6
2	Very little	34%	11
3	Somewhat	31%	10
4	To a great extent	16%	5
5	To a very great extent	0%	0

q31i Authority for decision making is at a higher level than required Responses: 32

1	Not at all	19%	6
2	Very little	44%	14
3	Somewhat	25%	8
4	To a great extent	9%	3
5	To a very great extent	3%	1



q31j The appetite for risk within my agency Responses: 32

1	Not at all	25%	8
2	Very little	28%	9
3	Somewhat	38%	12
4	To a great extent	9%	3
5	To a very great extent	0%	0

q31k Resistance to experimentation with new ideas Responses: 32

1	Not at all	22%	7
2	Very little	50%	16
3	Somewhat	25%	8
4	To a great extent	0%	0
5	To a very great extent	3%	1

q31l Mobility opportunities are not supported Responses: 32

1	Not at all	59%	19
2	Very little	34%	11
3	Somewhat	6%	2
4	To a great extent	0%	0
5	To a very great extent	0%	0

q31m Flexible work practices are not supported

Responses: 32

1	Not at all	72%	23
2	Very little	22%	7
3	Somewhat	6%	2
4	To a great extent	0%	0
5	To a very great extent	0%	0

q31n Limited instances of working as one APS

Responses: 32

1	Not at all	25%	8
2	Very little	47%	15
3	Somewhat	16%	5
4	To a great extent	9%	3
5	To a very great extent	3%	1

q32	Moving forward, what is the most important positive initiative you would like to see in your working environment?	Responses:	32
1	Increased clarity around my role and responsibilities	0%	0
2	Increased clarity around priorities	9%	3
3	Fewer competing priorities	6%	2
4	Streamlined administrative processes within my agency	3%	1
5	Improved technology and a more digital environment	44%	14
6	Improved internal communication	13%	4
7	Improved inclusiveness in my workgroup	3%	1
8	Fewer layers of decision making	13%	4
9	Decision making authority is at appropriate level	3%	1
10	Reasonable tolerance for risk	0%	0
11	Increased experimentation with new ideas	3%	1
12	Increased mobility	0%	0
13	Increased flexibility in work practices	3%	1
14	Increased instances of working as one APS	0%	0
15	Other	0%	0

## DEVELOPING CAPABILITY

q33 Are there currently skills or capability gaps within your immediate workgroup? Responses: 32

1	Yes	38%	12
2	No	50%	16
3	Not sure	13%	4

★ q34 What skills or capabilities are missing within your immediate workgroup? [Multiple Response] Responses: 11

1	Written communication	27%	3
2	Oral communication	0%	0
3	Information and communications technology (ICT) or digital	27%	3
4	Data	9%	1
5	Strategic policy	36%	4
6	Change management	36%	4
7	Risk management	27%	3
8	Leadership	9%	1
9	Human resources	9%	1
10	Collaboration and stakeholder engagement	0%	0
11	Creativity and innovation	9%	1
12	Project and program management	45%	5
13	Commercial awareness and business acumen	0%	0
14	Evaluation	0%	0
15	Other	0%	0

q35 I am able to access relevant formal and informal learning and development when and where required Responses: 32

1	Strongly agree	53%	17
2	Agree	38%	12
3	Neither agree nor disagree	6%	2
4	Disagree	3%	1
5	Strongly disagree	0%	0

q36 In the last month, have you actively sought an opportunity to learn something new or enhance your knowledge or skills Responses: 32

1	Yes	97%	31
2	No	3%	1
3	Not sure	0%	0

q37 To what extent do you agree that your recent performance and development discussions with your supervisor helped improve your performance? Responses: 31

1	Strongly agree	23%	7
2	Agree	55%	17
3	Neither agree nor disagree	19%	6
4	Disagree	3%	1
5	Strongly disagree	0%	0

## WELLBEING

q38a I have unrealistic time pressures

Responses: 32

1	Always	3%	1
2	Often	28%	9
3	Sometimes	41%	13
4	Rarely	25%	8
5	Never	3%	1

q38b I have a choice in deciding how I do my work

Responses: 32

1	Always	31%	10
2	Often	53%	17
3	Sometimes	16%	5
4	Rarely	0%	0
5	Never	0%	0

q38c My immediate supervisor encourages me

Responses: 32

1	Always	59%	19
2	Often	31%	10
3	Sometimes	9%	3
4	Rarely	0%	0
5	Never	0%	0

q38d I receive the respect I deserve from my colleagues at work Responses: 32

1	Always	66%	21
2	Often	28%	9
3	Sometimes	6%	2
4	Rarely	0%	0
5	Never	0%	0

q38e I am clear what my duties and responsibilities are Responses: 32

1	Always	19%	6
2	Often	69%	22
3	Sometimes	13%	4
4	Rarely	0%	0
5	Never	0%	0

q38f Relationships at work are strained Responses: 32

1	Always	0%	0
2	Often	0%	0
3	Sometimes	19%	6
4	Rarely	59%	19
5	Never	22%	7

q38g Staff are consulted about change at work

Responses: 32

1	Always	25%	8
2	Often	41%	13
3	Sometimes	31%	10
4	Rarely	3%	1
5	Never	0%	0

q38h I am expected to do too many different tasks in too little time

Responses: 32

1	Always	6%	2
2	Often	19%	6
3	Sometimes	38%	12
4	Rarely	31%	10
5	Never	6%	2

q39a I am satisfied with the policies/practices in place to help me manage my health and wellbeing

Responses: 32

1	Strongly agree	13%	4
2	Agree	59%	19
3	Neither agree nor disagree	22%	7
4	Disagree	6%	2
5	Strongly disagree	0%	0



q39b My agency does a good job of communicating what it can offer me in terms of health and wellbeing Responses: 32

1	Strongly agree	9%	3
2	Agree	47%	15
3	Neither agree nor disagree	31%	10
4	Disagree	13%	4
5	Strongly disagree	0%	0

q39c My agency does a good job of promoting health and wellbeing Responses: 32

1	Strongly agree	9%	3
2	Agree	56%	18
3	Neither agree nor disagree	25%	8
4	Disagree	9%	3
5	Strongly disagree	0%	0

q39d I think my agency cares about my health and wellbeing Responses: 32

1	Strongly agree	34%	11
2	Agree	41%	13
3	Neither agree nor disagree	25%	8
4	Disagree	0%	0
5	Strongly disagree	0%	0

q39e I believe my immediate supervisor cares about my health and wellbeing Responses: 32

1	Strongly agree	66%	21
2	Agree	31%	10
3	Neither agree nor disagree	3%	1
4	Disagree	0%	0
5	Strongly disagree	0%	0

q40 I feel comfortable discussing my mental health and wellbeing with my supervisor Responses: 32

1	Strongly agree	38%	12
2	Agree	41%	13
3	Neither agree nor disagree	22%	7
4	Disagree	0%	0
5	Strongly disagree	0%	0

q41 In general, would you say that your health is: Responses: 32

1	Excellent	13%	4
2	Very good	47%	15
3	Good	28%	9
4	Fair	13%	4
5	Poor	0%	0

q42 To what extent is your work emotionally demanding? Responses: 32

1	To a very large extent	0%	0
2	To a large extent	13%	4
3	Somewhat	50%	16
4	To a small extent	34%	11
5	To a very small extent	3%	1

q43 How often do you find your work stressful? Responses: 32

1	Always	0%	0
2	Often	16%	5
3	Sometimes	63%	20
4	Rarely	19%	6
5	Never	3%	1

q44 I feel burned out by my work Responses: 32

1	Strongly agree	0%	0
2	Agree	9%	3
3	Neither agree nor disagree	50%	16
4	Disagree	38%	12
5	Strongly disagree	3%	1

## RECRUITMENT AND RETENTION

q45 Which of the following statements best reflects your current thoughts about working in your current position? Responses: 32

1	I want to leave my position as soon as possible	0%	0
2	I want to leave my position within the next 12 months	13%	4
3	I want to stay working in my position for the next one to two years	59%	19
4	I want to stay working in my position for at least the next three years	28%	9

★ q46 What best describes your plans involved with leaving your current position? Responses: 4

1	I am planning to retire	Data hidden for anonymity reasons
2	I am pursuing another position within my agency	Data hidden for anonymity reasons
3	I am pursuing a position in another agency	Data hidden for anonymity reasons
4	I am pursuing work outside the APS	Data hidden for anonymity reasons
5	It is the end of my non-ongoing, casual or contracted employment	Data hidden for anonymity reasons
6	Other	Data hidden for anonymity reasons

★ q47 What is the primary reason behind your desire to leave your current position?

Responses: 4

1	There is a lack of future career opportunities in my agency	Data hidden for anonymity reasons
2	I want to try a different type of work or I'm seeking a career change	Data hidden for anonymity reasons
3	I am not satisfied with the work	Data hidden for anonymity reasons
4	I am looking to further my skills in another area	Data hidden for anonymity reasons
5	My expectations for work in my current position have not been met	Data hidden for anonymity reasons
6	I have achieved all I can in my current position	Data hidden for anonymity reasons
7	I am not able to access the flexible working arrangements that I require	Data hidden for anonymity reasons
8	I am expected to do more work than I reasonably can	Data hidden for anonymity reasons
9	I do not have a sense of belonging to my workgroup or agency	Data hidden for anonymity reasons
10	Senior leadership is of a poor quality	Data hidden for anonymity reasons
11	My immediate supervisor's leadership is of a poor quality	Data hidden for anonymity reasons
12	I can receive a higher salary elsewhere	Data hidden for anonymity reasons
13	My current workgroup or agency lacks respect for employees	Data hidden for anonymity reasons
14	I want to live elsewhere within Australia or overseas	Data hidden for anonymity reasons
15	I have experienced unacceptable behaviours (such as bullying or harassment)	Data hidden for anonymity reasons
16	I don't think my work performance is fairly assessed in comparison to others	Data hidden for anonymity reasons
17	I wish to pursue a promotion opportunity	Data hidden for anonymity reasons
18	Other	Data hidden for anonymity reasons

## MOBILITY

q48 Are there barriers to you seeking a temporary move? Responses: 32

1	Yes	16%	5
2	No	41%	13
3	Not sure	44%	14

★ q49 What are the barriers to you seeking a temporary move? [Multiple Response] Responses: 5

1	I don't know how to find out about specific opportunities	Data hidden for anonymity reasons
2	Opportunities are not communicated effectively in my agency	Data hidden for anonymity reasons
3	My supervisor won't support it	Data hidden for anonymity reasons
4	My SES manager won't support it	Data hidden for anonymity reasons
5	I don't feel confident asking my manager	Data hidden for anonymity reasons
6	My current team can't replace my skills	Data hidden for anonymity reasons
7	My current workplace has too many vacancies - hard to justify my release	Data hidden for anonymity reasons
8	Concerns about how I'd be treated when I return (e.g. I'd be seen as disloyal)	Data hidden for anonymity reasons
9	Concerns I would miss out on opportunities in my agency	Data hidden for anonymity reasons
10	Concerns about maintaining my current flexible working arrangements	Data hidden for anonymity reasons
11	The limited opportunities in my current geographical location	Data hidden for anonymity reasons
12	I don't think I'm eligible	Data hidden for anonymity reasons
13	Other	Data hidden for anonymity reasons

## INNOVATION

q50a I believe that one of my responsibilities is to continually look for new ways to improve the way we work Responses: 32

1	Strongly agree	28%	9
2	Agree	66%	21
3	Neither agree nor disagree	6%	2
4	Disagree	0%	0
5	Strongly disagree	0%	0

q50b My immediate supervisor encourages me to come up with new or better ways of doing things Responses: 32

1	Strongly agree	31%	10
2	Agree	56%	18
3	Neither agree nor disagree	13%	4
4	Disagree	0%	0
5	Strongly disagree	0%	0

q50c People are recognised for coming up with new and innovative ways of working Responses: 32

1	Strongly agree	25%	8
2	Agree	50%	16
3	Neither agree nor disagree	25%	8
4	Disagree	0%	0
5	Strongly disagree	0%	0

q50d My agency inspires me to come up with new or better ways of doing things

Responses: 32

1	Strongly agree	25%	8
2	Agree	50%	16
3	Neither agree nor disagree	19%	6
4	Disagree	6%	2
5	Strongly disagree	0%	0

q50e My agency recognises and supports the notion that failure is a part of innovation

Responses: 32

1	Strongly agree	13%	4
2	Agree	56%	18
3	Neither agree nor disagree	25%	8
4	Disagree	6%	2
5	Strongly disagree	0%	0



## APS CODE OF CONDUCT

q51 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? Responses: 32

1	Yes	0%	0
2	No	100%	32

★ q52 Did this discrimination occur in your current agency? Responses: 0

1	Yes	Data hidden for anonymity reasons
2	No	Data hidden for anonymity reasons

★ q53 What was the basis of the discrimination that you experienced? [Multiple Response] Responses: 0

1	Gender	Data hidden for anonymity reasons
2	Race	Data hidden for anonymity reasons
3	Disability	Data hidden for anonymity reasons
4	Caring responsibilities	Data hidden for anonymity reasons
5	Age	Data hidden for anonymity reasons
6	LGBTIQA+	Data hidden for anonymity reasons
7	Identification as an Australian Aboriginal and/or Torres Strait Islander person	Data hidden for anonymity reasons
8	Religion	Data hidden for anonymity reasons
9	Other	Data hidden for anonymity reasons

q54 During the last 12 months, have you been subjected to harassment or bullying in your current workplace? Responses: 32

1	Yes	0%	0
2	Not sure	0%	0
3	No	100%	32

★ q55 What type of harassment or bullying did you experience? [Multiple Response]

Responses: 0

1	Physical behaviour	Data hidden for anonymity reasons
2	Sexual harassment	Data hidden for anonymity reasons
3	Cyberbullying (e.g. harassment via IT, or the spreading of gossip/materials intended to defame or humiliate)	Data hidden for anonymity reasons
4	Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	Data hidden for anonymity reasons
5	'Initiations' or pranks	Data hidden for anonymity reasons
6	Interference with your personal property or work equipment	Data hidden for anonymity reasons
7	Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	Data hidden for anonymity reasons
8	Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)	Data hidden for anonymity reasons
9	Deliberate exclusion from work-related activities	Data hidden for anonymity reasons
10	Other	Data hidden for anonymity reasons

★ q56 Who was responsible for the harassment or bullying? [Multiple Response]

Responses: 0

1	Your current supervisor	Data hidden for anonymity reasons
2	A previous supervisor	Data hidden for anonymity reasons
3	Someone more senior (other than your supervisor)	Data hidden for anonymity reasons
4	Co-worker	Data hidden for anonymity reasons
5	Contractor	Data hidden for anonymity reasons
6	Someone more junior than you	Data hidden for anonymity reasons
7	Client, customer or stakeholder	Data hidden for anonymity reasons
8	Consultant/service provider	Data hidden for anonymity reasons
9	Representative of another APS agency	Data hidden for anonymity reasons
10	Minister or ministerial adviser	Data hidden for anonymity reasons
11	Unknown	Data hidden for anonymity reasons

★ q57 Did you report the harassment or bullying?		Responses:	0
1	I reported the behaviour in accordance with my agency's policies and procedures	Data hidden for anonymity reasons	
2	It was reported by someone else	Data hidden for anonymity reasons	
3	I did not report the behaviour	Data hidden for anonymity reasons	

★ q58 Please explain why you chose not to report the harassment or bullying? [Multiple Response]		Responses:	0
1	I did not want to upset relationships in the workplace	Data hidden for anonymity reasons	
2	I did not have enough evidence	Data hidden for anonymity reasons	
3	It could affect my career	Data hidden for anonymity reasons	
4	I did not think action would be taken	Data hidden for anonymity reasons	
5	The matter was resolved informally	Data hidden for anonymity reasons	
6	I did not think the harassment or bullying was serious enough	Data hidden for anonymity reasons	
7	Managers accepted the behaviour	Data hidden for anonymity reasons	
8	I did not think it was worth the hassle of going through the reporting process	Data hidden for anonymity reasons	
9	I feared possible retaliation or reprisals	Data hidden for anonymity reasons	
10	I did not know how to report it	Data hidden for anonymity reasons	
11	Other	Data hidden for anonymity reasons	

q59 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?		Responses:	32
1	Yes	0%	0
2	Not sure	3%	1
3	Would prefer not to answer	0%	0
4	No	97%	31

★ q60 Which of the following best describes the corrupt behaviours you witnessed? [Multiple Response] Responses: 0

1	Bribery, domestic and foreign-obtaining, offering or soliciting secret commissions, kickbacks or gratuities	Data hidden for anonymity reasons
2	Fraud, forgery or embezzlement	Data hidden for anonymity reasons
3	Theft or misappropriation of official assets	Data hidden for anonymity reasons
4	Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit	Data hidden for anonymity reasons
5	Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit	Data hidden for anonymity reasons
6	Acting (or failing to act) in the presence of an undisclosed conflict of interest	Data hidden for anonymity reasons
7	Unlawful disclosure of government information	Data hidden for anonymity reasons
8	Blackmail	Data hidden for anonymity reasons
9	Perverting the course of justice	Data hidden for anonymity reasons
10	Colluding, conspiring with, or harbouring criminals	Data hidden for anonymity reasons
11	Insider trading	Data hidden for anonymity reasons
12	Green-lighting	Data hidden for anonymity reasons
13	Other	Data hidden for anonymity reasons

★ q61 Did you report the potentially corrupt behaviour? Responses: 0

1	I reported the behaviour in accordance with my agency's policies and procedures	Data hidden for anonymity reasons
2	It was reported by someone else	Data hidden for anonymity reasons
3	I did not report the behaviour	Data hidden for anonymity reasons

★ q62 Please explain why you chose not to report the behaviour? [Multiple Response]

Responses: 0

1	I did not want to upset relationships in the workplace	Data hidden for anonymity reasons
2	I did not have enough evidence	Data hidden for anonymity reasons
3	It could affect my career	Data hidden for anonymity reasons
4	I was concerned about adverse consequence beyond the effect on my career	Data hidden for anonymity reasons
5	I did not think action would be taken	Data hidden for anonymity reasons
6	I did not think the corruption was serious enough	Data hidden for anonymity reasons
7	Managers accepted the behaviour	Data hidden for anonymity reasons
8	I did not think it was worth the hassle of going through the report process	Data hidden for anonymity reasons
9	I feared possible retaliation or reprisals	Data hidden for anonymity reasons
10	I did not know how to report it	Data hidden for anonymity reasons
11	Other	Data hidden for anonymity reasons