

Highlights Report PBO



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RESPONSES:

42 of 43

RESPONSE RATE:

98%

EXPLORING YOUR RESULTS



Take time to understand your report. Consider your response rate to determine how representative your results are of the views of your colleagues.



Most questions in this report have information about the proportion of colleagues responding positively, neutrally or negatively.



Identify the areas where you are performing well. These will tend to be high results which are notably above any comparative results. Celebrate these results.



Identify areas that need improvement. These will be the lower results, and/or those which are scoring notably below your comparators.



Generally a difference of $-/+$ 5 percentage points is worthy of attention, but the size of the group is important. Changes in small groups can be unreliable.

EMPLOYEE ENGAGEMENT: SAY, STAY, STRIVE



HOW ENGAGED IS YOUR TEAM?

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

YOUR EMPLOYEE ENGAGEMENT SCORE		81%	RESPONSE SCALE	% POSITIVE	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
SAY	Overall, I am satisfied with my job	90	7	90%	+17 ↑	+15 ↑	+17 ↑
	I am proud to work in my agency	93		93%	+17 ↑	+9 ↑	+13 ↑
	I would recommend my agency as a good place to work	90	7	90%	+22 ↑	+18 ↑	+26 ↑
	I believe strongly in the purpose and objectives of my agency	90		90%	+7 ↑	+3	+2
STAY	I feel a strong personal attachment to my agency	66	22 12	66%	+1	-6 ↓	0
	I feel committed to my agency's goals	90	7	90%	+8 ↑	+5 ↑	+5 ↑
STRIVE	I suggest ideas to improve our way of doing things	98		98%	+13 ↑	+11 ↑	+9 ↑
	I am happy to go the 'extra mile' at work when required	100		100%	+9 ↑	+8 ↑	+8 ↑
	I work beyond what is required in my job to help my agency achieve its objectives	95		95%	+12 ↑	+11 ↑	+11 ↑
	My agency really inspires me to do my best work every day	73	22	73%	+17 ↑	+14 ↑	+14 ↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



LEADERSHIP

IMMEDIATE SUPERVISOR	RESPONSE SCALE	% POSITIVE	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My supervisor engages with staff on how to respond to future challenges	90	90%	+11 ↑	+11 ↑	+14 ↑
My supervisor can deliver difficult advice whilst maintaining relationships	80	80%	+2	+2	+4
My supervisor invites a range of views, including those different to their own	90	90%	+11 ↑	+10 ↑	+11 ↑
My supervisor encourages my team to regularly review and improve our work	85	85%	+5 ↑	+7 ↑	+7 ↑
My supervisor is invested in my development	88	88%	+14 ↑	+15 ↑	+14 ↑
My immediate supervisor encourages me	93	93%	+17 ↑	+16 ↑	+17 ↑
My supervisor ensures that my workgroup delivers on what we are responsible for	95	95%	+9 ↑	+8 ↑	+12 ↑
My supervisor provides me with helpful feedback to improve my performance	78	78%	+4	+5 ↑	+7 ↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



LEADERSHIP

IMMEDIATE SES MANAGER	RESPONSE SCALE	% POSITIVE	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My SES manager clearly articulates the direction and priorities for our area	85	85%	+18 ↑	+19 ↑	+20 ↑
My SES manager presents convincing arguments and persuades others towards an outcome	80	80%	+19 ↑	+19 ↑	+14 ↑
My SES manager promotes cooperation within and between agencies	88	88%	+21 ↑	+22 ↑	+17 ↑
My SES manager encourages innovation and creativity	85	85%	+21 ↑	+22 ↑	+19 ↑
My SES manager creates an environment that enables us to deliver our best	82	82%	+20 ↑	+20 ↑	+19 ↑
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	85	85%	+12 ↑	+10 ↑	+7 ↑
ALL SES	RESPONSE SCALE	% POSITIVE	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
In my agency, the SES work as a team	63	63%	+10 ↑	+10 ↑	+4
In my agency, the SES clearly articulate the direction and priorities for our agency	66	66%	+6 ↑	+7 ↑	+6 ↑

KEY

 **AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR**
 **AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR**

Positive
 Neutral
 Negative

COMMUNICATION AND CHANGE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My supervisor communicates effectively	90	90%	+9	+8	+11
My SES manager communicates effectively	90	90%	+21	+21	+23
In my agency, communication between SES and other employees is effective	53	53%	+1	+4	+1
Internal communication within my agency is effective	68	68%	+11	+10	+12
When changes occur, the impacts are communicated well within my workgroup	71	71%	+5	+3	+5
Staff are consulted about change at work	51	51%	+6	+6	+5
Change is managed well in my agency	41	41%	-1	0	0

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 APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My job gives me opportunities to utilise my skills	95	95%	+11 ↑	+8 ↑	+8 ↑
I have a choice in deciding how I do my work	85	85%	+24 ↑	+12 ↑	+12 ↑
Where appropriate, I am able to take part in decisions that affect my job	90	90%	+23 ↑	+18 ↑	+18 ↑
I am clear what my duties and responsibilities are	95	95%	+17 ↑	+17 ↑	+21 ↑
I am satisfied with the recognition I receive for doing a good job	85	85%	+19 ↑	+17 ↑	+18 ↑
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	73	73%	+8 ↑	+10 ↑	+4
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	85	85%	+9 ↑	+5 ↑	+10 ↑
I am satisfied with the stability and security of my job	98	98%	+18 ↑	+21 ↑	+24 ↑
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	88	88%	+12 ↑	+7 ↑	+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 APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
I feel a strong personal attachment to the APS	<div style="display: flex; justify-content: space-between; width: 100%;"> 71 20 10 </div>	71%	+7	+14	+18
I understand how my role contributes to achieving an outcome for the Australian public	<div style="display: flex; justify-content: space-between; width: 100%;"> 88 12 </div>	88%	-2	-4	0
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; justify-content: space-between; width: 100%;"> 85 10 5 </div>	85%	+3	+5	+4

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WORKPLACE CONDITIONS

	RESPONSE SCALE	%	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
What best describes your current workload?					
Well above capacity - too much work		10%	-14 ↓	-16 ↓	-17 ↓
Slightly above capacity - lots of work to do		68%	+27 ↑	+25 ↑	+26 ↑
At capacity - about the right amount of work to do		10%	-18 ↓	-16 ↓	-15 ↓
Slightly below capacity - available for more work		13%	+7 ↑	+8 ↑	+7 ↑
Well below capacity - not enough work		0%	-1	-1	-1

KEY

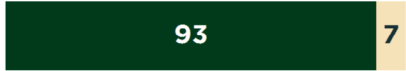




AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

INCLUSION

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My agency supports and actively promotes an inclusive workplace culture		93%	+14 ↑	+12 ↑	+18 ↑
My supervisor actively supports people from diverse backgrounds		90%	+11 ↑	+11 ↑	+14 ↑
I receive the respect I deserve from my colleagues at work		95%	+15 ↑	+16 ↑	+16 ↑

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

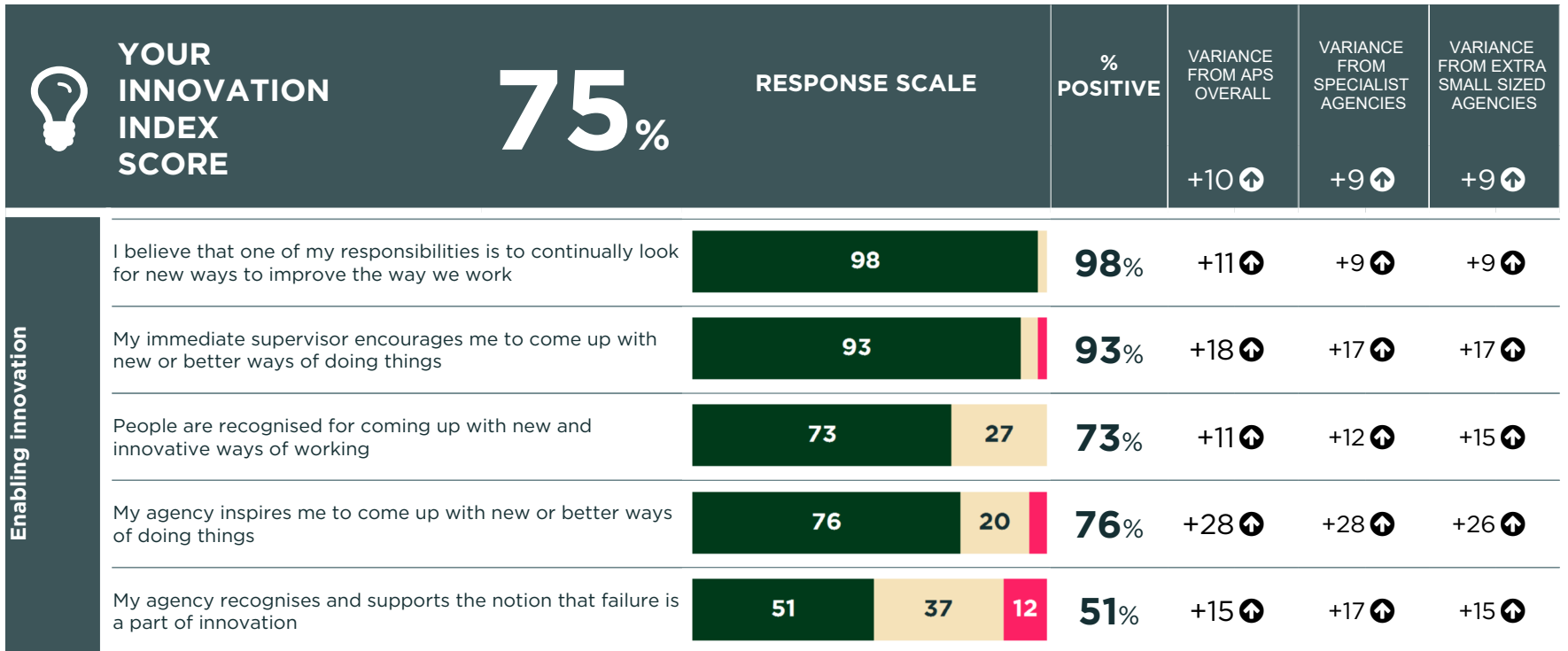


ENABLING INNOVATION



ENABLING INNOVATION

THE INNOVATION SCORE ASSESSES BOTH WHETHER EMPLOYEES FEEL WILLING AND ABLE TO BE INNOVATIVE, AND WHETHER THEIR AGENCY HAS A CULTURE WHICH ENABLES THEM TO BE SO.



KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

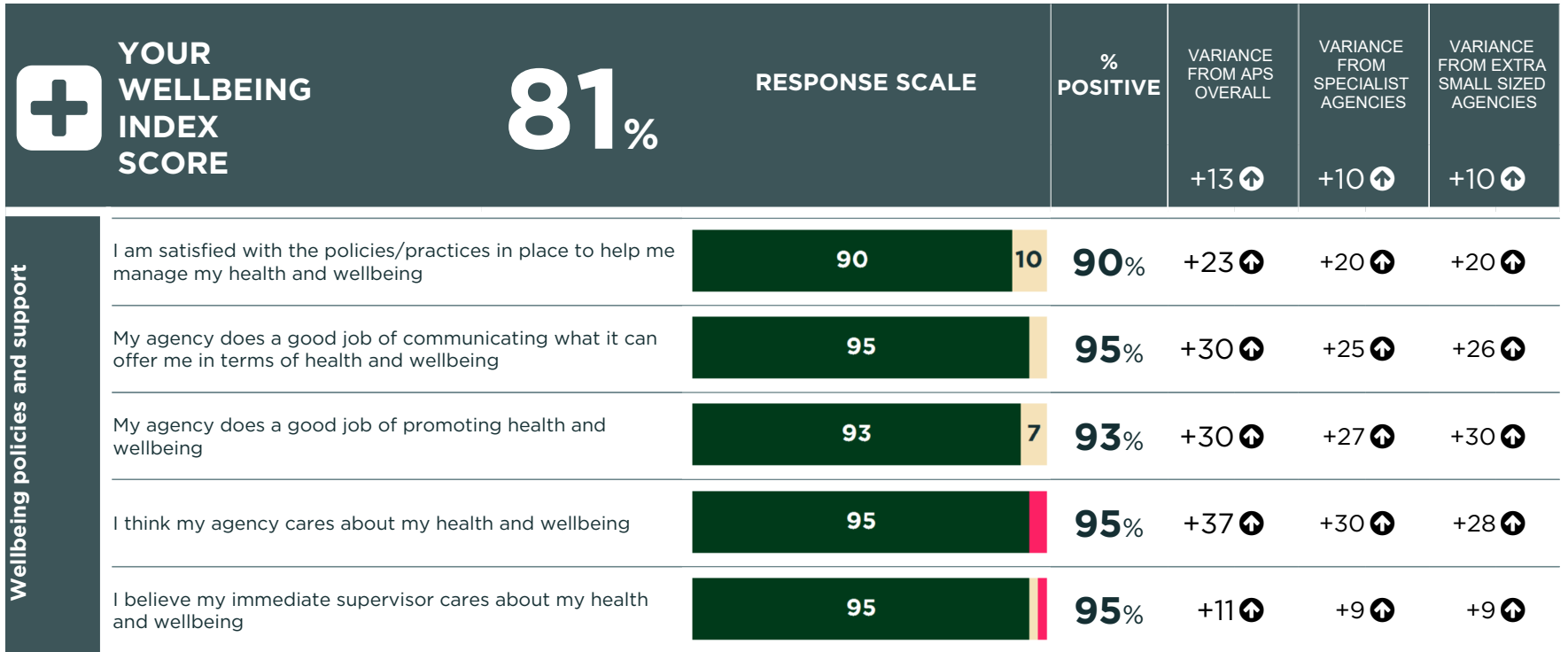


WELLBEING POLICIES AND SUPPORT



WELLBEING

THE WELLBEING SCORE PROVIDES A MEASURE OF THE PRACTICAL AND CULTURAL ELEMENTS THAT ALLOW FOR A SUSTAINABLE AND HEALTHY WORKING ENVIRONMENT.



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 APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
How often do you find your work stressful?					
Always		0%	-6 ↓	-5 ↓	-5 ↓
Often		24%	-4	-2	-4
Sometimes		63%	+15 ↑	+13 ↑	+16 ↑
Rarely		12%	-4	-5 ↓	-6 ↓
Never		0%	-2	-2	-2
To what extent is your work emotionally demanding?					
To a very large extent		0%	-8 ↓	-6 ↓	-6 ↓
To a large extent		20%	-4	0	-2
Somewhat		46%	+7 ↑	+6 ↑	+6 ↑
To a small extent		29%	+8 ↑	+4	+6 ↑
To a very small extent		5%	-2	-4	-5 ↓

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

WELLBEING

	RESPONSE SCALE	%	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
I feel burned out by my work					
Strongly agree		2%	-7 ↓	-6 ↓	-5 ↓
Agree		20%	-5 ↓	-4	-6 ↓
Neither agree nor disagree		34%	+3	+4	+5 ↑
Disagree		41%	+14 ↑	+12 ↑	+13 ↑
Strongly disagree		2%	-5 ↓	-6 ↓	-7 ↓
In general, would you say that your health is:					
Excellent		15%	+3	+2	+2
Very good		54%	+19 ↑	+17 ↑	+16 ↑
Good		20%	-16 ↓	-15 ↓	-14 ↓
Fair		12%	-2	-1	-1
Poor		0%	-4	-3	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR

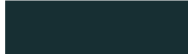



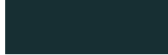








AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR





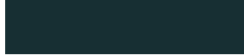





PERFORMANCE

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

Excellent		46%	+20 	+18 	+19 
Very good		41%	-14 	-14 	-17 
Average		10%	-6 	-4	-3
Below average		0%	-2	-2	-1
Well below average		2%	+2	+2	+2

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

Excellent		25%	+9 	+8 	+6 
Very good		60%	+4	+3	+4
Average		13%	-11 	-9 	-7 
Below average		0%	-3	-3	-4
Well below average		3%	+1	+1	+1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
My workgroup has the appropriate skills, capabilities and knowledge to perform well	93	93%	+12 ↑	+9 ↑	+5 ↑
My workgroup has the tools and resources we need to perform well	78 17	78%	+15 ↑	+16 ↑	+17 ↑
The people in my workgroup use time and resources efficiently	88 10	88%	+11 ↑	+8 ↑	+8 ↑
My workgroup can readily adapt to new priorities and tasks	98	98%	+12 ↑	+11 ↑	+11 ↑
The people in my workgroup cooperate to get the job done	98	98%	+10 ↑	+9 ↑	+9 ↑

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 APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Which of the following statements best reflects your current thoughts about working in your current position?					
I want to leave my position as soon as possible		5%	-5 ↓	-3	-6 ↓
I want to leave my position within the next 12 months		17%	-5 ↓	-4	-5 ↓
I want to stay working in my position for the next one to two years		63%	+27 ↑	+24 ↑	+18 ↑
I want to stay working in my position for at least the next three years		15%	-17 ↓	-17 ↓	-7 ↓
What best describes your plans involved with leaving your current position?					
I am planning to retire		0%	-6 ↓	-6 ↓	-4
I am pursuing another position within my agency		11%	-31 ↓	-17 ↓	0
I am pursuing a position in another agency		67%	+42 ↑	+34 ↑	+23 ↑
I am pursuing work outside the APS		11%	0	-4	-10 ↓
It is the end of my non-ongoing, casual or contracted employment		0%	-3	-6 ↓	-8 ↓
Other		11%	-2	-1	-1

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 APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
During the last 12 months and in the course of your employment, have you experienced discrimination on the basis of your background or a personal characteristic?					
Yes		0%	-11↓	-9↓	-8↓
No		100%	+11↑	+9↑	+8↑
Did this discrimination occur in your current agency?					
Yes		-	-	-	-
No		-	-	-	-

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

UNACCEPTABLE BEHAVIOUR



EMPLOYEES WHO PERCEIVED HARASSMENT OR BULLYING IN THE LAST 12 MONTHS WERE ASKED WHAT TYPE OF HARASSMENT OR BULLYING THEY EXPERIENCED. EMPLOYEES COULD SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.

ONLY THE THREE TYPES OF HARASSMENT OR BULLYING WITH THE HIGHEST PROPORTION OF RESPONSES ARE PRESENTED HERE. THESE MAY VARY BETWEEN AGENCIES, WORK UNITS AND WITH RESULTS FOR THE APS OVERALL.

HARASSMENT AND BULLYING	RESPONSE SCALE	%	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA 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		3%	-9 ↓	-6 ↓	-8 ↓
No		93%	+11 ↑	+7 ↑	+10 ↑
Not sure		5%	-1	-1	-2

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		0%	-34 ↓	-30 ↓	-31 ↓
It was reported by someone else		0%	-7 ↓	-6 ↓	-7 ↓
I did not report the behaviour		100%	+41 ↑	+36 ↑	+37 ↑

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 APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Excluding behaviour reported to you as part of your duties, in the last 12 months have you witnessed another APS employee in your agency engaging in behaviour that you consider may be serious enough to be viewed as corruption?					
Yes		0%	-4	-3	-5 ↓
No		95%	+6 ↑	+5 ↑	+9 ↑
Not sure		2%	-2	-2	-4
Would prefer not to answer		2%	0	0	0
Did you report the potentially corrupt behaviour?					
I reported the behaviour in accordance with my agency's policies and procedures		-	-	-	-
It was reported by someone else		-	-	-	-
I did not report the behaviour		-	-	-	-

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
How do you describe your gender?					
Man or male		43%	+6	+1	+13
Woman or female		52%	-7	-1	-13
Non-binary		2%	+2	+2	+2
I use a different term		0%	0	0	-
Prefer not to say		2%	-1	-1	-3
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?					
Yes		0%	-4	-2	-2
No		100%	+4	+2	+2
Do you have an ongoing disability?					
Yes		5%	-5	-2	-2
No		95%	+5	+2	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM APS OVERALL	VARIANCE FROM SPECIALIST AGENCIES	VARIANCE FROM EXTRA SMALL SIZED AGENCIES
Do you have carer responsibilities?					
Yes		33%	-6 ↓	-6 ↓	-5 ↓
No		67%	+6 ↑	+6 ↑	+5 ↑
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?					
Yes		10%	+2	+1	0
No		90%	-2	-1	0
In which country were you born?					
Australia		68%	-9 ↓	-7 ↓	-10 ↓
Other country		32%	+9 ↑	+7 ↑	+10 ↑
Do you speak a language other than English at home?					
No, English only		69%	-12 ↓	-12 ↓	-15 ↓
Yes, other		31%	+12 ↑	+12 ↑	+15 ↑

KEY




AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

TIME TO TAKE ACTION

 **CELEBRATE**


What things do we do well?

THINK ABOUT HOW WE CAN BUILD ON OUR STRENGTHS AND LEARN FROM WHAT WE ARE GOOD AT.

 **INVESTIGATE FURTHER WITH OUR TEAMS**

Are there any other opportunities coming out of the results that we want to explore further?

HOW COULD WE INVESTIGATE? THROUGH LOOKING AT THE DATA IN MORE DETAIL OR THROUGH DISCUSSIONS WITH STAFF?

 **OPPORTUNITIES**

Areas we need to focus on and turn into action plans:

WHAT ARE THE KEY THINGS WE NEED TO IMPROVE TO MAKE WORKING HERE BETTER?

 **USE THIS PAGE TO START YOUR LOCAL ACTION PLANS**

IDENTIFY AREAS TO CELEBRATE, OPPORTUNITIES FOR IMPROVEMENT AND AREAS WHICH YOU NEED TO INVESTIGATE FURTHER.

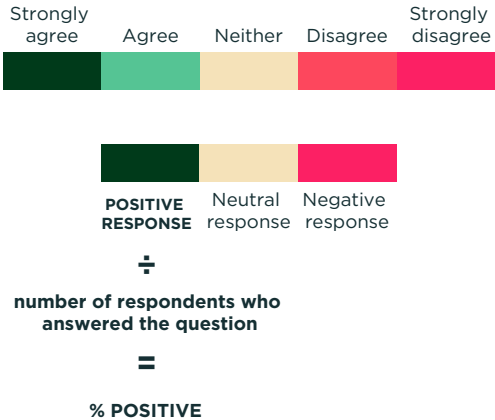
PRIORITISE 3 AREAS TO TAKE FORWARD

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

GUIDE TO THIS REPORT

% POSITIVE

WHERE RESULTS ARE SHOWN AS POSITIVE PERCENTAGES (% POSITIVE), THESE ARE CALCULATED BY ADDING TOGETHER POSITIVE RESPONSES ("STRONGLY AGREE" + "AGREE") AND DIVIDING BY THE NUMBER OF RESPONDENTS WHO ANSWERED THE QUESTION.



ROUNDING

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

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

ANONYMITY

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