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Document 1

Highlights Report  
Competition and Consumer Branch



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Unacceptable behaviour	16
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Responses:
33 of 34

Response Rate:
97%

# 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 2023	Variance from parent work unit	Variance from TSY	Variance from APS overall
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	<div></div>	16%	+2	0	+7	+6
No	<div></div>	84%	-2	0	-7	-6
Did this discrimination occur in your current agency?						
Yes	The data for this question has been hidden for anonymity reasons.					
No	The data for this question has been hidden for anonymity reasons.					

## 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 2023

Variance from parent work unit

Variance from TSY

Variance from APS overall

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

Yes	<div></div>	13%	-6 ⬇	+2	+5 ⬆	+2
No	<div></div>	77%	-4	-6 ⬇	-9 ⬇	-7 ⬇
Not sure	<div></div>	10%	+10 ⬆	+4	+4	+4

### Did you report the harassment or bullying?

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



At least 5 percentage points less than comparator

[illegible]



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## Highlights Report Competition and Consumer Branch



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RESPONSES:
21 of 23
RESPONSE RATE:
91%

# 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 PARENT  
WORK UNIT

VARIANCE  
FROM TSY

VARIANCE  
FROM APS  
OVERALL

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	<div><div></div></div>	14%	0	+2	+5	+4
No	<div><div></div></div>	86%	0	-2	-5	-4

Did this discrimination occur in your current agency?

Yes	The data for this question has been hidden for anonymity reasons.
No	The data for this question has been hidden for anonymity reasons.

## 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 PARENT WORK UNIT

VARIANCE FROM TSY

VARIANCE FROM APS OVERALL

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

Yes	<div></div>	19%	+19 ↑	+7 ↑	+11 ↑	+9 ↑
No	<div></div>	81%	-19 ↓	-4	-7 ↓	-3
Not sure		0%	0	-3	-5 ↓	-5 ↓

Did you report the harassment or bullying?

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



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

[illegible]



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Highlights Report  
Market Conduct and Digital Division



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Responses:
124 of 134

Response Rate:
93%

# 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 2023

Variance from parent work unit

Variance from TSY

Variance from APS overall

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	<div></div>	17%	+7⬆	+5⬆	+8⬆	+7⬆
No	<div></div>	83%	-7⬆	-5⬆	-8⬆	-7⬆

Did this discrimination occur in your current agency?

Yes	<div></div>	100%	+100⬆	+9⬆	+6⬆	+8⬆
No		0%	0	-9⬆	-6⬆	-8⬆

Basis for the discrimination that you experienced (3 highest responses):

Race	<div></div>	40%	-	-	-	-
Gender	<div></div>	30%	-	-	-	-
Other	<div></div>	25%	-	-	-	-

### 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 2023	Variance from parent work unit	Variance from TSY	Variance from APS overall
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes	<div></div>	11%	+1	+3	+3	0
No	<div></div>	83%	-7⬇️	-5⬇️	-3	-1
Not sure	<div></div>	6%	+6⬆️	+2	0	0
Types of harassment or bullying experienced (3 highest responses):						
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	<div></div>	38%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	<div></div>	31%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)	<div></div>	31%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	15%	+15⬆️	-11⬇️	-13⬇️	-21⬇️
It was reported by someone else	<div></div>	15%	+15⬆️	+7⬆️	+10⬆️	+8⬆️
I did not report the behaviour	<div></div>	69%	+69⬆️	+4	+3	+13⬆️

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

[illegible]



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## Highlights Report Consumer Data and Digital Division



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Unacceptable Behaviour

18

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### RESPONSES:

55 of 60

### RESPONSE RATE:

92%

# 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 PARENT  
WORK UNIT

VARIANCE  
FROM TSY

VARIANCE  
FROM APS  
OVERALL

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		10%	+2	+1	+1	-1
No		90%	-2	-1	-1	+1

Did this discrimination occur in your current agency?

Yes	The data for this question has been hidden for anonymity reasons.
No	The data for this question has been hidden for anonymity reasons.

## 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 PARENT WORK UNIT

VARIANCE FROM TSY

VARIANCE FROM APS OVERALL

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

Yes	<div></div>	10%	+2	+1	+2	-1
No	<div></div>	90%	+5	+3	+2	+6
Not sure		0%	-8	-4	-5	-5

Did you report the harassment or bullying?

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



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

[illegible]



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## Highlights Report International Economics and Security Division (incl. Overseas Posts and Operations)



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Responses:
65 of 68
Response Rate:
96%

# 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 2023	Variance from parent work unit	Variance from TSY	Variance from APS overall
During the last 12 months and in the course of your employment, have you experienced discrimination on the basis of your background or a personal characteristic?						
Yes		13%	-4	+3	+4	+3
No		87%	+4	-3	-4	-3
Did this discrimination occur in your current agency?						
Yes	The data for this question has been hidden for anonymity reasons.					
No	The data for this question has been hidden for anonymity reasons.					

## 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 2023	Variance from parent work unit	Variance from TSY	Variance from APS overall
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes	<div></div>	16%	-7⬇️	+5⬆️	+8⬆️	+5⬆️
No	<div></div>	78%	0	-6⬇️	-9⬇️	-6⬇️
Not sure	<div></div>	6%	+6⬆️	+1	+1	+1
Types of harassment or bullying experienced (3 highest responses):						
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	<div></div>	70%	-	-	-	-
Deliberate exclusion from work-related activities	<div></div>	50%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)	<div></div>	40%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	40%	+4	+19⬆️	+11⬆️	+4
It was reported by someone else	<div></div>	10%	+1	-1	+5⬆️	+3
I did not report the behaviour	<div></div>	50%	-5⬇️	-18⬇️	-16⬇️	-7⬇️

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

[illegible]



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## Highlights Report International Economics and Security Division (incl. Overseas Posts and Operations)



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RESPONSES:
51 of 61
RESPONSE RATE:
84%

# 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 PARENT  
WORK UNIT

VARIANCE  
FROM TSY

VARIANCE  
FROM APS  
OVERALL

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	<div></div>	16%	+4	+1	+7 ↑	+6 ↑
No	<div></div>	84%	-4	-1	-7 ↓	-6 ↓

Did this discrimination occur in your current agency?

Yes	The data for this question has been hidden for anonymity reasons.
No	The data for this question has been hidden for anonymity reasons.

## 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 PARENT WORK UNIT

VARIANCE FROM TSY

VARIANCE FROM APS OVERALL

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

Yes	<div></div>	22%	+12 ⬆	+11 ⬆	+15 ⬆	+12 ⬆
No	<div></div>	78%	-7 ⬆	-7 ⬆	-10 ⬆	-7 ⬆
Not sure		0%	-5 ⬆	-5 ⬆	-5 ⬆	-5 ⬆

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	<div></div>	64%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	<div></div>	45%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)	<div></div>	36%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	36%	+36 ⬆	+7 ⬆	+1	+2
It was reported by someone else	<div></div>	9%	+9 ⬆	+3	+1	+1
I did not report the behaviour	<div></div>	55%	+55 ⬆	-10 ⬆	-2	-3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

[illegible]



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## Executive Board (EB)

19 September 2024

### 2024 APS Census results

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### Key Points

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Treasury's 2023 Census Action Plan concentrated on cultivating a culture of safety and addressing experiences of bullying, harassment, and discrimination, continuing to foster an inclusive workplace, and tackling workplace pressures impacting wellbeing and retention. Based on the 2024 results POSB recommends that these areas remain a focus for the Treasury and are reflected in the draft 2024 Census Action Plan with some minor adjustments to the phrasing of goals (**Attachments E and F**).

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## 2024 Treasury Census Action Plan

A 2024 Treasury Census Action Plan has been drafted for the Board's consideration and approval (**Attachment F**). The proposed areas of focus are:

- Supporting a culture of safety, integrity, and wellbeing
- Embedding an inclusive workplace
- Building a productive work environment that supports retention and wellbeing.

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Jody Riley  
Chief People Officer  
11 September 2024

Highlights Report  
TSY



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Unacceptable behaviour	17
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Responses:
1,458 of 1,573

Response Rate:
93%

# 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 2023	Variance from APS overall	Variance from policy agencies	Variance from large 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	<div></div>	9%	0	-1	-1	-1
No	<div></div>	91%	0	+1	+1	+1
Did this discrimination occur in your current agency?						
Yes	<div></div>	94%	+2	+2	+3	+2
No	<div></div>	6%	-2	-2	-3	-2
Basis for the discrimination that you experienced (3 highest responses):						
Gender	<div></div>	38%	-	-	-	-
Race	<div></div>	34%	-	-	-	-
Other	<div></div>	19%	-	-	-	-

## 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 2023	Variance from APS overall	Variance from policy agencies	Variance from large 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	<div></div>	1%	0	-2	-2	-2
No	<div></div>	96%	0	+5	+3	+4
Not sure	<div></div>	3%	0	-1	-1	-1
Would prefer not to answer	<div></div>	1%	0	-1	-1	-1

## Types of corrupt behaviours witnessed (3 highest responses):

Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit	<div></div>	75%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest	<div></div>	42%	-	-	-	-
Fraud, forgery or embezzlement	<div></div>	25%	-	-	-	-

## Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	25%	-2	+4	+4	+4
It was reported by someone else	<div></div>	0%	-9	-16	-15	-15
I did not report the behaviour	<div></div>	75%	+11	+12	+11	+11

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

## Highlights Report

### APS Overall (excl. non-APS)



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Responses:	
140,396 of 173,830	
Response Rate:	
81%	

# 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 2023

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

Yes	<div></div>	11%	0
Not sure	<div></div>	5%	0
No	<div></div>	84%	0

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

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	<div></div>	44%	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	<div></div>	42%	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)	<div></div>	29%	-

### Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	36%	+1
It was reported by someone else	<div></div>	7%	-1
I did not report the behaviour	<div></div>	57%	0

### Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator



Key insights and observations report

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Areas of interest





Inclusion



### **Psychological Safety and Experiences of Discrimination, Bullying and Harassment**

The percentage of respondents stating they experienced incidences of unacceptable behaviour in the workplace in the previous 12 months to the survey remained unchanged from 2023. Specifically, 9% of respondents stated having experienced discrimination, with the primary basis being gender (38%) or race (34%) related. Additionally, 8% of respondents stated having experienced harassment or bullying, with the most common forms being interference with work tasks (45%), verbal abuse (44%), or inappropriate or unfair application of work policies or rules (32%).

Consistent with last year's results, employees identifying as Aboriginal and/or Torres Strait Islander, those with ongoing disability, or those who are neurodivergent are disproportionately more likely to have experienced discrimination, harassment, or bullying compared to their peers.

The results indicate a 10% decline in the number of employees reporting incidents of harassment or bullying. The most common reasons for not reporting include fear of possible retaliation or reprisals and the belief that no action would be taken. This suggests a reduction in employees' psychological safety to formally report these behaviours. This is an area of continued effort. Recent initiatives include training in bystander intervention and appropriate workplace behaviours to support addressing behaviours informally at the time of occurrence which may reduce the need for formal reporting.

## Review of the 2023 Treasury Census Action Plan

The 2023 Treasury Action Plan sought to build upon Treasury’s high levels of engagement, commitment, and satisfaction, strengthening our workplace as a safe and inclusive environment. It had eleven key actions under three goals:

- cultivating a culture of integrity and safety, free of bullying, harassment and discrimination

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Table 1: Final status of 2023 Census Action Plan

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Key Action	Stretch target	Status	Comments
Pilot active Bystander training for leaders, to encourage and support them to come forward when seeing or hearing about unacceptable behaviour.	By March 2024, a pilot Bystander training will be available.	Target met. 30 training sessions were made available to SES and EL staff.	Bystander training sessions were offered between May to August 2024. Additional sessions are planned to be offered later this year.



# Treasury 2024 Census Action Plan

Treasury's 2024 APS Employee Census results are among the most positive across the APS, showcasing a workforce that is highly engaged and motivated, deeply committed to our purpose and dedicated to delivering outcomes for the Australian community.

This action plan strives to build upon Treasury’s high levels of engagement, commitment, and satisfaction, strengthening our workplace as a safe and inclusive environment. It extends to actions being delivered under Treasury’s *Strategic Workforce Plan 2024–2030*. Treasury’s Executive Board is the accountable authority for the delivery of this Action Plan.

Goals	Key Actions	Stretch targets
<p><b>s 22</b></p> <p>Embedding an inclusive workplace.</p>	<p><b>s 22</b></p> <ul style="list-style-type: none"> <li>Develop a Respect at Work in Treasury compendium that articulates all aspects of the behaviours we expect in the department, including preventing, managing, addressing, and reporting bullying, harassment, discrimination, racism, and sexual misconduct in the workplace.</li> </ul>	<ul style="list-style-type: none"> <li>By 31 July 2025, 50% of SES and Executive Level staff engaged with Compassionate Foundations training.</li> <li>By 31 July 2025, 80% of SES and Executive level 2 staff participated in Bystander training.</li> <li>1% increase in the 2025 Census on workforce perceptions of wellbeing policies, support, and culture, and indicators of integrity.</li> </ul> <p><b>s 22</b></p> <ul style="list-style-type: none"> <li>2% increase in the 2025 Census results on workforce perceptions of inclusion at work.</li> <li>By 30 April 2025, have a draft of the Respect at Work in Treasury compendium for consideration by People and Inclusion Committee.</li> </ul>



## Treasury 2024 Census Action Plan

Treasury's 2024 APS Employee Census results are amongst the most positive across the APS, showcasing a workforce that is highly engaged and motivated, deeply committed to our purpose and dedicated to delivering outcomes for the Australian community. While we celebrate these achievements, it is important to recognise that there is always more to be done to improve staff wellbeing and uphold the Department's commitment to continue this journey of growth.

This action plan strives to build upon Treasury's high levels of engagement, commitment, and satisfaction, strengthening our workplace as a safe and inclusive environment. It extends to actions being delivered under Treasury's *Strategic Workforce Plan 2024–2030*. Treasury's Executive Board is the accountable authority for the delivery of this Action Plan.

Goals	Key Actions	Stretch targets
s 22		
	Embedding an inclusive workplace.	s 22
	<ul style="list-style-type: none"><li>Develop a Respect@Wk in Treasury compendium that articulates all aspects of the behaviours we expect in the Department, including preventing, managing, addressing, and reporting bullying, harassment, discrimination, racism, and sexual misconduct in the workplace.</li></ul>	<ul style="list-style-type: none"><li>2% increase in the 2025 Census results on workforce perceptions of inclusion at work.</li><li>By 30 April 2025, have a draft of the Respect@Wk in Treasury compendium for consideration by People and Inclusion Committee.</li></ul>
s 22		

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# People & Inclusion Committee (PIC)

21 November 2023

## APS Employee Census 2023 - results and action planning

s 22



### Key points

s 22



### 2023 APS Census results and actions

s 22



Areas of focus are:

- cultivating a culture of safety, free of bullying, harassment and discrimination

## Bullying and Harassment

*Employees whose speak a language other than English at home are proportionally more likely to experience some form of bullying or harassment in the workplace.*

- **7.5%** of **overseas born** respondents reported having been subjected to bullying or harassment at Treasury in the last 12 months, compared to **7.7%** of Australian born respondents.
  - An additional **5.1%** of overseas born respondents weren't sure if what they experienced would classify as bullying or harassment.
- **9.3%** of **NESB** respondents reported having been subjected to bullying or harassment at Treasury in the last 12 months, compared to **7.3%** of English-only speaking respondents.
  - An additional **6.8%** of NESB respondents weren't sure if what they experienced would classify as bullying or harassment.
- **6.9%** of **culturally diverse** respondents reported having been subjected to bullying or harassment at Treasury in the last 12 months, compared to **7.7%** of other respondents.
  - An additional **5.4%** of culturally diverse respondents weren't sure if what they experienced would classify as bullying or harassment.

The most prevalent type of bullying or harassment experienced by respondents of the CALD community was verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming).

**APS Census Results 2023**  
**Aboriginal and/or Torres Strait Islander Employees**

Prepared by Organisational Strategy, POSB

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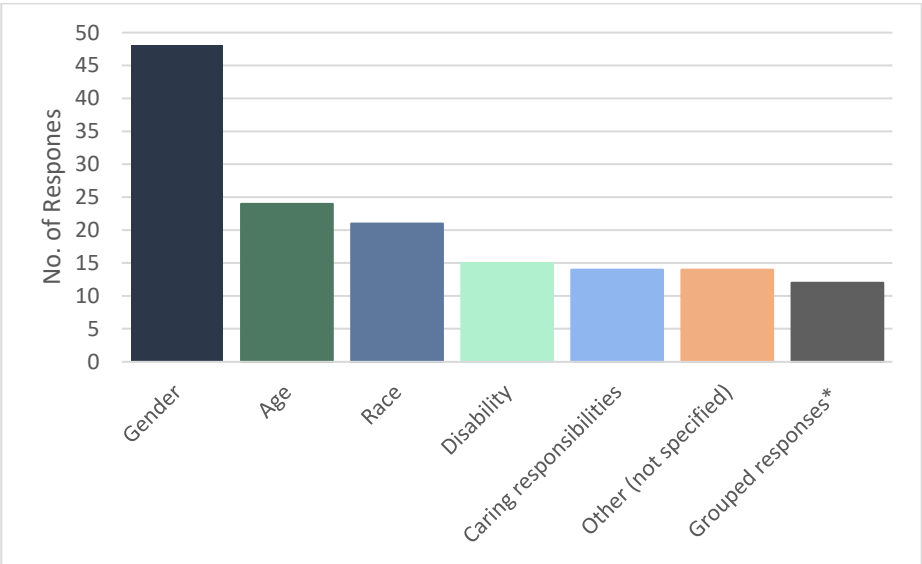
s 22

### Discrimination, Bullying and Harassment

In total **8.9%** of all Treasury respondents reported experiencing discrimination in the workplace. Of these, some (< 10 respondents\*) reported that the discrimination experienced was based on their identification as an Aboriginal and/or Torres Strait Islander person (Graph 1).

(\* unable to define data due to low number of responses).

Graph 1: Basis of discrimination reported by all Treasury respondents



\* Grouped responses are LGBTIQ+ / identification as an Aboriginal and/or Torres Strait Islander person / Religion (unable to define data due to low number of responses).

Likewise, a small proportion of respondents (<10 respondents\*) who identified as Aboriginal and/or Torres Strait Islander also reported experiencing some form of bullying or harassment in the workplace.

(\* unable to define data due to low number of responses).

# APS Census Results 2023

## Employees who identify as LGBTIQ+

Prepared by Organisational Strategy, POSB

### Key points

- Employees who identify as LGBTIQ+ are proportionally more likely to experience some form of discrimination, bullying or harassment in the workplace.



## Bullying and Harassment

*Employees who identify as LGBTIQ+ are also proportionally more likely to experience some form of bullying or harassment.*

**20.2%** of respondents who identified as LGBTIQ+ reported having been, or may have been\*, subjected to bullying or harassment at Treasury in the last 12 months, compared to **11.5%** of other respondents.

(\* unable to define data due to low number of responses).

s 22

# APS Census Results 2023

## Employees with Carer Responsibilities

Prepared by Organisational Strategy, POSB

### Key points

s 22

- Employees who have carer responsibilities were proportionally slightly more likely to have experienced some form of discrimination, bullying or harassment in the workplace.

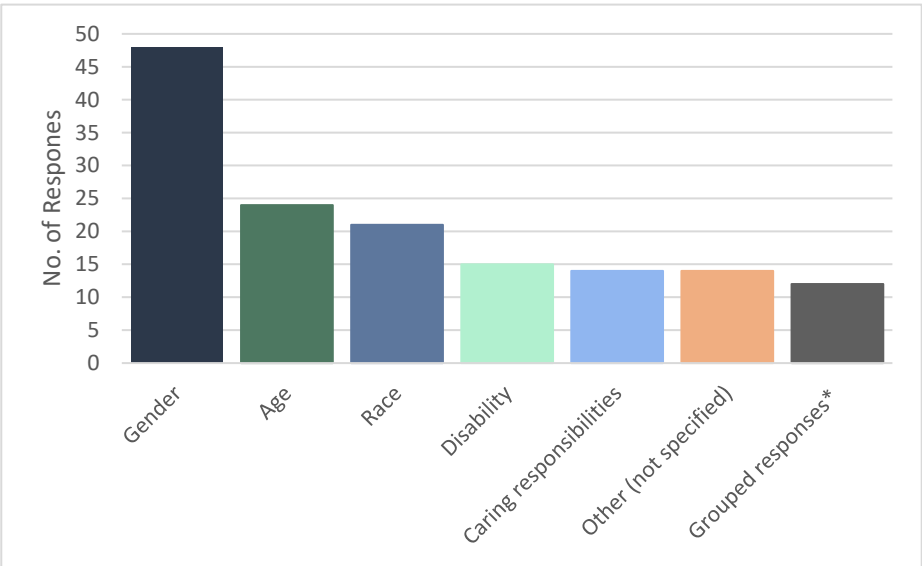
s 22

### Discrimination, Bullying and Harassment

*Employees who have carer responsibilities are proportionally more likely to experience some form of discrimination, bullying and harassment in the workplace.*

In total, **8.9%** of all Treasury respondents reported experiencing discrimination in the workplace. Of these, **12.6%** reported that the discrimination experienced was based on carer responsibilities (Graph 2).

Graph 2: Basis of discrimination reported by all Treasury respondents



\* Grouped responses are LGBTQIA+ / Indigenous / Religion (unable to define data due to low number of responses).

Of the 466 respondents who have carer responsibilities, **11%** reported experiencing some form of discrimination in the workplace (compared to **8%** of those without carer responsibilities), with **23%** of these reporting the discrimination was on the basis of their carer responsibilities.

**9%** of respondents who identified as having carer responsibilities reported having been subjected to bullying or harassment at Treasury in the last 12 months, compared to **7%** of respondents who do not have carer responsibilities. 44% of the behaviours experienced by these respondents were reported in some manner.

The three most prevalent types of bullying or harassment experienced by respondents with carer responsibilities was verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming), interference with work tasks (e.g. withholding needed information, undermining or sabotage), and deliberate exclusion from work-related activities.

# APS Census Results 2023

## Employees with Ongoing Disability and Employees who are Neurodivergent

Prepared by Organisational Strategy, POSB

### Key points

s 22

- Employees who are living with disability or are neurodivergent are proportionally more likely to experience some form of discrimination, bullying or harassment in the workplace.

s 22

## Bullying and Harassment

*Employees who are living with disability or are neurodivergent are proportionally more likely to experience some form of bullying or harassment.*

**15%** of respondents who identified as having an **ongoing disability** reported having been subjected to bullying or harassment at Treasury in the last 12 months, compared to **6.9%** of respondents without disability. An additional 9.5% of respondents with disability weren't sure if what they experienced would classify as bullying or harassment.

The most prevalent type of bullying or harassment experienced by respondents with an ongoing disability was interference with work tasks (e.g. withholding needed information, undermining or sabotage), followed by verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming).

**Only half** of the bullying or harassment behaviour experienced by respondents with an ongoing disability was reported in some manner.

**26.8%** of respondents who identified as **neurodivergent** reported having been, or may have been, subjected to bullying or harassment at Treasury in the last 12 months, compared to **10.9%** of respondents who are not neurodiverse.

[illegible]

RESPONSES:
1,342 of 1,502
RESPONSE RATE:
89%

# 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 POLICY AGENCIES

VARIANCE FROM LARGE 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		9%	+2	-2	-1	-1
No		91%	-2	+2	+1	+1

Did this discrimination occur in your current agency?

Yes		91%	+4	0	+2	+1
No		9%	-4	0	-2	-1

Basis for the discrimination that you experienced (3 highest responses):

Gender		43%	-	-	-	-
Age		22%	-	-	-	-
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 POLICY AGENCIES

VARIANCE FROM LARGE SIZED AGENCIES

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

Yes	<div></div>	8%	+3	-3	-2	-2
No	<div></div>	88%	-3	+3	+2	+2
Not sure	<div></div>	5%	0	-1	-1	-1

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

Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	<div></div>	54%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	<div></div>	50%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)	<div></div>	24%	-	-	-	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	36%	+3	+1	+2	0
It was reported by someone else	<div></div>	8%	+6 ↑	0	0	0
I did not report the behaviour	<div></div>	56%	-10 ↓	-1	-2	0

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 POLICY AGENCIES

VARIANCE FROM LARGE 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	<div></div>	1%	0	-2	-1	-2
No	<div></div>	95%	-1	+5 ⬆	+3	+3
Not sure	<div></div>	3%	+1	-1	-1	-1
Would prefer not to answer	<div></div>	1%	0	-1	-1	-1

Types of corrupt behaviours witnessed (3 highest responses):

Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit	<div></div>	58%	-	-	-	-
Fraud, forgery or embezzlement	<div></div>	33%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit	<div></div>	8%	-	-	-	-

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	27%	-3	+7 ⬆	+10 ⬆	+8 ⬆
It was reported by someone else	<div></div>	9%	-1	-7 ⬇	-6 ⬇	-6 ⬇
I did not report the behaviour	<div></div>	64%	+4	0	-3	-2

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



## Treasury 2023 Census Action Plan

Treasury's 2023 APS Employee Census results are amongst the most positive across the APS, demonstrating that we are a high performing workforce who are motivated, believe strongly in our purpose and continuously strive to deliver outcomes for the Australian community.

This action plan strives to build upon Treasury's high levels of engagement, commitment, and satisfaction, strengthening our workplace as a safe and inclusive environment. It extends to actions being delivered under *Healthy minds: Our mental wellbeing strategy 2022-2025*, the *Inclusion and Diversity Strategy 2023-2028*, and the upcoming *Treasury Strategic Workforce Plan 2023-2028 (under development)*. Treasury's Executive Board is the accountable authority for the delivery of this Action Plan.

Goals	Key Actions	Stretch targets
Cultivate a culture of integrity and safety, free of bullying, harassment, and discrimination.	<ul style="list-style-type: none"><li>Treasury staff are to complete the National Anti-Corruption Commission (NACC) e-learning module, to foster a workplace culture where all staff feel comfortable raising matters, including integrity issues.</li><li>Roll-out the Compassionate Foundations Suicide Prevention and Connections peer support training suites to build leadership/management capability in understanding and addressing wellbeing.</li><li>Pilot active Bystander Training for leaders, to encourage and support them to come forward when seeing or hearing about unacceptable behaviour.</li><li>Improve Treasury's mental health and wellbeing maturity, using the APSC's Mental Health Capability Framework to measure the impact of actions delivered through <i>Healthy minds: Our mental wellbeing strategy 2022-2025</i>.</li></ul>	<ul style="list-style-type: none"><li>By March 2024 80% of employees will have completed the NACC training.</li><li>By March 2024 50% of employees will have completed Compassionate Foundations.</li><li>By March 2024, a pilot Bystander Training will be available.</li><li>2% increase in the 2024 Census on workforce perceptions of wellbeing policies, support, and culture.</li></ul>

# APS Census Results 2023

## Gender Equality

Prepared by Organisational Strategy, POSB

### Key points

- Female employees were proportionally more likely to have experienced some form of discrimination, bullying or harassment in the workplace than their male colleagues.

## Bullying and Harassment

*Employees who identify as a woman or female were also proportionally more likely to have experienced some form of bullying or harassment.*

**9.1%** of **female** respondents reported having been subjected to bullying or harassment at Treasury in the last 12 months, compared to **5.9%** of **male** respondents. An additional 6.7% of female respondents weren't sure if what they experienced would classify as bullying or harassment.

The most prevalent type of bullying or harassment experienced by **female** respondents was interference with work tasks (e.g. withholding needed information, undermining or sabotage), followed by verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming).

**Only 39%** of the bullying or harassment behaviour experienced by female respondents was reported in some way.



# APS Census Results 2023

## State located employees - New South Wales

Prepared by Organisational Strategy, POSB

s 22

## Treasury 2023 Census Results – Key insights

s 22

**Inclusive workplace culture****s 22**

There has been an increase in experiences of discrimination (+2 per cent), and bullying and harassment (+3 per cent) in Treasury since 2022. The work to raise awareness, create a safe and supportive environment, and clearer processes to report incidents seem to be driving an effect in 2023, with a 10 per cent increase from 2022 in respondents stating that the unacceptable behaviours were reported in some manner.

Work to address these issues and strengthen a psychosocially safe and inclusive work environment will continue to be addressed through the delivery of the *Inclusion and Diversity Strategy 2023-2028*, launched early October. Additionally work is underway by POSB to improve Treasury's bullying, harassment and discrimination policies and the availability of information on reporting instances of unacceptable workplace behaviour.

**s 22**



## APS Census Results 2023

### State located employees - Victoria

Prepared by Organisational Strategy, POSB