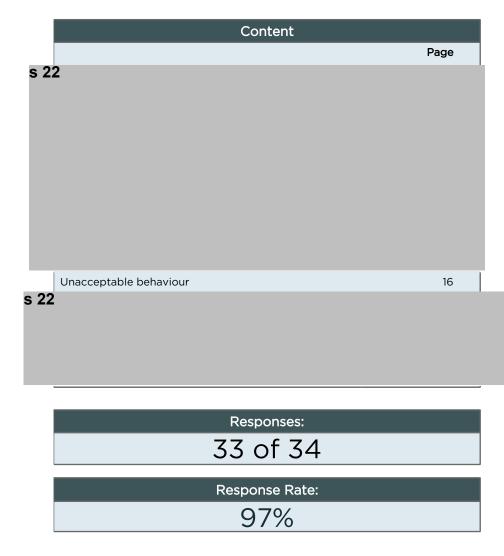
# HAVE YOUR SAY

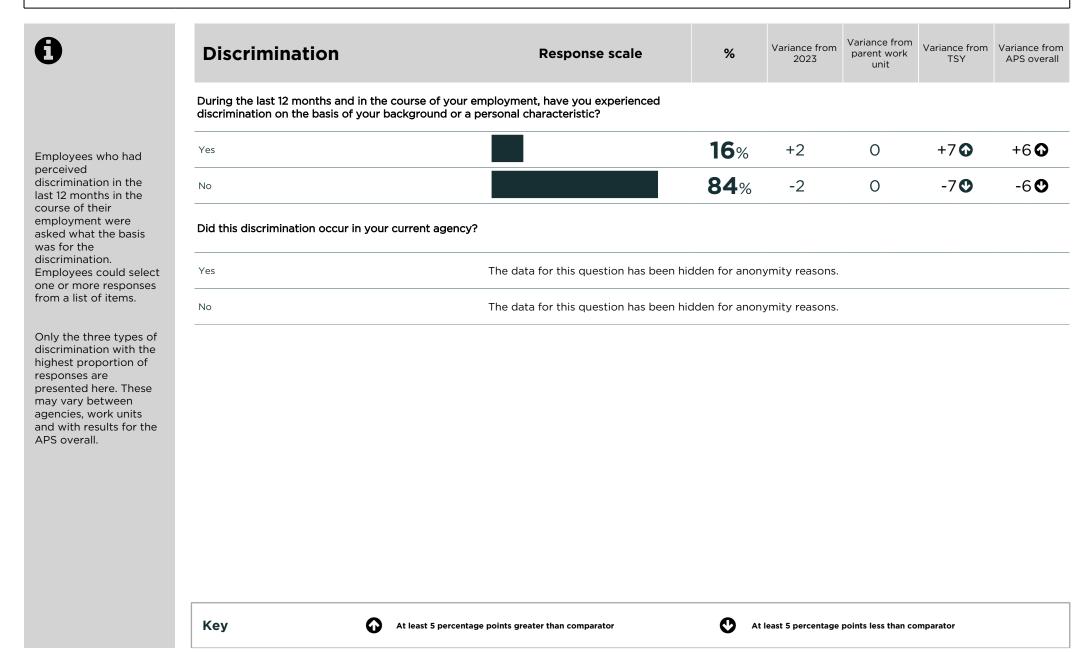
APS Employee Census 2024 6 May –7 June

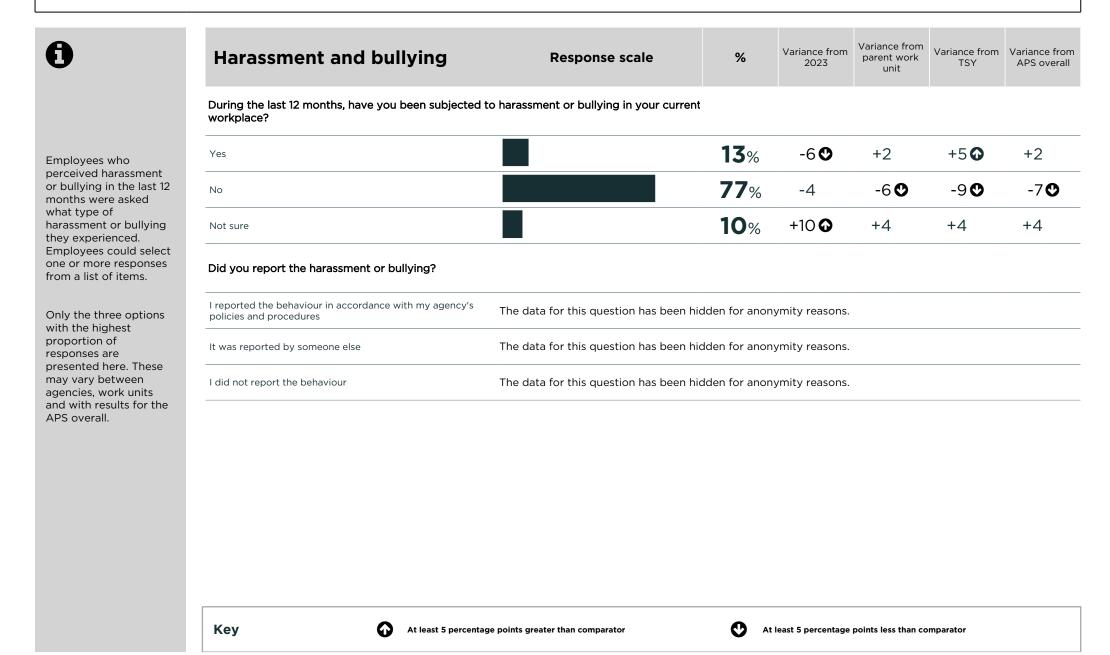
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> Highlights Report Competition and Consumer Branch

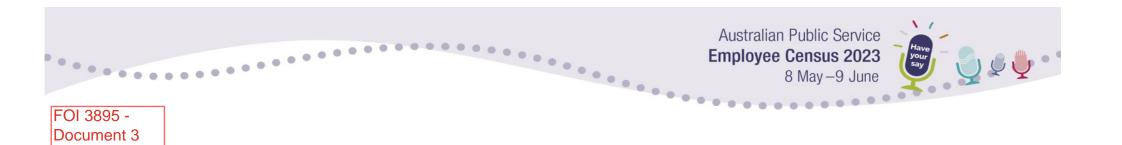






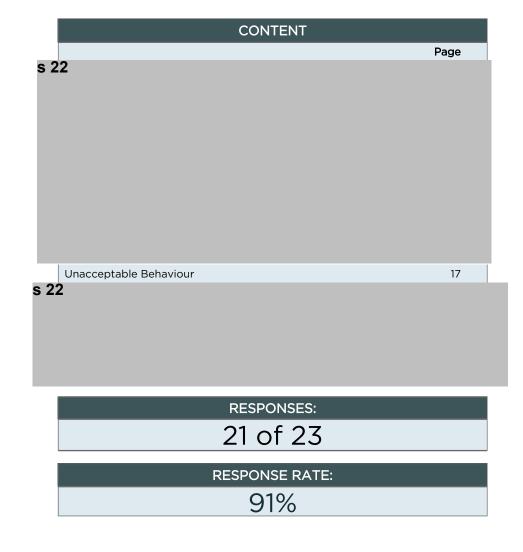






### Highlights Report Competition and Consumer Branch





0	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 discrimination on the basis of your background or a						
EMPLOYEES WHO HAD	Yes		14%	0	+2	+5 👁	+4
PERCEIVED DISCRIMINATION IN THE LAST 12 MONTHS	No		86%	0	-2	-5 😍	-4
IN THE COURSE OF THEIR EMPLOYMENT WERE ASKED WHAT THE BASIS WAS FOR	Did this discrimination occur in your current agency	y?					
THE DISCRIMINATION. EMPLOYEES COULD SELECT ONE OR MORE	Yes	The data for this question has been hic	dden for anony	mity reasons.			
RESPONSES FROM A LIST OF ITEMS.	No	The data for this question has been hic	dden for anony	mity reasons.			
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.							
	KEY	AT LEAST 5 PERCENTAGE PC THAN COMPARATOR	DINTS GREATER		O AT LEAST 5 PE	ERCENTAGE POIN	TS LESS THAN

0	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 t workplace?	o harassment or bullying in your current					
EMPLOYEES WHO	Yes		19%	+19 🔂	+7 🔂	+11 🖸	+9 🔂
PERCEIVED HARASSMENT OR BULLYING IN THE LAST	No		<b>81</b> %	-19 😍	-4	-7 🕑	-3
12 MONTHS WERE ASKED WHAT TYPE OF HARASSMENT OR	Not sure		0%	0	-3	-5 🕑	-5 🕑
BULLYING THEY EXPERIENCED. EMPLOYEES COULD	Did you report the harassment or bullying?						
SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.	I reported the behaviour in accordance with my agency's policies and procedures	The data for this question has been hid	lden for anon	ymity reasons.			
ONLY THE THREE	It was reported by someone else	The data for this question has been hid	lden for anon	ymity reasons.			
OPTIONS WITH THE HIGHEST PROPORTION OF RESPONSES ARE	I did not report the behaviour	The data for this question has been hid	lden for anon	ymity reasons.			
PRESENTED HERE. THESE MAY VARY BETWEEN AGENCIES,							
WORK UNITS AND WITH RESULTS FOR THE APS OVERALL.							
	KEY	AT LEAST 5 PERCENTAGE PO THAN COMPARATOR	INTS GREATER		AT LEAST 5 PI COMPARATOR	ERCENTAGE POIN	TS LESS THAN



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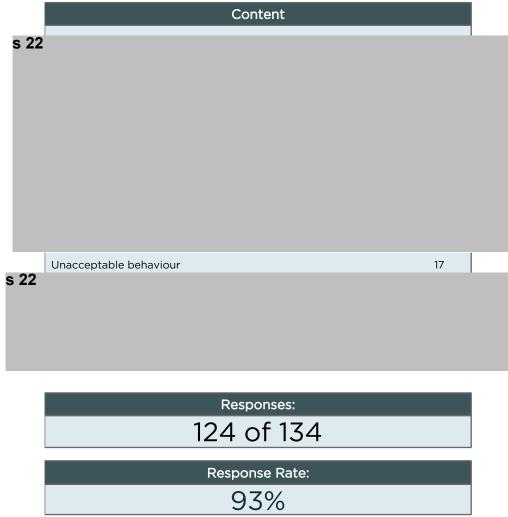
# HAVE YOUR SAY

APS Employee Census 2024 6 May –7 June

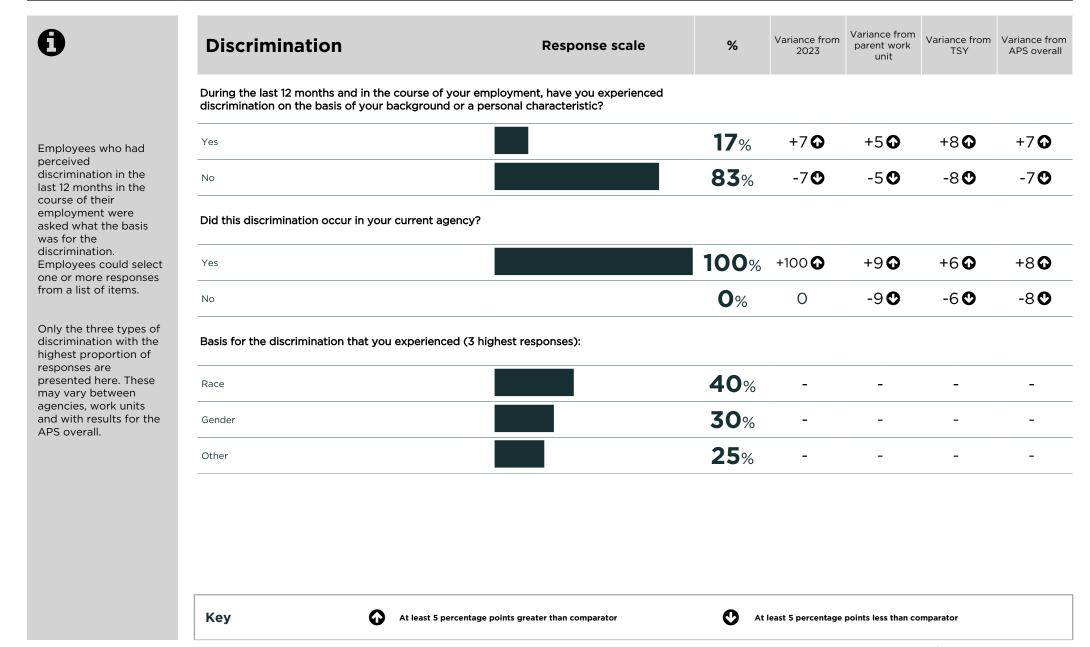
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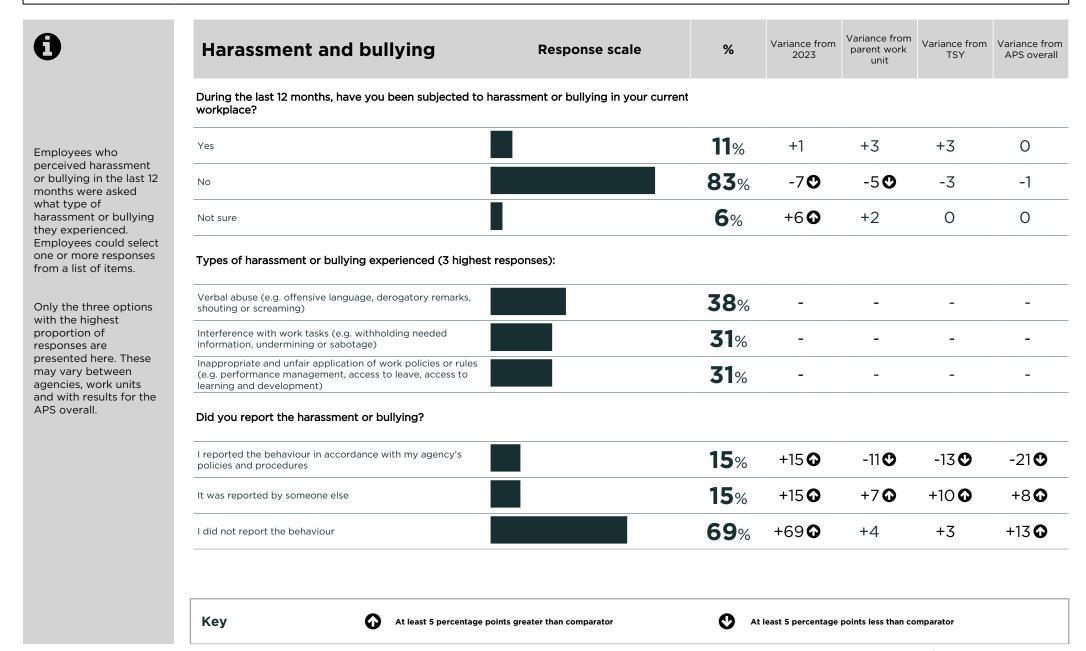
> Highlights Report Market Conduct and Digital Division





Australian Government Australian Public Service Commission













### Highlights Report Consumer Data and Digital Division



		CONTENT	
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5 22			
			 _
		RESPONSES:	
		55 of 60	
		RESPONSE RATE:	
		92%	
		52/0	

0	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 discrimination on the basis of your background or a						
EMPLOYEES WHO HAD	Yes		10%	+2	+1	+1	-1
PERCEIVED DISCRIMINATION IN THE LAST 12 MONTHS	No		90%	-2	-1	-1	+1
IN THE COURSE OF THEIR EMPLOYMENT WERE ASKED WHAT THE BASIS WAS FOR	Did this discrimination occur in your current agency	y?					
THE DISCRIMINATION. EMPLOYEES COULD SELECT ONE OR MORE	Yes	The data for this question has been hid	dden for anony	mity reasons.			
RESPONSES FROM A LIST OF ITEMS.	No	The data for this question has been hid	dden for anony	mity reasons.			
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.							
	KEY	AT LEAST 5 PERCENTAGE PC THAN COMPARATOR	DINTS GREATER		O AT LEAST 5 PE COMPARATOR	ERCENTAGE POIN	TS LESS THAN

0	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 workplace?	o harassment or bullying in your current					
EMPLOYEES WHO	Yes		10%	+2	+1	+2	-1
PERCEIVED HARASSMENT OR BULLYING IN THE LAST	No		90%	+5 🖸	+3	+2	+6 🔂
12 MONTHS WERE ASKED WHAT TYPE OF HARASSMENT OR	Not sure		0%	-8 🕑	-4	-5 🕑	-5 👁
BULLYING THEY EXPERIENCED. EMPLOYEES COULD SELECT ONE OR MORE	Did you report the harassment or bullying?						
RESPONSES FROM A LIST OF ITEMS.	I reported the behaviour in accordance with my agency's policies and procedures	The data for this question has been hid	lden for anony	/mity reasons.			
ONLY THE THREE	It was reported by someone else	The data for this question has been hid	lden for anony	/mity reasons.			
OPTIONS WITH THE HIGHEST PROPORTION OF RESPONSES ARE	I did not report the behaviour	The data for this question has been hid	lden for anony	/mity reasons.			
PRESENTED HERE. THESE MAY VARY BETWEEN AGENCIES,							
WORK UNITS AND WITH RESULTS FOR THE APS OVERALL.							
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# HAVE YOUR SAY

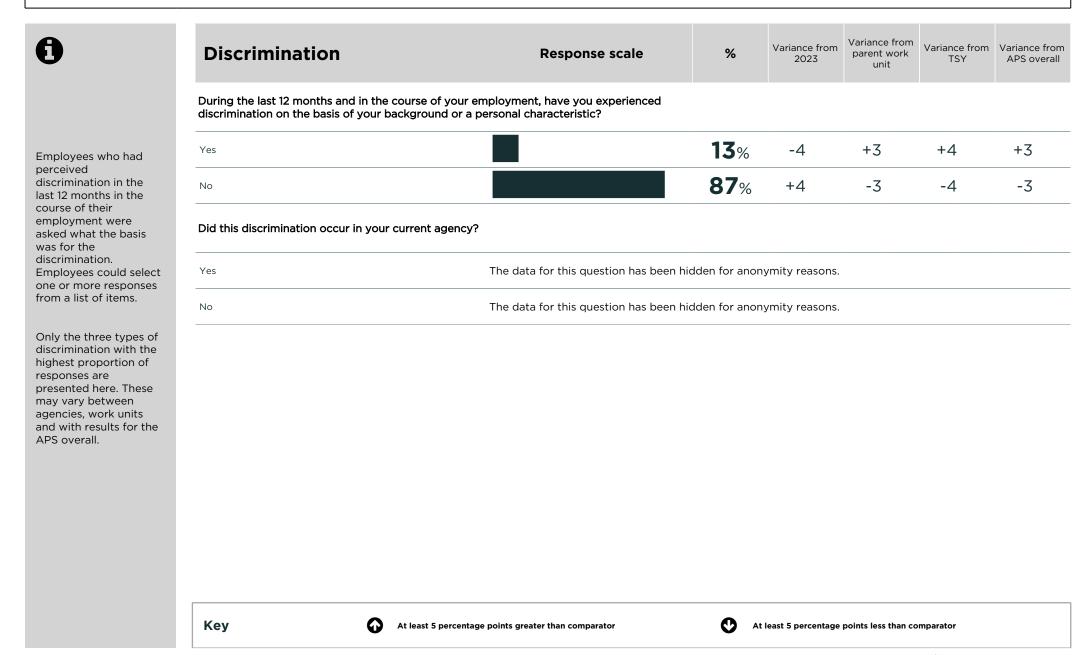
APS Employee Census 2024 6 May –7 June

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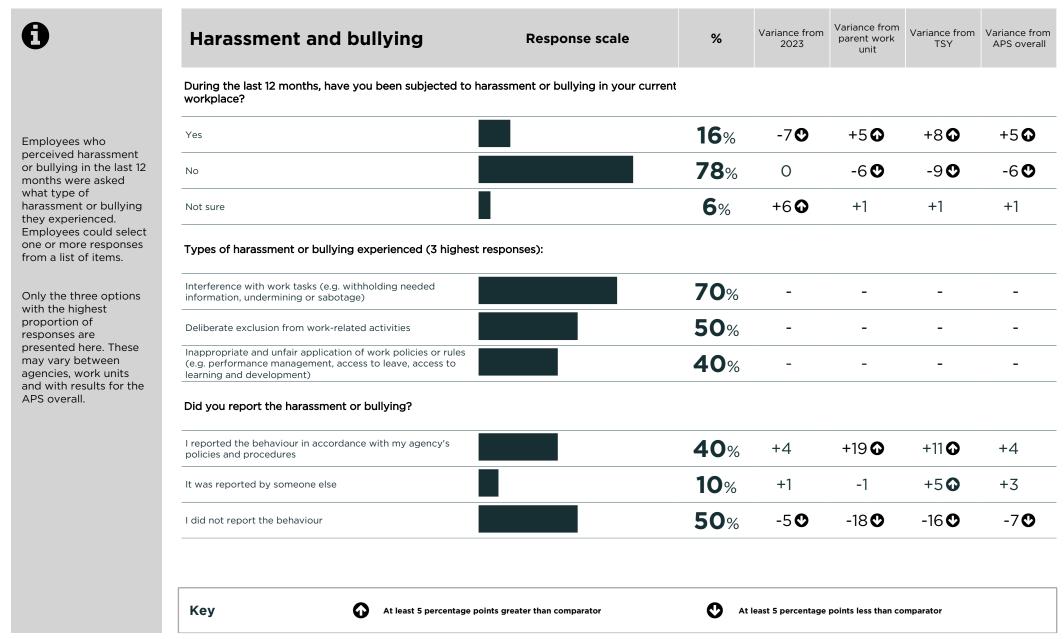
> Highlights Report International Economics and Security Division (incl. Overseas Posts and Operations)



	Content		
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Unacceptable behaviour		17	
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	Responses:		
	65 of 68		
	Response Rate:		
	96%		1
	3070		



Australian Government Australian Public Service Commission



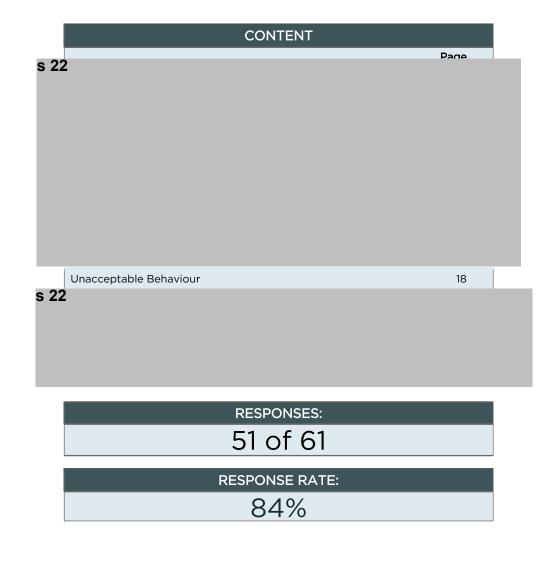


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Highlights Report International Economics and Security Division (incl. Overseas Posts and Operations)





0	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 discrimination on the basis of your background or a						
EMPLOYEES WHO HAD	Yes		16%	+4	+1	+7 🕥	+6 👁
PERCEIVED DISCRIMINATION IN THE LAST 12 MONTHS	No		<b>84</b> %	-4	-1	-7 😍	-6 😍
IN THE COURSE OF THEIR EMPLOYMENT WERE ASKED WHAT THE BASIS WAS FOR	Did this discrimination occur in your current agency	ß					
THE DISCRIMINATION. EMPLOYEES COULD SELECT ONE OR MORE	Yes	The data for this question has been hid	dden for anony	mity reasons.			
RESPONSES FROM A LIST OF ITEMS.	No	The data for this question has been hid	dden for anony	mity reasons.			
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.							
	KEY	AT LEAST 5 PERCENTAGE PC THAN COMPARATOR	DINTS GREATER		COMPARATO	ERCENTAGE POIN	TS LESS THAN

0	HARASSMENT AND RESP	ONSE SCALE %		RIANCE M 2022	VARIANCE FROM PARENT WORK UNIT	VARIANCE FROM TSY	VARIANCE FROM APS OVERALL
	During the last 12 months, have you been subjected to harassn workplace?	nent or bullying in your current					
EMPLOYEES WHO	Yes	22	% +1	20	+11 🖸	+15 🖸	+12 🖸
PERCEIVED HARASSMENT OR BULLYING IN THE LAST	No	78	% -	7 <b>O</b>	-7 🕑	-10 😍	-7 🔮
12 MONTHS WERE ASKED WHAT TYPE OF HARASSMENT OR	Not sure	09	% -	5 <b>0</b>	-5 🕑	-5	-5 🔮
BULLYING THEY EXPERIENCED. EMPLOYEES COULD	Types of harassment or bullying experienced (3 highest respo	nses):					
SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.	Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	64	%	-	-	-	-
ONLY THE THREE	Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	45	%	-	-	-	-
OPTIONS WITH THE HIGHEST PROPORTION OF RESPONSES ARE	Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)	36	%	-	-	-	-
PRESENTED HERE. THESE MAY VARY BETWEEN AGENCIES, WORK UNITS AND	Did you report the harassment or bullying?						
WITH RESULTS FOR THE APS OVERALL.	I reported the behaviour in accordance with my agency's policies and procedures	36	% +3	6 <b>O</b>	+7 🖸	+1	+2
	It was reported by someone else	99	% +9	90	+3	+1	+1
	I did not report the behaviour	55	% +5	5 <b>0</b>	-10	-2	-3
	KEY	AT LEAST 5 PERCENTAGE POINTS GREATHAN COMPARATOR	ATER		• AT LEAST 5 PE COMPARATOR	RCENTAGE POIN	TS LESS THAN





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#### **Executive Board (EB)**

#### 2024 APS Census results

#### s 22

#### **Key Points**

s 22

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**).

s 22

#### 19 September 2024

#### 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.

s 22

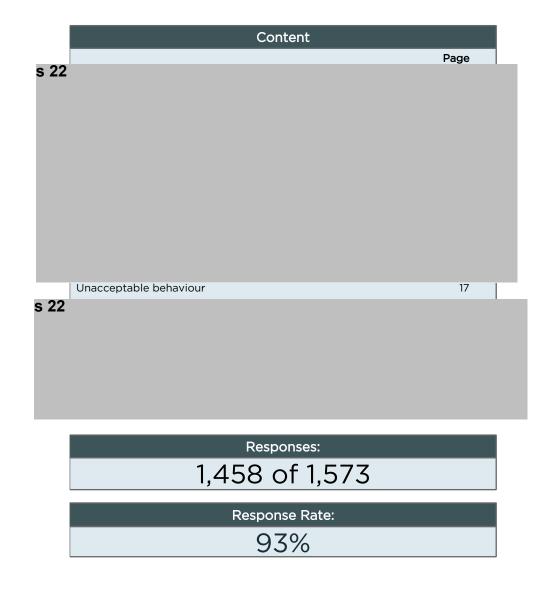
Jody Riley Chief People Officer 11 September 2024

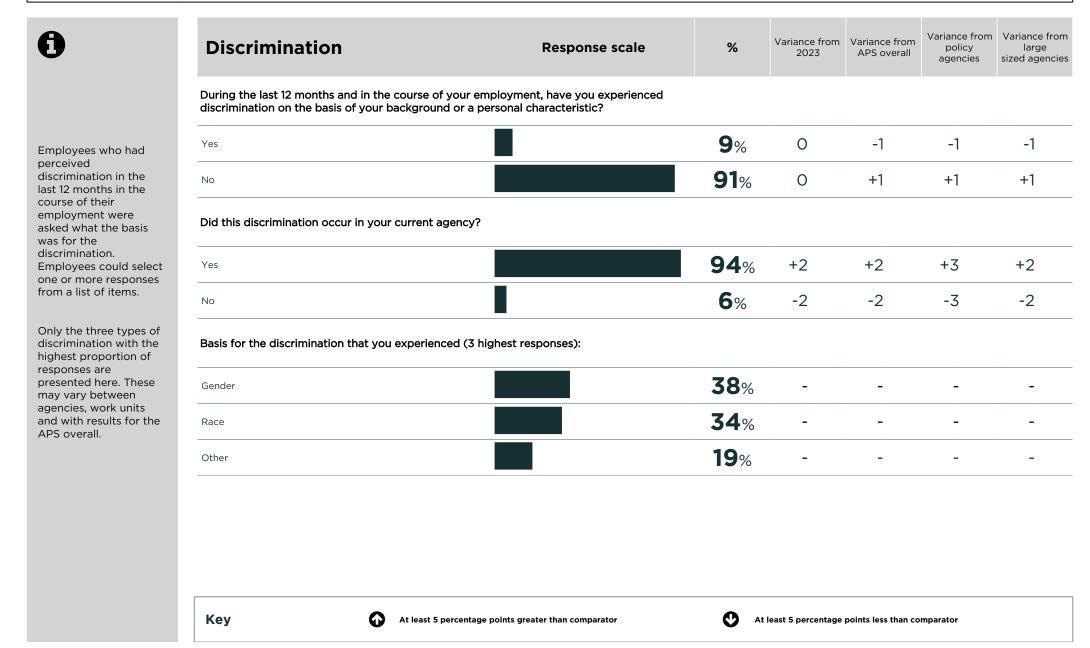
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APS Employee Census 2024 6 May –7 June







0	Corruption	Response scale	%	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
	Excluding behaviour reported to you as part of your witnessed another APS employee in your agency enginary be serious enough to be viewed as corruption?						
Employees who	Yes		1%	0	-2	-2	-2
indicated that they had witnessed potential corrupt behaviour were	No		96%	0	+5 🖸	+3	+4
asked to describe the behaviour. Employees could select one or	Not sure		3%	0	-1	-1	-1
more responses from a list of items.	Would prefer not to answer		1%	0	-1	-1	-1
Only the three types of corrupt behaviours with the highest proportion	Types of corrupt behaviours witnessed (3 highest re	sponses):					
of responses are presented here. These	Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit	t	<b>75</b> %	-	-	-	-
may vary between agencies and with results for the APS	Acting (or failing to act) in the presence of an undisclosed conflict of interest		<b>42</b> %	-	-	-	-
overall.	Fraud, forgery or embezzlement		<b>25</b> %	-	-	-	-
	Did you report the potentially corrupt behaviour?						
	I reported the behaviour in accordance with my agency's policies and procedures		25%	-2	+4	+4	+4
	It was reported by someone else		0%	-9 🕑	-16 🔮	-15 🕑	-15 🕑
	I did not report the behaviour		75%	+11 🔂	+12 🖸	+11 🔂	+11 🖸
	Key At least 5 percentag	ge points greater than comparator	O At	least 5 percentage	points less than co	mparator	



# HAVE YOUR SAY

APS Employee Census 2024 6 May –7 June

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



	Content	
s 22		
- 00	Unacceptable behaviour	17
s 22		
	Responses:	
	140,396 of 173,830	
	Response Rate:	
	81%	

0	Harassment and bullying	Response scale	%	Variance from 2023
	During the last 12 months, have you been subjected to harassment or bullying in your c	urrent workplace?		
Employees who	Yes		11%	0
erceived harassment r bullying in the last 12 nonths were asked	Not sure		5%	0
rhat type of arassment or bullying ney experienced.	No		<b>84</b> %	0
mployees could select ne or more responses rom a list of items.	Types of harassment or bullying experienced (3 highest responses):			
nly the three options	Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		<b>44</b> %	-
ith the highest roportion of esponses are	Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		<b>42</b> %	-
resented here. These ay vary between gencies, work units	Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		<b>29</b> %	-
id with results for the PS overall.	Did you report the harassment or bullying?			
	I reported the behaviour in accordance with my agency's policies and procedures		36%	+1
	It was reported by someone else		7%	-1
	I did not report the behaviour		<b>57</b> %	0
	Key At least 5 percentage points greater than comparator	At least 5 percenta	ige points less than	comparator



Ref: EC24-000631

### Key insights and observations report

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#### Areas of interest

s 22

#### s 22

# Inclusion s 22

J 22

s 22

#### 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.

#### **OFFICIAL:** Sensitive

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.

Ref: EC24-000631

### 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

s 22

Table 1: Final status of 2023 Census Action Plan

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.	<b>Target met</b> . 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.

**OFFICIAL: Sensitive** 

### **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	Str	retch targets
s 22	s 22	•	<ul> <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>
Embedding an inclusive workplace.		s 22	
		•	2% increase in the 2025 Census results on workforce perceptions of inclusion at work.
	<ul> <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</li> </ul>	•	By 30 April 2025, have a draft of the Respect at

- behaviours we expect in the department, including preventing, managing, addressing, and reporting bullying, harassment, discrimination, racism, and sexual misconduct in the workplace.
- By 30 April 2025, have a draft of the Respect at Work in Treasury compendium for consideration by People and Inclusion Committee.



FOI 3895 -Document 14

### **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
22 Embedding an inclusive workplace.		s 22
22	• 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.	<ul> <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>



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# **People & Inclusion Committee (PIC)**

### 21 November 2023

APS Employee Census 2023 - results and action planning

### Key points

s 22

s 22

### 2023 APS Census results and actions

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

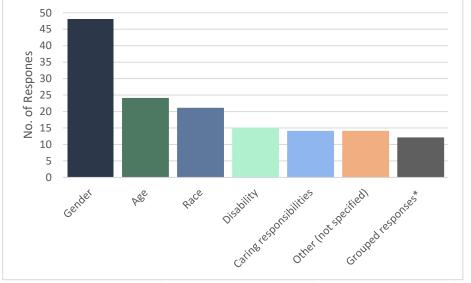
Prepared by Organisational Strategy, POSB

#### **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



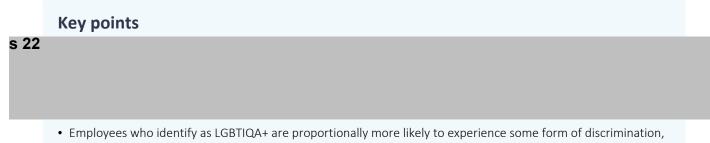
\* Grouped responses are LGBTIQA+ / identification as an Aboriginal and/or Torres Strait Islander person / Religion (unable to define data due to low number of responses).

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 LGBTIQA+

Prepared by Organisational Strategy, POSB



bullying or harassment in the workplace.

#### **Bullying and Harassment**

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

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

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

### APS Census Results 2023 Employees with Carer Responsibilities

Prepared by Organisational Strategy, POSB

#### **Key points**

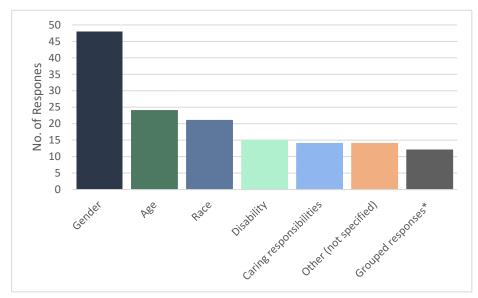
#### s 22

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

### **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 LGBTIQA+ / 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.

#### **Bullying and Harassment**

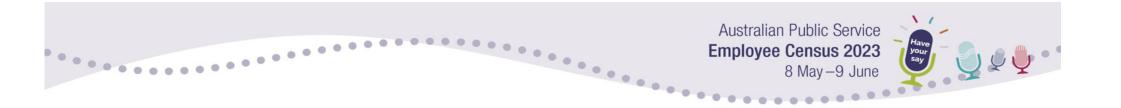
*Employees who are living with disability or are neurodivergent are proportionally more likely to experience some form of bullying or harassment.* 

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.

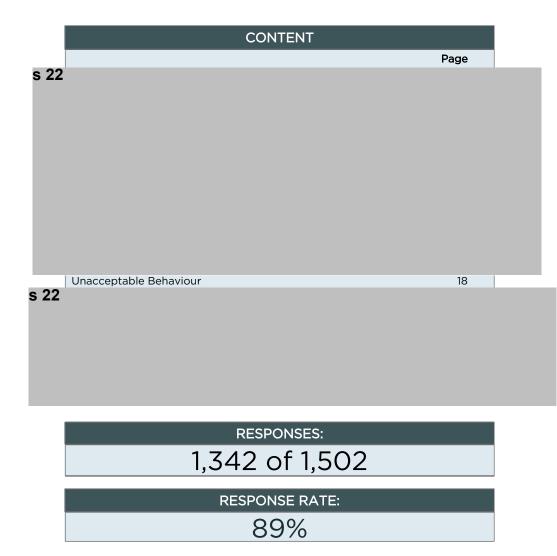
The most prevalent type of bullying or harassment experienced by respondents with an ongoing disability was interference with work tasks (e.g. withholding needed information, undermining or sabotage), followed by verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming).

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.







# **UNACCEPTABLE BEHAVIOUR**

0	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?								
EMPLOYEES WHO HAD	Yes		9%	+2	-2	-1	-1		
PERCEIVED DISCRIMINATION IN THE LAST 12 MONTHS	No		91%	-2	+2	+1	+1		
IN THE COURSE OF THEIR EMPLOYMENT WERE ASKED WHAT THE BASIS WAS FOR	Did this discrimination occur in your current agency?								
THE DISCRIMINATION. EMPLOYEES COULD	Yes		91%	+4	0	+2	+1		
SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.	No		9%	-4	0	-2	-1		
ONLY THE THREE TYPES OF	Basis for the discrimination that you experienced (3 hi	ighest responses):							
DISCRIMINATION WITH THE HIGHEST PROPORTION OF	Gender		<b>43</b> %	-	-	-	-		
RESPONSES ARE PRESENTED HERE. THESE MAY VARY	Age		<b>22</b> %	-	-	-	-		
BETWEEN AGENCIES, WORK UNITS AND	Race		19%	-	-	-	-		
WITH RESULTS FOR THE APS OVERALL.									
	КЕҮ	AT LEAST 5 PERCENTAGE PO THAN COMPARATOR	INTS GREATER	(	AT LEAST 5 I	PERCENTAGE POIN DR	TS LESS THAN		

PAGE 18.

# **UNACCEPTABLE BEHAVIOUR**

0	HARASSMENT AND R	ESPONSE 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 ha workplace?	rassment or bullying in your current					
EMPLOYEES WHO	Yes		8%	+3	-3	-2	-2
PERCEIVED HARASSMENT OR BULLYING IN THE LAST	No		88%	-3	+3	+2	+2
12 MONTHS WERE ASKED WHAT TYPE OF HARASSMENT OR	Not sure		5%	0	-1	-1	-1
BULLYING THEY EXPERIENCED. EMPLOYEES COULD	Types of harassment or bullying experienced (3 highest r	esponses):					
SELECT ONE OR MORE RESPONSES FROM A LIST OF ITEMS.	Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		<b>54</b> %	-	-	-	-
ONLY THE THREE	Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		50%	-	-	-	-
OPTIONS WITH THE HIGHEST PROPORTION OF RESPONSES ARE PRESENTED HERE. THESE MAY VARY BETWEEN AGENCIES,	Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		24%	-	-	-	-
	Did you report the harassment or bullying?						
WORK UNITS AND WITH RESULTS FOR THE APS OVERALL.	I reported the behaviour in accordance with my agency's policies and procedures		36%	+3	+1	+2	0
	It was reported by someone else		8%	+6 🕶	0	0	0
	I did not report the behaviour		56%	-10 🕑	-1	-2	0
	KEY	AT LEAST 5 PERCENTAGE POI THAN COMPARATOR	NTS GREATER		AT LEAST 5 COMPARATO	PERCENTAGE POIN DR	TS LESS THAN

# **UNACCEPTABLE BEHAVIOUR**

0	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 du witnessed another APS employee in your agency engag may be serious enough to be viewed as corruption?						
EMPLOYEES WHO	Yes		1%	0	-2	-1	-2
INDICATED THAT THEY HAD WITNESSED POTENTIAL CORRUPT	Νο		95%	-1	+5 🖸	+3	+3
BEHAVIOUR WERE ASKED TO DESCRIBE THE BEHAVIOUR.	Not sure		3%	+1	-1	-1	-1
EMPLOYEES COULD SELECT ONE OR MORE	Would prefer not to answer		1%	0	-1	-1	-1
RESPONSES FROM A LIST OF ITEMS.	Types of corrupt behaviours witnessed (3 highest respo	onses):					
ONLY THE THREE TYPES OF CORRUPT BEHAVIOURS WITH	Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		<b>58</b> %	-	-	-	-
THE HIGHEST PROPORTION OF RESPONSES ARE	Fraud, forgery or embezzlement		33%	-	-	-	-
PRESENTED HERE. THESE MAY VARY BETWEEN AGENCIES	Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		8%	-	-	-	-
AND WITH RESULTS FOR THE APS OVERALL.	Did you report the potentially corrupt behaviour?						
	I reported the behaviour in accordance with my agency's policies and procedures		<b>27</b> %	-3	+7 🕥	+10 🖸	+8 🖸
	It was reported by someone else		9%	-1	-7 🕑	-6 🔮	-6 🛛
	I did not report the behaviour		<b>64</b> %	+4	0	-3	-2
	KEY	AT LEAST 5 PERCENTAGE POI THAN COMPARATOR	NTS GREATER		AT LEAST 5 COMPARATO	PERCENTAGE POIN DR	TS LESS THAN



### **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.

<ul> <li>Cultivate a culture of 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> <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 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 will be available.</li> <li>2% increase in the 2024 Census on workforce perceptions of wellbeing policies, support, and culture.</li> </ul>	Goals	Key Actions	Stretch targets
	culture of integrity and safety, free of bullying, harassment, and	<ul> <li>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</i></li> </ul>	<ul> <li>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</li> </ul>

### APS Census Results 2023 Gender Equality

Prepared by Organisational Strategy, POSB

### Key points

### s 22

• 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

### Treasury 2023 Census Results – Key insights

#### **OFFICIAL: Sensitive**

# Inclusive workplace culture s 22

Ref: EC22-003385

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.



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### APS Census Results 2023 State located employees - Victoria

Prepared by Organisational Strategy, POSB