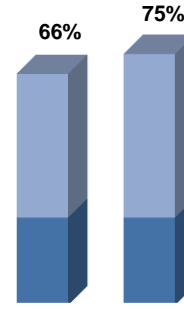




# 2015 State of the Service EMPLOYEE CENSUS

## A SNAPSHOT OF OUR RESULTS



**75%**  
APS VS. FWC  
Participation rates

A total of 229 of FWC's 304 employees responded to this year's census, once again exceeding the APS response rate.

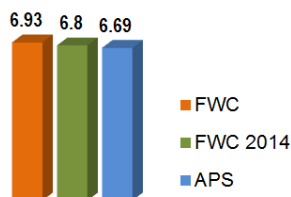
### OUR TOP FIVE RESULTS

- 96%** When I identify a problem I take responsibility for it, including bringing it to the appropriate person's attention. **APS +1**
- 91%** My supervisor is accepting of people from diverse backgrounds. **APS +5**
- 90%** My supervisor acts in accordance with the APS Values in his or her everyday work. **APS +1**
- 87%** I am clear what my duties and responsibilities are. **APS +7**
- 87%** My colleagues in my immediate workgroup act in accordance with the APS Values in their everyday work. **APS -2**

### OUR LOWEST FIVE RESULTS

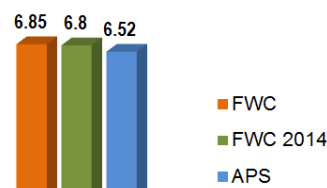
- 33%** My agency routinely applies merit in decisions regarding engagement and promotion. **APS 0**
- 31%** In my agency, senior leaders give their time to identify and develop talented people. **APS +1**
- 30%** I am satisfied with the information I receive from the Fair Work Commission Staff Consultative Committee.\*
- 23%** My agency deals with underperformance effectively. **APS +2**
- 22%** In my agency, the prevention of stress involves all levels of the organisation. **APS -9**

### ENGAGEMENT



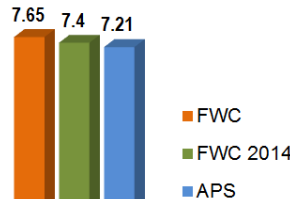
**JOB ENGAGEMENT**  
Results

6.93/10



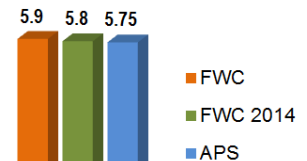
**TEAM ENGAGEMENT**  
Results

6.85/10



**SUPERVISOR ENGAGEMENT**  
Results

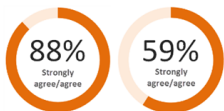
7.65/10



**AGENCY ENGAGEMENT**  
Results

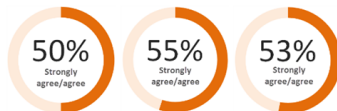
5.9/10

### OTHER FINDINGS



#### STRATEGIC DIRECTION

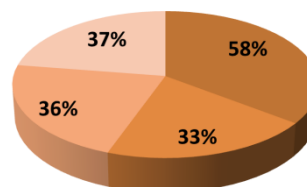
- I have a clear understanding of how my workgroup's role contributes to my agency's strategic direction. **APS +4**
- Senior leaders ensure that work effort contributes to the strategic direction of the agency and the APS. **APS +5**



#### MANAGING CHANGE

- Senior leaders effectively lead & manage organisational change. **APS +5**
- Of those directly affected by major change in their immediate workgroup were satisfied or very satisfied with how well the changes were communicated. **APS +10**
- Staff are consulted about change at work. **APS +8**

#### MOBILITY/CAREER PROGRESSION



- In the last two years I have been provided with an opportunity to be involved in a project outside of my usual work area. \*
- I am satisfied with the opportunities for career progression within my agency. **APS +3**
- In the last two years, I have changed my role, classification, team or branch. \*
- In general, the workforce in my agency is managed well (e.g. filling vacancies, finding the right person for the right job). **APS +5**

#### APS VALUES AND CODE OF CONDUCT

- 90%** Always/often agree that their supervisor acts in accordance with the APS Values in his or her everyday work. **APS +1**
- 87%** Always/often agree that their colleagues in their immediate work group acts in accordance with the APS Values in their everyday work. **APS -2**
- 67%** Always/often agree that the senior leaders (i.e. SES) in their agency act in accordance with the APS Values. **APS -2**
- 11%** Reported they had been the subject of bullying and harassment in the workplace. **APS 0**

#### LEARNING AND DEVELOPMENT

- 53%** My workplace provides access to effective learning and development. **APS -9**
- 27%** The learning and development I have received in the last 12 months has been effective overall in helping me. **APS -1**
- 65%** Of staff spent between 1-5 days attending formal training or education. **APS +8**

\*APS comparison data not available