



# Highlights Report RBA Overall

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RESPONSES:

982 of 1,520

RESPONSE RATE:

65%

# 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 IS MORE THAN SIMPLY JOB SATISFACTION OR COMMITMENT TO AN ORGANISATION. IT IS THE EXTENT TO WHICH EMPLOYEES ARE MOTIVATED, INSPIRED AND ENABLED TO IMPROVE AN ORGANISATION'S OUTCOMES.

YOUR EMPLOYEE ENGAGEMENT INDEX SCORE		79			RESPONSE SCALE	% POSITIVE	VARIANCE FROM APS
SAY	16g. Overall, I am satisfied with my job	74	17	8	74%	0	
	21b. I am proud to work in the RBA	91			91%	+16 ↑	
	21c. I would recommend the RBA as a good place to work	76	16	7	76%	+7 ↑	
	21d. I believe strongly in the purpose and objectives of the RBA	93			93%	+9 ↑	
STAY	21a. I feel a strong personal attachment to the RBA	75	17	8	75%	+14 ↑	
	21g. I feel committed to the RBA's goals	90		9	90%	+7 ↑	
STRIVE	16e. I suggest ideas to improve our way of doing things	91			91%	+5 ↑	
	16f. I am happy to go the 'extra mile' at work when required	93			93%	+2	
	21f. I work beyond what is required in my job to help the RBA achieve its objectives	85		11	85%	+4	
	21h. The RBA really inspires me to do my best work every day	69	21	10	69%	+11 ↑	

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.



### YOUR WELLBEING POLICIES AND SUPPORT INDEX SCORE

# 74

RESPONSE SCALE

% POSITIVE

VARIANCE FROM APS

+6

Wellbeing	Statement	Score	Response Scale	% Positive	Variance from APS
	33a. I am satisfied with the policies/practices in place to help me manage my health and wellbeing	74	18 8	74%	+10
	33b. The RBA does a good job of communicating what it can offer me in terms of health and wellbeing	80	15	80%	+16
	33c. The RBA does a good job of promoting health and wellbeing	78	16	78%	+14
	33d. I think the RBA cares about my health and wellbeing	72	19 9	72%	+11
	33e. I believe my immediate supervisor cares about my health and wellbeing	83	11	83%	-3

#### KEY

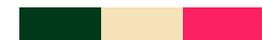


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



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.



**YOUR ENABLING INNOVATION INDEX SCORE**

**68**

RESPONSE SCALE

% POSITIVE

VARIANCE FROM APS

+3

Innovation	Statement	Response Scale			% Positive	Variance from APS
		Positive	Neutral	Negative		
	25a. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	91	7	2	91%	+9 ↑
	25b. My immediate supervisor encourages me to come up with new or better ways of doing things	80	13	7	80%	+7 ↑
	25c. People are recognised for coming up with new and innovative ways of working	61	25	14	61%	+1
	25d. The RBA inspires me to come up with new or better ways of doing things	55	31	14	55%	+3
	25e. The RBA recognises and supports the notion that failure is a part of innovation	38	32	31	38%	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# LEADERSHIP - IMMEDIATE SUPERVISOR



## IMMEDIATE SUPERVISOR

THE IMMEDIATE SUPERVISOR SCORE ASSESSES HOW EMPLOYEES VIEW THE LEADERSHIP BEHAVIOURS OF THEIR IMMEDIATE SUPERVISOR IN LINE WITH THE APS LEADERSHIP CAPABILITY FRAMEWORK.



**YOUR IMMEDIATE SUPERVISOR INDEX SCORE**

**75**

RESPONSE SCALE

% POSITIVE

VARIANCE FROM APS

-2

Immediate Supervisor	Statement	Score	Response Scale	% Positive	Variance from APS
	18b. My supervisor engages with staff on how to respond to future challenges	80	13 7	80%	0
	18c. My supervisor can deliver difficult advice whilst maintaining relationships	74	16 10	74%	-5 ↓
	18d. My supervisor encourages my team to regularly review and improve our work	78	15	78%	-3
	18e. My supervisor is invested in my development	70	18 13	70%	-6 ↓
	18f. My supervisor provides me with helpful feedback to improve my performance	69	18 12	69%	-8 ↓
	18g. My supervisor ensures that my workgroup delivers on what we are responsible for	84	12	84%	-4
	18h. My supervisor invites a range of views, including those different to their own	79	14	79%	-2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# ABOUT YOU

## RESPONSE SCALE

%

### 1. How do you describe your gender?

Man or male		<b>53%</b>
Woman or female		<b>44%</b>
Non-binary		<b>0%</b>
I use a different term		<b>0%</b>
Prefer not to say		<b>3%</b>

### 2. How old were you at your last birthday?

Under 20 years		<b>0%</b>
20 to 29 years		<b>16%</b>
30 to 39 years		<b>27%</b>
40 to 49 years		<b>32%</b>
50 to 59 years		<b>17%</b>
60 or older		<b>2%</b>
Prefer not to say		<b>5%</b>

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ABOUT YOU

RESPONSE SCALE	%
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### 3. What is your current classification level?

Trainee		0%
Graduate		4%
Level 1-2 (or equivalent)		5%
Level 3-4 (or equivalent)		59%
Level 5-6 (or equivalent)		27%
Deputy Head		2%
Head of Department		2%
Assistant Governor, Deputy Governor, Governor		1%

<b>KEY</b>	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR
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# ABOUT YOU

	RESPONSE SCALE	%
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## 4. How long have you worked at the RBA overall?

Less than a year		18%
1 to up to 3 years		17%
3 to up to 5 years		12%
5 to up to 7 years		10%
7 to up to 10 years		11%
More than 10 years		32%

## 5. Have you worked in a professional capacity in any organisation other than the RBA?

No		18%
Yes - less than 2 years in total		14%
Yes - 2 - up to 5 years in total		15%
Yes - more than 5 years in total		53%

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ABOUT YOU

## RESPONSE SCALE

%

### 6. Are you employed on a full-time basis?

Yes		<b>91%</b>
No		<b>9%</b>

### 7. Do you currently access any of the following flexible working arrangements?

Part time		<b>7%</b>
Flexible hours of work		<b>17%</b>
Compressed work week		<b>1%</b>
Job sharing		<b>1%</b>
Working away from the office/working from home		<b>63%</b>
None of the above		<b>10%</b>

### 8. In which country were you born?

Australia		<b>55%</b>
Other country		<b>45%</b>

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR



# ABOUT YOU

## RESPONSE SCALE

%

### 10. Do you speak a language other than English at home?

No, English only		<b>61%</b>
Yes, other		<b>39%</b>

### 11. Do you have an ongoing disability?

Yes		<b>3%</b>
No		<b>94%</b>
Prefer not to say		<b>3%</b>

### 12. Do you identify as LGBTIQ+?

Yes		<b>6%</b>
No		<b>90%</b>
Prefer not to say		<b>4%</b>

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ABOUT YOU

## RESPONSE SCALE

%

### 13. Do you have carer responsibilities?

Yes		42%
No		58%

### 14. What is your highest level of educational attainment?

Year 12 or below		5%
TAFE certification		9%
Bachelors Degree		27%
Bachelors Degree with Honours		17%
Graduate Diploma/Graduate Certificate		9%
Masters Degree		29%
PhD/other postgraduate degree		4%

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# ABOUT YOU

## RESPONSE SCALE

%

### 15. What is your main field of study?

Natural and physical sciences		2%
Information technology		17%
Engineering and related technologies		8%
Computer science		8%
Data science		1%
Architecture and building		1%
Agriculture environmental and related studies		0%
Politics and International studies		0%
Law		2%
Health and medical sciences		0%
Education		1%
Management and commerce		11%
Finance		12%
Economics		22%
Public policy		1%
Social sciences		1%
Creative arts		1%
Other (please specify)		10%

#### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# GENERAL IMPRESSIONS: CURRENT JOB

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM APS
16a. My job gives me opportunities to utilise my skills		88%	+9 ↑
16b. The work I do gives me a sense of accomplishment		84%	+8 ↑
16c. I am satisfied with the recognition I receive for doing a good job		65%	-2
16d. I am satisfied with my non-monetary employment conditions (e.g leave, flexible work arrangements, other benefits)		79%	+3
16h. I understand how my role contributes to achieving an outcome for the Australian public		91%	-2
16i. I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration		83%	+5 ↑
16j. Where appropriate, I am able to take part in decisions that affect my job		75%	+5 ↑
16k. I feel I have the same opportunities as anyone else of my ability or experience		63%	-3

## KEY

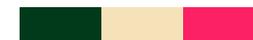


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# GENERAL IMPRESSIONS: IMMEDIATE SUPERVISOR

	RESPONSE SCALE	%
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## 17. What is your immediate supervisor's current classification level?

Level 3-4 (or equivalent)		12%
Level 5-6 (or equivalent)		72%
Deputy Head of Department		5%
Head of Department or above		11%

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# GENERAL IMPRESSIONS: IMMEDIATE SUPERVISOR

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM APS
18a. My supervisor communicates effectively	81	81%	0
18b. My supervisor engages with staff on how to respond to future challenges	80	80%	0
18c. My supervisor can deliver difficult advice whilst maintaining relationships	74	74%	-5 ↓
18d. My supervisor encourages my team to regularly review and improve our work	78	78%	-3
18e. My supervisor is invested in my development	70	70%	-6 ↓
18f. My supervisor provides me with helpful feedback to improve my performance	69	69%	-8 ↓
18g. My supervisor ensures that my workgroup delivers on what we are responsible for	84	84%	-4
18h. My supervisor invites a range of views, including those different to their own	79	79%	-2
18i. I can challenge the ideas of my supervisor at the RBA without any repercussions	77	77%	-
18j. I have sufficient opportunity at the RBA to provide feedback on my supervisor	59	59%	-

## KEY

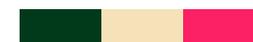


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# GENERAL IMPRESSIONS: DEPARTMENT HEADS AND DEPUTY HEADS

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM APS
19a. My Dept Head/Deputy Heads communicate effectively	80	14		80%	+10 ↑
19b. My Dept Head/Deputy Heads ensure that work effort contributes to the strategic direction of the RBA	81	15		81%	+7 ↑
19c. My Dept Head/Deputy Heads promote cooperation within and between departments	73	20	7	73%	+6 ↑
19d. My Dept Head/Deputy Heads encourage innovation and creativity	70	22	8	70%	+5 ↑
19e. My Dept Head/Deputy Heads create an environment that enables us to deliver our best	69	22	9	69%	+4
19f. My Dept Head/Deputy Heads allocates resources to manage risk appropriately	65	24	11	65%	-
19g. My Dept Head/Deputy Heads encourage a range of views, including those different to their own	70	22	8	70%	-
19h. My Dept Head/Deputy Heads objectively consider other views when their ideas are challenged	67	26	8	67%	-

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# GENERAL IMPRESSIONS: ASSISTANT GOVERNORS, DEPUTY GOVERNORS AND GOVERNOR

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM APS
20a. The senior leadership works as a team	63	28	9	63%	+9 ↑
20b. The senior leadership clearly articulate the direction and priorities for our organisation	70	20	10	70%	+7 ↑
20c. Communication between senior leadership and other employees is effective	55	29	16	55%	+1
20d. The senior leadership communicates effectively	63	24	13	63%	-
20e. The senior leadership promotes cooperation within and between departments	57	29	14	57%	-
20f. The senior leadership encourages innovation and creativity	58	28	14	58%	-
20g. The senior leadership creates an environment that enables us to deliver our best	57	28	14	57%	-
20h. The senior leadership allocates resources to manage risk appropriately	56	30	14	56%	-
20i. The senior leadership encourages a range of views, including those different to their own	55	30	16	55%	-
20j. The senior leadership objectively considers other views when their ideas are challenged	51	32	17	51%	-

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# GENERAL IMPRESSIONS: RBA

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM APS
21e. The RBA supports and actively promotes an inclusive workplace culture		83%	+4
21i. Change is managed well in the RBA		35%	-9 ↓
21j. The RBA values the different ideas of staff and draws on these in decision-making		52%	-
21k. The RBA takes into account the views of a broad range of external stakeholders		53%	-
21l. When the RBA is subject to public criticism, the RBA tries to objectively consider the issues		68%	-

**KEY**

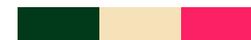


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# GENERAL IMPRESSIONS: RBA

	RESPONSE SCALE	%
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## 22. What are your reasons for staying at the RBA?

Workplace relationships with colleagues		12%
Inclusive work environment		6%
Quality of leadership (e.g. supportive, clear communication)		5%
Non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		10%
Remuneration (e.g. salary, superannuation)		7%
Type/nature of work (e.g. interesting, challenging, specialised, autonomous)		11%
Job security		11%
Location of work		7%
Lack of suitable alternative job prospects		1%
Career progression opportunities		3%
Professional development (e.g. learning new skills or developing current skills)		6%
Belief in the purpose and objectives of the RBA		10%
Service to the Australian public		10%
There are no reasons for staying		0%
Not applicable		0%
Other		1%

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# PRODUCTIVITY AND WAYS OF WORKING

The extent to which the following act as a barrier to performing at your best	RESPONSE SCALE			% POSITIVE	VARIANCE FROM APS
26a. Lack of clarity around my role and responsibilities	69	22	9	69%	+2
26b. Lack of clarity around priorities	63	25	13	63%	+7 ↑
26c. Too many competing priorities	31	36	33	31%	-2
26d. Administrative processes within the RBA	26	36	38	26%	-6 ↓
26e. The technology within the RBA	37	35	28	37%	+3
26f. Internal communication within the RBA	52	34	14	52%	+2
26g. Lack of inclusiveness in the RBA	74	17	8	74%	-6 ↓
26h. Multiple layers of decision making within the RBA	30	31	39	30%	-1
26i. Authority for decision making is at a higher level than required	37	27	35	37%	-9 ↓
26j. The appetite for risk within the RBA	39	35	26	39%	-10 ↓

## KEY

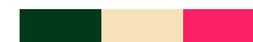


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# PRODUCTIVITY AND WAYS OF WORKING

The extent to which the following act as a barrier to performing at your best	RESPONSE SCALE			% POSITIVE	VARIANCE FROM APS
26k. Resistance to experimentation with new ideas	46	29	25	46%	-10 ↓
26l. Mobility between areas is not supported	66	22	12	66%	-1
26m. Flexible work practices are not supported	80	12	8	80%	+10 ↑
26n. Lack of management of staff underperformance issues	60	23	17	60%	-
26o. Lack of staff accountability	65	21	14	65%	-
26p. Lack of management accountability	60	20	21	60%	-
26q. Lack of addressing underperforming managers	52	22	26	52%	-
26r. Siloed work practices	41	32	28	41%	-

**KEY**



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# PRODUCTIVITY AND WAYS OF WORKING

	RESPONSE SCALE	%
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27. Moving forward, what are the most important positive initiatives you would like to see in your working environment?

Increased clarity around my role and responsibilities		4%
Increased clarity around priorities		6%
Fewer competing priorities		9%
Streamlined administrative processes within the RBA		11%
Improved technology and a more digital environment		11%
Improved internal communication		6%
Improved inclusiveness in the RBA		3%
Fewer layers of decision making		9%
Decision making authority at an appropriate level		9%
Reasonable tolerance for risk		7%
Increased experimentation with new ideas		7%
Increased mobility		4%
Increased flexibility in work practices		7%
Increased instances of working as one organisation		6%
Other		1%

<b>KEY</b>	AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR	AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR
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# DEVELOPING CAPABILITY

	RESPONSE SCALE	%
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28. Are there currently skills or capability gaps within your department?

Yes		49%
No		20%
Not sure		31%

**KEY**



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# DEVELOPING CAPABILITY

RESPONSE SCALE

%

29. What skills or capabilities within your department are below the level required for effective performance?

Written communication		5%
Oral communication		4%
Information and communications technology (ICT) or digital		8%
Data		8%
Strategic policy		4%
Change management		7%
Risk management		3%
Leadership		8%
Human resources		4%
Collaboration and stakeholder engagement		6%
Creativity and innovation		8%
Project and program management		6%
Commercial awareness and business acumen		4%
Technical skills		10%
Subject matter expertise		11%
Other		1%

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# DEVELOPING CAPABILITY

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM APS
30. I am able to access relevant formal and informal learning and development when and where required.	73	18	9	73%	-1
31. Career development discussions at the RBA have helped me to pursue my desired career pathway and goals	40	32	28	40%	-

## KEY

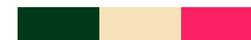


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# WELLBEING

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM APS
32a. I have a choice in deciding how I do my work	72	21		72%	+9 ↑
32b. My immediate supervisor encourages me	74	16	10	74%	-2
32c. I receive the respect I deserve from my colleagues at work	82	13		82%	+1
32d. I am clear what my duties and responsibilities are	83	14		83%	+3
32e. Relationships at work are strained*	60	27	13	60%	-4
32f. Staff are consulted about change at work	48	36	16	48%	-2
34. How often do you find your work stressful?*	14	52	34	14%	-5 ↓
35. I feel burned out by my work**	32	31	37	32%	-4

\* *Negatively worded question where rarely and never options are considered positive responses*

\*\* *Negatively worded question where disagree and strongly disagree options are considered positive responses*

## KEY

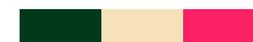


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# DIVERSITY AND INCLUSION

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM APS
36a. The RBA is committed to creating a diverse workforce (e.g. gender, age, cultural & linguistic background, disability, Aboriginal & Torres Strait Islander, LGBTQIA+)	80	80%	-
36b. Personal background is not a barrier to success in the RBA	65	65%	-
36c. I feel safe to speak up and challenge the way things are done at the RBA	55	55%	-
36d. The RBA's Diversity and Inclusion strategy is effective	51	51%	-

## KEY

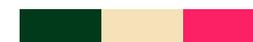


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative

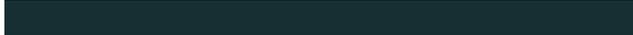


# DIVERSITY AND INCLUSION

RESPONSE SCALE

%

38. 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		8%
No		92%

39. Did this discrimination occur in the RBA?

Yes		97%
No		3%

**KEY**



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# DIVERSITY AND INCLUSION

RESPONSE SCALE

%

## 40. What was the basis of the discrimination that you experienced?

Gender		<b>29%</b>
Race		<b>18%</b>
Disability (e.g. loss of hearing or sight, incomplete use of limbs, or mental health issues)		<b>5%</b>
Caring responsibilities		<b>19%</b>
Age		<b>15%</b>
LGBTIQA+		<b>2%</b>
Identification as an Australian Aboriginal and/or Torres Strait Islander person		<b>0%</b>
Religion		<b>4%</b>
Other		<b>7%</b>

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# DIVERSITY AND INCLUSION

## RESPONSE SCALE

%

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

Yes		7%
No		87%
Not sure		6%

42. What type of harassment or bullying did you experience?

Physical behaviour		3%
Sexual harassment		3%
Cyberbullying (e.g. harassment via IT, or the spreading of gossip/materials intended to defame or humiliate)		3%
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		26%
'Initiations' or pranks		2%
Interference with your personal property or work equipment		2%
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		26%
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		11%
Deliberate exclusion from work-related activities		13%
Other		11%

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# DIVERSITY AND INCLUSION

RESPONSE SCALE

%

## 43. Who was responsible for the harassment or bullying?

Your current supervisor		<b>13%</b>
A previous supervisor		<b>13%</b>
Someone more senior (other than your supervisor)		<b>35%</b>
Co-worker		<b>27%</b>
Contractor		<b>2%</b>
Someone more junior than you		<b>8%</b>
Client, customer or stakeholder		<b>2%</b>
Consultant/service provider		<b>0%</b>

## 44. Did you report the harassment or bullying?

I reported the behaviour in accordance with the RBA's policies and procedures		<b>44%</b>
It was reported by someone else		<b>6%</b>
I did not report the behaviour		<b>49%</b>

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# DIVERSITY AND INCLUSION

RESPONSE SCALE

%

## 45. Please explain why you chose not to report the harassment or bullying?

I did not want to upset relationships in the workplace		15%
I did not have enough evidence		3%
It could affect my career		15%
I did not think action would be taken		18%
The matter was resolved informally		3%
I did not think the harassment or bullying was serious enough		7%
Supervisors accepted the behaviour		10%
I did not think it was worth the hassle of going through the reporting process		10%
I feared possible retaliation or reprisals		13%
I did not know how to report it		4%
Other		4%

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# DIVERSITY AND INCLUSION

## RESPONSE SCALE

%

### 46. Have you witnessed harassment or bullying of someone else at the RBA?

Yes		<b>51%</b>
No		<b>25%</b>
Not sure		<b>24%</b>

### 47. What type of harassment or bullying did the person experience?

Physical behaviour		<b>2%</b>
Sexual harassment		<b>3%</b>
Cyberbullying (e.g. harassment via IT, or the spreading of gossip/materials intended to defame or humiliate)		<b>5%</b>
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		<b>41%</b>
'Initiations' or pranks		<b>3%</b>
Interference with your personal property or work equipment		<b>2%</b>
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		<b>20%</b>
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		<b>8%</b>
Deliberate exclusion from work-related activities		<b>13%</b>
Other		<b>5%</b>

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# DIVERSITY AND INCLUSION

RESPONSE SCALE

%

## 48. Did you report the harassment or bullying?

I reported the behaviour in accordance with the RBA's policies and procedures		<b>41%</b>
It was reported by someone else		<b>13%</b>
I did not report the behaviour		<b>47%</b>

## 49. Please explain why you chose not to report the harassment or bullying?

I did not want to upset relationships in the workplace		<b>10%</b>
I did not have enough evidence		<b>4%</b>
It could affect my career		<b>16%</b>
I did not think action would be taken		<b>20%</b>
The matter was resolved informally		<b>2%</b>
I did not think the harassment or bullying was serious enough		<b>6%</b>
Supervisors accepted the behaviour		<b>18%</b>
I did not think it was worth the hassle of going through the reporting process		<b>6%</b>
I feared possible retaliation or reprisals		<b>16%</b>
I did not know how to report it		<b>0%</b>
Other		<b>2%</b>

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# RECRUITMENT AND RETENTION

RESPONSE SCALE

%

50. 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%
I want to leave my position within the next 12 months		19%
I want to stay working in my position for the next one to two years		47%
I want to stay working in my position for at least the next three years		29%

51. What best describes your plans involved with leaving your current position?

I am planning to retire		5%
I am pursuing another position within the RBA		32%
I am pursuing work outside of the RBA		48%
It is the end of my non-ongoing, casual or contracted employment		3%
Other		11%

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# RECRUITMENT AND RETENTION

RESPONSE SCALE

%

## 52. What is the primary reason behind your desire to leave your current position?

There are a lack of future career opportunities at the RBA		20%
I want to try a different type of work or I'm seeking a career change		8%
I am not satisfied with the work		2%
I am looking to further my skills in another area		12%
My expectations for work in my current position have not been met		2%
I have achieved all I can in my current position		7%
I am not able to access the flexible working arrangements that I require		2%
I am expected to do more work than I reasonably can		3%
I do not have a sense of belonging to my workgroup or agency		2%
Senior leadership is of a poor quality		2%
My immediate supervisor's leadership is of a poor quality		6%
I can receive a higher salary elsewhere		11%
My current workgroup lacks respect for employees		1%
I want to live elsewhere within Australia or overseas		2%
I have experienced unacceptable behaviours (such as bullying or harassment)		1%
I don't think my work performance is fairly assessed in comparison to others		2%
I wish to pursue a promotion opportunity		11%
I wish to pursue a secondment opportunity		0%
Other		6%

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

# RECRUITMENT AND RETENTION

	RESPONSE SCALE			% POSITIVE	VARIANCE FROM APS
53. I have confidence in the way recruitment decisions are made	47	32	21	47%	-
54. The RBA generally selects capable people to do the job	68	20	12	68%	-
55. The RBA encourages diversity of thought through recruitment	54	32	14	54%	-
56. In considering people for promotion, the RBA places enough emphasis on technical ability	53	31	17	53%	-
57. In considering people for promotion, the RBA places enough emphasis on effective management and leadership skills	36	33	31	36%	-
58. The RBA values diversity in recruitment as a way of facilitating different views and expertise	47	42	12	47%	-
59. Opportunities at the RBA are awarded on merit	45	34	21	45%	-
60. Processes for awarding opportunities at the RBA are transparent	31	35	34	31%	-
61. I feel I have an equal chance at promotion at the RBA	40	34	26	40%	-

## KEY

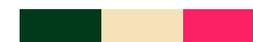


AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



# TEAM COMPARISON



## HOW DO YOU COMPARE?

TO GET AN IDEA OF HOW YOU'RE DOING COMPARED TO OTHERS IN YOUR BUSINESS AREA AND BUSINESS OVERALL THIS CHART BENCHMARKS YOUR EMPLOYEE ENGAGEMENT SCORE, THEME SCORES AND QUESTION SCORES WITH THOSE OF YOUR TEAM.

## HOW ENGAGED ARE YOUR PEOPLE COMPARED TO OTHERS?

WHERE COMPARATIVELY YOU ARE NOT DOING SO WELL, SPEAK TO HIGHER SCORING TEAMS WITH SIMILAR CHALLENGES TO SEE IF THERE ARE SOME BEST PRACTICES THAT HAVE WORKED FOR THEM.

	RBA Overall	Business Services Group	Corporate Services Group	Economic Group	Executive Support Group	Financial Markets Group	Financial System Group
<b>RESPONDENTS</b>	<b>982</b>	<b>190</b>	<b>306</b>	<b>76</b>	<b>220</b>	<b>123</b>	<b>67</b>
<b>EMPLOYEE ENGAGEMENT INDEX</b>	<b>79%</b>	<b>77%</b>	<b>80%</b>	<b>83%</b>	<b>78%</b>	<b>78%</b>	<b>83%</b>
<b>Q16a.</b> My job gives me opportunities to utilise my skills	<b>88%</b>	<b>85%</b>	<b>88%</b>	<b>97%</b>	<b>84%</b>	<b>90%</b>	<b>89%</b>
<b>Q16g.</b> Overall, I am satisfied with my job	<b>74%</b>	<b>71%</b>	<b>73%</b>	<b>89%</b>	<b>73%</b>	<b>75%</b>	<b>77%</b>
<b>Q16k.</b> I feel I have the same opportunities as anyone else of my ability or experience	<b>63%</b>	<b>59%</b>	<b>65%</b>	<b>71%</b>	<b>62%</b>	<b>61%</b>	<b>62%</b>
<b>Q21c.</b> I would recommend the RBA as a good place to work	<b>76%</b>	<b>76%</b>	<b>72%</b>	<b>81%</b>	<b>75%</b>	<b>82%</b>	<b>82%</b>
<b>Q21e.</b> The RBA supports and actively promotes an inclusive workplace culture	<b>83%</b>	<b>84%</b>	<b>89%</b>	<b>76%</b>	<b>82%</b>	<b>80%</b>	<b>75%</b>
<b>Q21j.</b> The RBA values the different ideas of staff and draws on these in decision-making	<b>52%</b>	<b>50%</b>	<b>63%</b>	<b>51%</b>	<b>46%</b>	<b>48%</b>	<b>44%</b>
<b>Q21k.</b> The RBA takes into account the views of a broad range of external stakeholders	<b>53%</b>	<b>51%</b>	<b>61%</b>	<b>47%</b>	<b>53%</b>	<b>43%</b>	<b>51%</b>
<b>Q21l.</b> When the RBA is subject to public criticism, the RBA tries to objectively consider the issues	<b>68%</b>	<b>64%</b>	<b>77%</b>	<b>60%</b>	<b>71%</b>	<b>60%</b>	<b>52%</b>

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

# TEAM COMPARISON



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<b>RESPONDENTS</b>	982	190	306	76	220	123	67
<b>EMPLOYEE ENGAGEMENT INDEX</b>	<b>79%</b>	<b>77%</b>	<b>80%</b>	<b>83%</b>	<b>78%</b>	<b>78%</b>	<b>83%</b>
<b>Q25e.</b> The RBA recognises and supports the notion that failure is a part of innovation	<b>38%</b>	<b>39%</b>	<b>44%</b>	<b>36%</b>	<b>37%</b>	<b>32%</b>	<b>24%</b>
<b>Q32c.</b> I receive the respect I deserve from my colleagues at work	<b>82%</b>	<b>83%</b>	<b>82%</b>	<b>85%</b>	<b>80%</b>	<b>84%</b>	<b>83%</b>
<b>Q32f.</b> Staff are consulted about change at work	<b>48%</b>	<b>45%</b>	<b>52%</b>	<b>39%</b>	<b>49%</b>	<b>41%</b>	<b>59%</b>
<b>Q33b.</b> The RBA does a good job of communicating what it can offer me in terms of health and wellbeing	<b>80%</b>	<b>77%</b>	<b>79%</b>	<b>72%</b>	<b>88%</b>	<b>77%</b>	<b>81%</b>
<b>Q33d.</b> I think the RBA cares about my health and wellbeing	<b>72%</b>	<b>70%</b>	<b>72%</b>	<b>69%</b>	<b>75%</b>	<b>74%</b>	<b>67%</b>
<b>Q36a.</b> The RBA is committed to creating a diverse workforce (e.g. gender, age, cultural & linguistic background, disability, Aboriginal & Torres Strait Islander, LGBTIQ+)	<b>80%</b>	<b>81%</b>	<b>87%</b>	<b>76%</b>	<b>84%</b>	<b>69%</b>	<b>63%</b>
<b>Q36b.</b> Personal background is not a barrier to success in the RBA	<b>65%</b>	<b>71%</b>	<b>75%</b>	<b>60%</b>	<b>60%</b>	<b>56%</b>	<b>52%</b>
<b>Q36c.</b> I feel safe to speak up and challenge the way things are done at the RBA	<b>55%</b>	<b>56%</b>	<b>58%</b>	<b>56%</b>	<b>51%</b>	<b>52%</b>	<b>56%</b>
<b>Q36d.</b> The RBA's Diversity and Inclusion strategy is effective	<b>51%</b>	<b>54%</b>	<b>65%</b>	<b>41%</b>	<b>44%</b>	<b>39%</b>	<b>38%</b>

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
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<b>EMPLOYEE ENGAGEMENT INDEX</b>	<b>79%</b>	<b>77%</b>	<b>80%</b>	<b>83%</b>	<b>78%</b>	<b>78%</b>	<b>83%</b>
<b>Q54.</b> The RBA generally selects capable people to do the job	<b>68%</b>	<b>56%</b>	<b>64%</b>	<b>87%</b>	<b>67%</b>	<b>75%</b>	<b>89%</b>
<b>Q55.</b> The RBA encourages diversity of thought through recruitment	<b>54%</b>	<b>52%</b>	<b>67%</b>	<b>41%</b>	<b>52%</b>	<b>46%</b>	<b>40%</b>
<b>Q56.</b> In considering people for promotion, the RBA places enough emphasis on technical ability	<b>53%</b>	<b>46%</b>	<b>49%</b>	<b>56%</b>	<b>55%</b>	<b>56%</b>	<b>70%</b>
<b>Q57.</b> In considering people for promotion, the RBA places enough emphasis on effective management and leadership skills	<b>36%</b>	<b>38%</b>	<b>43%</b>	<b>34%</b>	<b>33%</b>	<b>24%</b>	<b>41%</b>
<b>Q58.</b> The RBA values diversity in recruitment as a way of facilitating different views and expertise	<b>47%</b>	<b>46%</b>	<b>58%</b>	<b>41%</b>	<b>43%</b>	<b>36%</b>	<b>40%</b>
<b>Q59.</b> Opportunities at the RBA are awarded on merit	<b>45%</b>	<b>42%</b>	<b>47%</b>	<b>50%</b>	<b>42%</b>	<b>35%</b>	<b>61%</b>

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

# HOW DO YOU DESCRIBE YOUR GENDER?



## YOUR DEMOGRAPHIC PROFILES

TO HELP YOU UNDERSTAND HOW ENGAGED DIFFERENT GROUPS OF COLLEAGUES ARE, BIG VILLAGE ASKED A FEW DEMOGRAPHIC QUESTIONS IN THE SURVEY.

THESE RESULTS WILL HELP YOU IDENTIFY HOW CERTAIN FACTORS INFLUENCE HOW CONNECTED AND ENGAGED COLLEAGUES FEEL TO THE COMPANY.

(r) INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	RBA Overall	Man or male	Woman or female	Non-binary	I use a different term	Prefer not to say
<b>RESPONDENTS</b>	<b>982</b>	<b>518</b>	<b>433</b>	<b>(r)</b>	<b>(r)</b>	<b>26</b>
<b>EMPLOYEE ENGAGEMENT INDEX</b>	<b>79%</b>	<b>80%</b>	<b>79%</b>	<b>(r)</b>	<b>(r)</b>	<b>70%</b>
<b>Q16a.</b> My job gives me opportunities to utilise my skills	<b>88%</b>	<b>89%</b>	<b>87%</b>	<b>(r)</b>	<b>(r)</b>	<b>79%</b>
<b>Q16g.</b> Overall, I am satisfied with my job	<b>74%</b>	<b>75%</b>	<b>76%</b>	<b>(r)</b>	<b>(r)</b>	<b>38%</b>
<b>Q16k.</b> I feel I have the same opportunities as anyone else of my ability or experience	<b>63%</b>	<b>66%</b>	<b>61%</b>	<b>(r)</b>	<b>(r)</b>	<b>38%</b>
<b>Q21c.</b> I would recommend the RBA as a good place to work	<b>76%</b>	<b>77%</b>	<b>77%</b>	<b>(r)</b>	<b>(r)</b>	<b>43%</b>
<b>Q21e.</b> The RBA supports and actively promotes an inclusive workplace culture	<b>83%</b>	<b>85%</b>	<b>81%</b>	<b>(r)</b>	<b>(r)</b>	<b>61%</b>
<b>Q21j.</b> The RBA values the different ideas of staff and draws on these in decision-making	<b>52%</b>	<b>55%</b>	<b>51%</b>	<b>(r)</b>	<b>(r)</b>	<b>29%</b>
<b>Q21k.</b> The RBA takes into account the views of a broad range of external stakeholders	<b>53%</b>	<b>55%</b>	<b>53%</b>	<b>(r)</b>	<b>(r)</b>	<b>25%</b>
<b>Q21l.</b> When the RBA is subject to public criticism, the RBA tries to objectively consider the issues	<b>68%</b>	<b>69%</b>	<b>68%</b>	<b>(r)</b>	<b>(r)</b>	<b>50%</b>

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

# HOW DO YOU DESCRIBE YOUR GENDER?



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	RBA Overall	Man or male	Woman or female	Non-binary	I use a different term	Prefer not to say
<b>RESPONDENTS</b>	<b>982</b>	<b>518</b>	<b>433</b>	<b>(r)</b>	<b>(r)</b>	<b>26</b>
<b>EMPLOYEE ENGAGEMENT INDEX</b>	<b>79%</b>	<b>80%</b>	<b>79%</b>	<b>(r)</b>	<b>(r)</b>	<b>70%</b>
<b>Q25e.</b> The RBA recognises and supports the notion that failure is a part of innovation	<b>38%</b>	<b>38%</b>	<b>39%</b>	<b>(r)</b>	<b>(r)</b>	<b>17%</b>
<b>Q32c.</b> I receive the respect I deserve from my colleagues at work	<b>82%</b>	<b>81%</b>	<b>84%</b>	<b>(r)</b>	<b>(r)</b>	<b>87%</b>
<b>Q32f.</b> Staff are consulted about change at work	<b>48%</b>	<b>51%</b>	<b>45%</b>	<b>(r)</b>	<b>(r)</b>	<b>43%</b>
<b>Q33b.</b> The RBA does a good job of communicating what it can offer me in terms of health and wellbeing	<b>80%</b>	<b>78%</b>	<b>83%</b>	<b>(r)</b>	<b>(r)</b>	<b>65%</b>
<b>Q33d.</b> I think the RBA cares about my health and wellbeing	<b>72%</b>	<b>73%</b>	<b>72%</b>	<b>(r)</b>	<b>(r)</b>	<b>48%</b>
<b>Q36a.</b> The RBA is committed to creating a diverse workforce (e.g. gender, age, cultural & linguistic background, disability, Aboriginal & Torres Strait Islander, LGBTIQ+)	<b>80%</b>	<b>80%</b>	<b>81%</b>	<b>(r)</b>	<b>(r)</b>	<b>70%</b>
<b>Q36b.</b> Personal background is not a barrier to success in the RBA	<b>65%</b>	<b>68%</b>	<b>63%</b>	<b>(r)</b>	<b>(r)</b>	<b>43%</b>
<b>Q36c.</b> I feel safe to speak up and challenge the way things are done at the RBA	<b>55%</b>	<b>60%</b>	<b>51%</b>	<b>(r)</b>	<b>(r)</b>	<b>17%</b>
<b>Q36d.</b> The RBA's Diversity and Inclusion strategy is effective	<b>51%</b>	<b>51%</b>	<b>51%</b>	<b>(r)</b>	<b>(r)</b>	<b>35%</b>

○ AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE

○ AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

# HOW DO YOU DESCRIBE YOUR GENDER?



## YOUR DEMOGRAPHIC PROFILES

TO HELP YOU UNDERSTAND HOW ENGAGED DIFFERENT GROUPS OF COLLEAGUES ARE, BIG VILLAGE ASKED A FEW DEMOGRAPHIC QUESTIONS IN THE SURVEY.

THESE RESULTS WILL HELP YOU IDENTIFY HOW CERTAIN FACTORS INFLUENCE HOW CONNECTED AND ENGAGED COLLEAGUES FEEL TO THE COMPANY.

(r) INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	RBA Overall	Man or male	Woman or female	Non-binary	I use a different term	Prefer not to say
<b>RESPONDENTS</b>	<b>982</b>	<b>518</b>	<b>433</b>	<b>(r)</b>	<b>(r)</b>	<b>26</b>
<b>EMPLOYEE ENGAGEMENT INDEX</b>	<b>79%</b>	<b>80%</b>	<b>79%</b>	<b>(r)</b>	<b>(r)</b>	<b>70%</b>
<b>Q54.</b> The RBA generally selects capable people to do the job	<b>68%</b>	<b>69%</b>	<b>68%</b>	<b>(r)</b>	<b>(r)</b>	<b>52%</b>
<b>Q55.</b> The RBA encourages diversity of thought through recruitment	<b>54%</b>	<b>57%</b>	<b>52%</b>	<b>(r)</b>	<b>(r)</b>	<b>35%</b>
<b>Q56.</b> In considering people for promotion, the RBA places enough emphasis on technical ability	<b>53%</b>	<b>50%</b>	<b>57%</b>	<b>(r)</b>	<b>(r)</b>	<b>35%</b>
<b>Q57.</b> In considering people for promotion, the RBA places enough emphasis on effective management and leadership skills	<b>36%</b>	<b>39%</b>	<b>35%</b>	<b>(r)</b>	<b>(r)</b>	<b>13%</b>
<b>Q58.</b> The RBA values diversity in recruitment as a way of facilitating different views and expertise	<b>47%</b>	<b>48%</b>	<b>47%</b>	<b>(r)</b>	<b>(r)</b>	<b>22%</b>
<b>Q59.</b> Opportunities at the RBA are awarded on merit	<b>45%</b>	<b>47%</b>	<b>44%</b>	<b>(r)</b>	<b>(r)</b>	<b>16%</b>

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

# WHAT IS YOUR CURRENT CLASSIFICATION LEVEL?



## YOUR DEMOGRAPHIC PROFILES

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(r) INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	RBA Overall	Trainee	Graduate	Level 1-2 (or equivalent)	Level 3-4 (or equivalent)	Level 5-6 (or equivalent)	Deputy Head	Head of Department	Assistant Governor, Deputy Governor, Governor
<b>RESPONDENTS</b>	982	(r)	43	45	578	268	20	18	(r)
<b>EMPLOYEE ENGAGEMENT INDEX</b>	<b>79%</b>	<b>(r)</b>	<b>82%</b>	<b>78%</b>	<b>77%</b>	<b>82%</b>	<b>86%</b>	<b>89%</b>	<b>(r)</b>
<b>Q16a.</b> My job gives me opportunities to utilise my skills	<b>88%</b>	<b>(r)</b>	<b>93%</b>	<b>75%</b>	<b>84%</b>	<b>95%</b>	<b>89%</b>	<b>94%</b>	<b>(r)</b>
<b>Q16g.</b> Overall, I am satisfied with my job	<b>74%</b>	<b>(r)</b>	<b>86%</b>	<b>77%</b>	<b>71%</b>	<b>79%</b>	<b>74%</b>	<b>67%</b>	<b>(r)</b>
<b>Q16k.</b> I feel I have the same opportunities as anyone else of my ability or experience	<b>63%</b>	<b>(r)</b>	<b>79%</b>	<b>68%</b>	<b>60%</b>	<b>65%</b>	<b>74%</b>	<b>72%</b>	<b>(r)</b>
<b>Q21c.</b> I would recommend the RBA as a good place to work	<b>76%</b>	<b>(r)</b>	<b>95%</b>	<b>79%</b>	<b>73%</b>	<b>77%</b>	<b>89%</b>	<b>88%</b>	<b>(r)</b>
<b>Q21e.</b> The RBA supports and actively promotes an inclusive workplace culture	<b>83%</b>	<b>(r)</b>	<b>88%</b>	<b>87%</b>	<b>83%</b>	<b>82%</b>	<b>79%</b>	<b>82%</b>	<b>(r)</b>
<b>Q21j.</b> The RBA values the different ideas of staff and draws on these in decision-making	<b>52%</b>	<b>(r)</b>	<b>53%</b>	<b>67%</b>	<b>53%</b>	<b>46%</b>	<b>58%</b>	<b>65%</b>	<b>(r)</b>
<b>Q21k.</b> The RBA takes into account the views of a broad range of external stakeholders	<b>53%</b>	<b>(r)</b>	<b>45%</b>	<b>64%</b>	<b>52%</b>	<b>53%</b>	<b>63%</b>	<b>76%</b>	<b>(r)</b>
<b>Q21i.</b> When the RBA is subject to public criticism, the RBA tries to objectively consider the issues	<b>68%</b>	<b>(r)</b>	<b>65%</b>	<b>59%</b>	<b>69%</b>	<b>66%</b>	<b>74%</b>	<b>76%</b>	<b>(r)</b>

# WHAT IS YOUR CURRENT CLASSIFICATION LEVEL?



## YOUR DEMOGRAPHIC PROFILES

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(r) INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	RBA Overall	Trainee	Graduate	Level 1-2 (or equivalent)	Level 3-4 (or equivalent)	Level 5-6 (or equivalent)	Deputy Head	Head of Department	Assistant Governor, Deputy Governor, Governor
<b>RESPONDENTS</b>	982	(r)	43	45	578	268	20	18	(r)
<b>EMPLOYEE ENGAGEMENT INDEX</b>									
<b>79%</b>	<b>(r)</b>	<b>82%</b>	<b>78%</b>	<b>77%</b>	<b>82%</b>	<b>86%</b>	<b>89%</b>	<b>(r)</b>	
<b>Q25e.</b> The RBA recognises and supports the notion that failure is a part of innovation	<b>38%</b>	<b>(r)</b>	<b>53%</b>	<b>53%</b>	<b>39%</b>	<b>31%</b>	<b>21%</b>	<b>29%</b>	<b>(r)</b>
<b>Q32c.</b> I receive the respect I deserve from my colleagues at work	<b>82%</b>	<b>(r)</b>	<b>95%</b>	<b>94%</b>	<b>81%</b>	<b>81%</b>	<b>89%</b>	<b>65%</b>	<b>(r)</b>
<b>Q32f.</b> Staff are consulted about change at work	<b>48%</b>	<b>(r)</b>	<b>56%</b>	<b>69%</b>	<b>43%</b>	<b>49%</b>	<b>68%</b>	<b>65%</b>	<b>(r)</b>
<b>Q33b.</b> The RBA does a good job of communicating what it can offer me in terms of health and wellbeing	<b>80%</b>	<b>(r)</b>	<b>85%</b>	<b>81%</b>	<b>79%</b>	<b>79%</b>	<b>95%</b>	<b>94%</b>	<b>(r)</b>
<b>Q33d.</b> I think the RBA cares about my health and wellbeing	<b>72%</b>	<b>(r)</b>	<b>87%</b>	<b>88%</b>	<b>70%</b>	<b>70%</b>	<b>79%</b>	<b>82%</b>	<b>(r)</b>
<b>Q36a.</b> The RBA is committed to creating a diverse workforce (e.g. gender, age, cultural & linguistic background, disability, Aboriginal & Torres Strait Islander, LGBTIQ+)	<b>80%</b>	<b>(r)</b>	<b>71%</b>	<b>81%</b>	<b>83%</b>	<b>77%</b>	<b>68%</b>	<b>71%</b>	<b>(r)</b>
<b>Q36b.</b> Personal background is not a barrier to success in the RBA	<b>65%</b>	<b>(r)</b>	<b>50%</b>	<b>75%</b>	<b>67%</b>	<b>62%</b>	<b>63%</b>	<b>65%</b>	<b>(r)</b>
<b>Q36c.</b> I feel safe to speak up and challenge the way things are done at the RBA	<b>55%</b>	<b>(r)</b>	<b>58%</b>	<b>63%</b>	<b>53%</b>	<b>55%</b>	<b>63%</b>	<b>65%</b>	<b>(r)</b>
<b>Q36d.</b> The RBA's Diversity and Inclusion strategy is effective	<b>51%</b>	<b>(r)</b>	<b>39%</b>	<b>72%</b>	<b>53%</b>	<b>47%</b>	<b>53%</b>	<b>35%</b>	<b>(r)</b>

# WHAT IS YOUR CURRENT CLASSIFICATION LEVEL?



## YOUR DEMOGRAPHIC PROFILES

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(r) INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

	RBA Overall	Trainee	Graduate	Level 1-2 (or equivalent)	Level 3-4 (or equivalent)	Level 5-6 (or equivalent)	Deputy Head	Head of Department	Assistant Governor, Deputy Governor, Governor
<b>RESPONDENTS</b>	982	(r)	43	45	578	268	20	18	(r)
<b>EMPLOYEE ENGAGEMENT INDEX</b>	<b>79%</b>	<b>(r)</b>	<b>82%</b>	<b>78%</b>	<b>77%</b>	<b>82%</b>	<b>86%</b>	<b>89%</b>	<b>(r)</b>
<b>Q54.</b> The RBA generally selects capable people to do the job	<b>68%</b>	<b>(r)</b>	<b>100%</b>	<b>69%</b>	<b>62%</b>	<b>73%</b>	<b>79%</b>	<b>76%</b>	<b>(r)</b>
<b>Q55.</b> The RBA encourages diversity of thought through recruitment	<b>54%</b>	<b>(r)</b>	<b>29%</b>	<b>61%</b>	<b>57%</b>	<b>50%</b>	<b>47%</b>	<b>35%</b>	<b>(r)</b>
<b>Q56.</b> In considering people for promotion, the RBA places enough emphasis on technical ability	<b>53%</b>	<b>(r)</b>	<b>63%</b>	<b>63%</b>	<b>45%</b>	<b>63%</b>	<b>68%</b>	<b>71%</b>	<b>(r)</b>
<b>Q57.</b> In considering people for promotion, the RBA places enough emphasis on effective management and leadership skills	<b>36%</b>	<b>(r)</b>	<b>32%</b>	<b>56%</b>	<b>34%</b>	<b>38%</b>	<b>32%</b>	<b>41%</b>	<b>(r)</b>
<b>Q58.</b> The RBA values diversity in recruitment as a way of facilitating different views and expertise	<b>47%</b>	<b>(r)</b>	<b>22%</b>	<b>59%</b>	<b>48%</b>	<b>45%</b>	<b>37%</b>	<b>47%</b>	<b>(r)</b>
<b>Q59.</b> Opportunities at the RBA are awarded on merit	<b>45%</b>	<b>(r)</b>	<b>37%</b>	<b>59%</b>	<b>40%</b>	<b>48%</b>	<b>68%</b>	<b>65%</b>	<b>(r)</b>

# ARE YOU EMPLOYED ON A FULL-TIME BASIS?



## YOUR DEMOGRAPHIC PROFILES

TO HELP YOU UNDERSTAND HOW ENGAGED DIFFERENT GROUPS OF COLLEAGUES ARE, BIG VILLAGE ASKED A FEW DEMOGRAPHIC QUESTIONS IN THE SURVEY.

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(r) INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	RBA Overall	Yes	No
<b>RESPONDENTS</b>	<b>982</b>	<b>885</b>	<b>91</b>
<b>EMPLOYEE ENGAGEMENT INDEX</b>	<b>79%</b>	<b>80%</b>	<b>76%</b>
<b>Q16a.</b> My job gives me opportunities to utilise my skills	<b>88%</b>	<b>88%</b>	<b>87%</b>
<b>Q16g.</b> Overall, I am satisfied with my job	<b>74%</b>	<b>75%</b>	<b>74%</b>
<b>Q16k.</b> I feel I have the same opportunities as anyone else of my ability or experience	<b>63%</b>	<b>64%</b>	<b>61%</b>
<b>Q21c.</b> I would recommend the RBA as a good place to work	<b>76%</b>	<b>76%</b>	<b>75%</b>
<b>Q21e.</b> The RBA supports and actively promotes an inclusive workplace culture	<b>83%</b>	<b>83%</b>	<b>79%</b>
<b>Q21j.</b> The RBA values the different ideas of staff and draws on these in decision-making	<b>52%</b>	<b>53%</b>	<b>49%</b>
<b>Q21k.</b> The RBA takes into account the views of a broad range of external stakeholders	<b>53%</b>	<b>53%</b>	<b>55%</b>
<b>Q21i.</b> When the RBA is subject to public criticism, the RBA tries to objectively consider the issues	<b>68%</b>	<b>68%</b>	<b>66%</b>

○ AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE

○ AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

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	RBA Overall	Yes	No
<b>RESPONDENTS</b>	<b>982</b>	<b>885</b>	<b>91</b>
<b>EMPLOYEE ENGAGEMENT INDEX</b>	<b>79%</b>	<b>80%</b>	<b>76%</b>
<b>Q25e.</b> The RBA recognises and supports the notion that failure is a part of innovation	<b>38%</b>	<b>37%</b>	<b>44%</b>
<b>Q32c.</b> I receive the respect I deserve from my colleagues at work	<b>82%</b>	<b>82%</b>	<b>87%</b>
<b>Q32f.</b> Staff are consulted about change at work	<b>48%</b>	<b>47%</b>	<b>53%</b>
<b>Q33b.</b> The RBA does a good job of communicating what it can offer me in terms of health and wellbeing	<b>80%</b>	<b>80%</b>	<b>85%</b>
<b>Q33d.</b> I think the RBA cares about my health and wellbeing	<b>72%</b>	<b>71%</b>	<b>82%</b>
<b>Q36a.</b> The RBA is committed to creating a diverse workforce (e.g. gender, age, cultural & linguistic background, disability, Aboriginal & Torres Strait Islander, LGBTQIA+)	<b>80%</b>	<b>80%</b>	<b>80%</b>
<b>Q36b.</b> Personal background is not a barrier to success in the RBA	<b>65%</b>	<b>65%</b>	<b>66%</b>
<b>Q36c.</b> I feel safe to speak up and challenge the way things are done at the RBA	<b>55%</b>	<b>55%</b>	<b>55%</b>
<b>Q36d.</b> The RBA's Diversity and Inclusion strategy is effective	<b>51%</b>	<b>51%</b>	<b>47%</b>

○ AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE

○ AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

# ARE YOU EMPLOYED ON A FULL-TIME BASIS?



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(r) INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	RBA Overall	Yes	No
<b>RESPONDENTS</b>	<b>982</b>	<b>885</b>	<b>91</b>
<b>EMPLOYEE ENGAGEMENT INDEX</b>	<b>79%</b>	<b>80%</b>	<b>76%</b>
<b>Q54.</b> The RBA generally selects capable people to do the job	<b>68%</b>	<b>68%</b>	<b>70%</b>
<b>Q55.</b> The RBA encourages diversity of thought through recruitment	<b>54%</b>	<b>55%</b>	<b>47%</b>
<b>Q56.</b> In considering people for promotion, the RBA places enough emphasis on technical ability	<b>53%</b>	<b>52%</b>	<b>58%</b>
<b>Q57.</b> In considering people for promotion, the RBA places enough emphasis on effective management and leadership skills	<b>36%</b>	<b>36%</b>	<b>37%</b>
<b>Q58.</b> The RBA values diversity in recruitment as a way of facilitating different views and expertise	<b>47%</b>	<b>47%</b>	<b>41%</b>
<b>Q59.</b> Opportunities at the RBA are awarded on merit	<b>45%</b>	<b>44%</b>	<b>49%</b>

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

# DO YOU SPEAK A LANGUAGE OTHER THAN ENGLISH AT HOME?



## YOUR DEMOGRAPHIC PROFILES

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(r) INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	RBA Overall	No, English only	Yes, other
<b>RESPONDENTS</b>	<b>982</b>	<b>593</b>	<b>380</b>
<b>EMPLOYEE ENGAGEMENT INDEX</b>	<b>79%</b>	<b>79%</b>	<b>80%</b>
<b>Q16a.</b> My job gives me opportunities to utilise my skills	<b>88%</b>	<b>88%</b>	<b>88%</b>
<b>Q16g.</b> Overall, I am satisfied with my job	<b>74%</b>	<b>74%</b>	<b>75%</b>
<b>Q16k.</b> I feel I have the same opportunities as anyone else of my ability or experience	<b>63%</b>	<b>64%</b>	<b>61%</b>
<b>Q21c.</b> I would recommend the RBA as a good place to work	<b>76%</b>	<b>74%</b>	<b>79%</b>
<b>Q21e.</b> The RBA supports and actively promotes an inclusive workplace culture	<b>83%</b>	<b>82%</b>	<b>84%</b>
<b>Q21j.</b> The RBA values the different ideas of staff and draws on these in decision-making	<b>52%</b>	<b>48%</b>	<b>60%</b>
<b>Q21k.</b> The RBA takes into account the views of a broad range of external stakeholders	<b>53%</b>	<b>47%</b>	<b>64%</b>
<b>Q21i.</b> When the RBA is subject to public criticism, the RBA tries to objectively consider the issues	<b>68%</b>	<b>63%</b>	<b>77%</b>

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

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	RBA Overall	No, English only	Yes, other
<b>RESPONDENTS</b>	<b>982</b>	<b>593</b>	<b>380</b>
<b>EMPLOYEE ENGAGEMENT INDEX</b>	<b>79%</b>	<b>79%</b>	<b>80%</b>
<b>Q25e.</b> The RBA recognises and supports the notion that failure is a part of innovation	<b>38%</b>	<b>30%</b>	<b>50%</b>
<b>Q32c.</b> I receive the respect I deserve from my colleagues at work	<b>82%</b>	<b>81%</b>	<b>85%</b>
<b>Q32f.</b> Staff are consulted about change at work	<b>48%</b>	<b>44%</b>	<b>54%</b>
<b>Q33b.</b> The RBA does a good job of communicating what it can offer me in terms of health and wellbeing	<b>80%</b>	<b>79%</b>	<b>82%</b>
<b>Q33d.</b> I think the RBA cares about my health and wellbeing	<b>72%</b>	<b>68%</b>	<b>79%</b>
<b>Q36a.</b> The RBA is committed to creating a diverse workforce (e.g. gender, age, cultural & linguistic background, disability, Aboriginal & Torres Strait Islander, LGBTQIA+)	<b>80%</b>	<b>79%</b>	<b>81%</b>
<b>Q36b.</b> Personal background is not a barrier to success in the RBA	<b>65%</b>	<b>65%</b>	<b>66%</b>
<b>Q36c.</b> I feel safe to speak up and challenge the way things are done at the RBA	<b>55%</b>	<b>53%</b>	<b>58%</b>
<b>Q36d.</b> The RBA's Diversity and Inclusion strategy is effective	<b>51%</b>	<b>47%</b>	<b>58%</b>

○ AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE

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(r) INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	RBA Overall	No, English only	Yes, other
<b>RESPONDENTS</b>	<b>982</b>	<b>593</b>	<b>380</b>
<b>EMPLOYEE ENGAGEMENT INDEX</b>	<b>79%</b>	<b>79%</b>	<b>80%</b>
<b>Q54.</b> The RBA generally selects capable people to do the job	<b>68%</b>	<b>68%</b>	<b>68%</b>
<b>Q55.</b> The RBA encourages diversity of thought through recruitment	<b>54%</b>	<b>47%</b>	<b>65%</b>
<b>Q56.</b> In considering people for promotion, the RBA places enough emphasis on technical ability	<b>53%</b>	<b>52%</b>	<b>55%</b>
<b>Q57.</b> In considering people for promotion, the RBA places enough emphasis on effective management and leadership skills	<b>36%</b>	<b>32%</b>	<b>43%</b>
<b>Q58.</b> The RBA values diversity in recruitment as a way of facilitating different views and expertise	<b>47%</b>	<b>43%</b>	<b>54%</b>
<b>Q59.</b> Opportunities at the RBA are awarded on merit	<b>45%</b>	<b>41%</b>	<b>50%</b>

○ AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE

○ AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

# DO YOU HAVE AN ONGOING DISABILITY?



## YOUR DEMOGRAPHIC PROFILES

TO HELP YOU UNDERSTAND HOW ENGAGED DIFFERENT GROUPS OF COLLEAGUES ARE, BIG VILLAGE ASKED A FEW DEMOGRAPHIC QUESTIONS IN THE SURVEY.

THESE RESULTS WILL HELP YOU IDENTIFY HOW CERTAIN FACTORS INFLUENCE HOW CONNECTED AND ENGAGED COLLEAGUES FEEL TO THE COMPANY.

(r) INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	RBA Overall	Yes	No	Prefer not to say
<b>RESPONDENTS</b>	<b>982</b>	<b>30</b>	<b>913</b>	<b>31</b>
<b>EMPLOYEE ENGAGEMENT INDEX</b>	<b>79%</b>	<b>78%</b>	<b>80%</b>	<b>70%</b>
<b>Q16a.</b> My job gives me opportunities to utilise my skills	<b>88%</b>	<b>80%</b>	<b>88%</b>	<b>77%</b>
<b>Q16g.</b> Overall, I am satisfied with my job	<b>74%</b>	<b>70%</b>	<b>76%</b>	<b>48%</b>
<b>Q16k.</b> I feel I have the same opportunities as anyone else of my ability or experience	<b>63%</b>	<b>63%</b>	<b>64%</b>	<b>48%</b>
<b>Q21c.</b> I would recommend the RBA as a good place to work	<b>76%</b>	<b>73%</b>	<b>77%</b>	<b>57%</b>
<b>Q21e.</b> The RBA supports and actively promotes an inclusive workplace culture	<b>83%</b>	<b>87%</b>	<b>83%</b>	<b>80%</b>
<b>Q21j.</b> The RBA values the different ideas of staff and draws on these in decision-making	<b>52%</b>	<b>53%</b>	<b>53%</b>	<b>37%</b>
<b>Q21k.</b> The RBA takes into account the views of a broad range of external stakeholders	<b>53%</b>	<b>60%</b>	<b>54%</b>	<b>23%</b>
<b>Q21i.</b> When the RBA is subject to public criticism, the RBA tries to objectively consider the issues	<b>68%</b>	<b>67%</b>	<b>69%</b>	<b>43%</b>

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

# DO YOU HAVE AN ONGOING DISABILITY?



## YOUR DEMOGRAPHIC PROFILES

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(r) INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	RBA Overall	Yes	No	Prefer not to say
<b>RESPONDENTS</b>	<b>982</b>	<b>30</b>	<b>913</b>	<b>31</b>
<b>EMPLOYEE ENGAGEMENT INDEX</b>	<b>79%</b>	<b>78%</b>	<b>80%</b>	<b>70%</b>
<b>Q25e.</b> The RBA recognises and supports the notion that failure is a part of innovation	<b>38%</b>	<b>37%</b>	<b>38%</b>	<b>24%</b>
<b>Q32c.</b> I receive the respect I deserve from my colleagues at work	<b>82%</b>	<b>77%</b>	<b>83%</b>	<b>64%</b>
<b>Q32f.</b> Staff are consulted about change at work	<b>48%</b>	<b>47%</b>	<b>49%</b>	<b>32%</b>
<b>Q33b.</b> The RBA does a good job of communicating what it can offer me in terms of health and wellbeing	<b>80%</b>	<b>76%</b>	<b>80%</b>	<b>79%</b>
<b>Q33d.</b> I think the RBA cares about my health and wellbeing	<b>72%</b>	<b>59%</b>	<b>73%</b>	<b>54%</b>
<b>Q36a.</b> The RBA is committed to creating a diverse workforce (e.g. gender, age, cultural & linguistic background, disability, Aboriginal & Torres Strait Islander, LGBTQIA+)	<b>80%</b>	<b>72%</b>	<b>81%</b>	<b>68%</b>
<b>Q36b.</b> Personal background is not a barrier to success in the RBA	<b>65%</b>	<b>59%</b>	<b>66%</b>	<b>46%</b>
<b>Q36c.</b> I feel safe to speak up and challenge the way things are done at the RBA	<b>55%</b>	<b>52%</b>	<b>56%</b>	<b>32%</b>
<b>Q36d.</b> The RBA's Diversity and Inclusion strategy is effective	<b>51%</b>	<b>52%</b>	<b>52%</b>	<b>29%</b>

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

# DO YOU HAVE AN ONGOING DISABILITY?



## YOUR DEMOGRAPHIC PROFILES

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	RBA Overall	Yes	No	Prefer not to say
<b>RESPONDENTS</b>	<b>982</b>	<b>30</b>	<b>913</b>	<b>31</b>
<b>EMPLOYEE ENGAGEMENT INDEX</b>	<b>79%</b>	<b>78%</b>	<b>80%</b>	<b>70%</b>
<b>Q54.</b> The RBA generally selects capable people to do the job	<b>68%</b>	<b>69%</b>	<b>69%</b>	<b>50%</b>
<b>Q55.</b> The RBA encourages diversity of thought through recruitment	<b>54%</b>	<b>62%</b>	<b>55%</b>	<b>21%</b>
<b>Q56.</b> In considering people for promotion, the RBA places enough emphasis on technical ability	<b>53%</b>	<b>55%</b>	<b>53%</b>	<b>43%</b>
<b>Q57.</b> In considering people for promotion, the RBA places enough emphasis on effective management and leadership skills	<b>36%</b>	<b>45%</b>	<b>37%</b>	<b>14%</b>
<b>Q58.</b> The RBA values diversity in recruitment as a way of facilitating different views and expertise	<b>47%</b>	<b>59%</b>	<b>47%</b>	<b>18%</b>
<b>Q59.</b> Opportunities at the RBA are awarded on merit	<b>45%</b>	<b>45%</b>	<b>45%</b>	<b>29%</b>

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

# DO YOU IDENTIFY AS LGBTIQA+?



## YOUR DEMOGRAPHIC PROFILES

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(r) INDICATES A RESTRICTED GROUP, WITH LESS THAN 10 RESPONDENTS

	RBA Overall	Yes	No	Prefer not to say
<b>RESPONDENTS</b>	<b>982</b>	<b>54</b>	<b>877</b>	<b>40</b>
<b>EMPLOYEE ENGAGEMENT INDEX</b>	<b>79%</b>	<b>71%</b>	<b>80%</b>	<b>74%</b>
<b>Q16a.</b> My job gives me opportunities to utilise my skills	<b>88%</b>	<b>76%</b>	<b>89%</b>	<b>83%</b>
<b>Q16g.</b> Overall, I am satisfied with my job	<b>74%</b>	<b>57%</b>	<b>77%</b>	<b>50%</b>
<b>Q16k.</b> I feel I have the same opportunities as anyone else of my ability or experience	<b>63%</b>	<b>57%</b>	<b>64%</b>	<b>50%</b>
<b>Q21c.</b> I would recommend the RBA as a good place to work	<b>76%</b>	<b>74%</b>	<b>77%</b>	<b>67%</b>
<b>Q21e.</b> The RBA supports and actively promotes an inclusive workplace culture	<b>83%</b>	<b>83%</b>	<b>83%</b>	<b>75%</b>
<b>Q21j.</b> The RBA values the different ideas of staff and draws on these in decision-making	<b>52%</b>	<b>38%</b>	<b>54%</b>	<b>38%</b>
<b>Q21k.</b> The RBA takes into account the views of a broad range of external stakeholders	<b>53%</b>	<b>34%</b>	<b>56%</b>	<b>35%</b>
<b>Q21i.</b> When the RBA is subject to public criticism, the RBA tries to objectively consider the issues	<b>68%</b>	<b>51%</b>	<b>70%</b>	<b>46%</b>

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

# DO YOU IDENTIFY AS LGBTIQA+?



## YOUR DEMOGRAPHIC PROFILES

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<b>EMPLOYEE ENGAGEMENT INDEX</b>	<b>79%</b>	<b>71%</b>	<b>80%</b>	<b>74%</b>
<b>Q25e.</b> The RBA recognises and supports the notion that failure is a part of innovation	<b>38%</b>	<b>20%</b>	<b>39%</b>	<b>31%</b>
<b>Q32c.</b> I receive the respect I deserve from my colleagues at work	<b>82%</b>	<b>70%</b>	<b>83%</b>	<b>85%</b>
<b>Q32f.</b> Staff are consulted about change at work	<b>48%</b>	<b>29%</b>	<b>49%</b>	<b>45%</b>
<b>Q33b.</b> The RBA does a good job of communicating what it can offer me in terms of health and wellbeing	<b>80%</b>	<b>73%</b>	<b>81%</b>	<b>70%</b>
<b>Q33d.</b> I think the RBA cares about my health and wellbeing	<b>72%</b>	<b>71%</b>	<b>73%</b>	<b>55%</b>
<b>Q36a.</b> The RBA is committed to creating a diverse workforce (e.g. gender, age, cultural & linguistic background, disability, Aboriginal & Torres Strait Islander, LGBTIQA+)	<b>80%</b>	<b>75%</b>	<b>81%</b>	<b>68%</b>
<b>Q36b.</b> Personal background is not a barrier to success in the RBA	<b>65%</b>	<b>47%</b>	<b>67%</b>	<b>56%</b>
<b>Q36c.</b> I feel safe to speak up and challenge the way things are done at the RBA	<b>55%</b>	<b>49%</b>	<b>56%</b>	<b>29%</b>
<b>Q36d.</b> The RBA's Diversity and Inclusion strategy is effective	<b>51%</b>	<b>43%</b>	<b>52%</b>	<b>26%</b>

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

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<b>RESPONDENTS</b>	<b>982</b>	<b>54</b>	<b>877</b>	<b>40</b>
<b>EMPLOYEE ENGAGEMENT INDEX</b>	<b>79%</b>	<b>71%</b>	<b>80%</b>	<b>74%</b>
<b>Q54.</b> The RBA generally selects capable people to do the job	<b>68%</b>	<b>63%</b>	<b>69%</b>	<b>53%</b>
<b>Q55.</b> The RBA encourages diversity of thought through recruitment	<b>54%</b>	<b>39%</b>	<b>56%</b>	<b>34%</b>
<b>Q56.</b> In considering people for promotion, the RBA places enough emphasis on technical ability	<b>53%</b>	<b>44%</b>	<b>54%</b>	<b>47%</b>
<b>Q57.</b> In considering people for promotion, the RBA places enough emphasis on effective management and leadership skills	<b>36%</b>	<b>24%</b>	<b>37%</b>	<b>38%</b>
<b>Q58.</b> The RBA values diversity in recruitment as a way of facilitating different views and expertise	<b>47%</b>	<b>39%</b>	<b>48%</b>	<b>29%</b>
<b>Q59.</b> Opportunities at the RBA are awarded on merit	<b>45%</b>	<b>31%</b>	<b>46%</b>	<b>33%</b>

- AT LEAST 5 PERCENTAGE POINTS GREATER THAN UNIT SCORE
- AT LEAST 5 PERCENTAGE POINTS LESS THAN UNIT SCORE

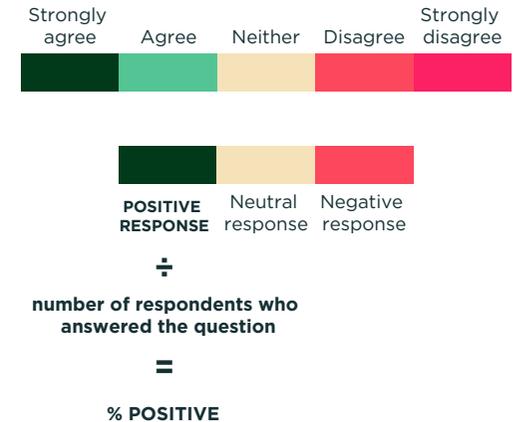
# GUIDE TO THIS REPORT

## YOUR BENCHMARK DATA

BIG VILLAGE FACILITATES A BENCHMARKING PROGRAMME WHICH ALLOWS ORGANISATIONS TO BENCHMARK THEIR RESULTS AGAINST THE RESULTS OF OTHER ORGANISATIONS IN THEIR SECTOR. IN THIS REPORT, THE EXTERNAL BENCHMARK DATA IS THE AVERAGE % POSITIVE SCORE ACHIEVED FROM RECENT APS SURVEY.

## % 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.



## ANONYMITY

IT IS BIG VILLAGE'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. HOWEVER, THEIR DATA WILL STILL CONTRIBUTE TO THE SCORES FOR THEIR PARENT UNIT AND THE ORGANISATION OVERALL.

## 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	<b>151</b>	<b>166</b>	<b>176</b>	<b>96</b>	<b>24</b>	<b>613</b>
PERCENTAGE	<b>24.63%</b>	<b>27.08%</b>	<b>28.71%</b>	<b>15.66%</b>	<b>3.92%</b>	<b>100%</b>
ROUNDED PERCENTAGE	<b>25%</b>	<b>27%</b>	<b>29%</b>	<b>16%</b>	<b>4%</b>	<b>101%</b>
NUMBER OF POSITIVE	<b>151 + 166 = 317</b>					
% POSITIVE	<b>317 ÷ 613 = 52%</b>					