

Highlights Report APSC



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Responses:
344 of 361
Response Rate:
95%

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		76	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from medium sized agencies
Say	Overall, I am satisfied with my job	81	10 9	81%	+3	+6 ↑	+4	+5 ↑
	I am proud to work in my agency	76	19	76%	+7 ↑	-1	-3	-4
	I would recommend my agency as a good place to work	77	15 8	77%	+12 ↑	+6 ↑	+1	+5 ↑
	I believe strongly in the purpose and objectives of my agency	85	13	85%	+7 ↑	-1	-1	-5 ↓
Stay	I feel a strong personal attachment to my agency	54	32 14	54%	+8 ↑	-9 ↓	-6 ↓	-10 ↓
	I feel committed to my agency's goals	86	11	86%	+9 ↑	0	+1	-2
Strive	I suggest ideas to improve our way of doing things	95		95%	+3	+9 ↑	+5 ↑	+6 ↑
	I am happy to go the 'extra mile' at work when required	94		94%	-1	+3	+1	+2
	I work beyond what is required in my job to help my agency achieve its objectives	84	14	84%	+2	+3	+3	+3
	My agency really inspires me to do my best work every day	65	25 10	65%	+8 ↑	+5 ↑	+4	+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 Index assesses how employees view the leadership behaviours of their immediate supervisor in line with the *APS Leadership Capability Framework*.

Your Immediate Supervisor Index score		82	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from medium sized agencies
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	83	11	83%	+1	+3	+2	+3
	My supervisor can deliver difficult advice whilst maintaining relationships	85	9	85%	+5 ↑	+5 ↑	+5 ↑	+6 ↑
	My supervisor invites a range of views, including those different to their own	88		88%	+1	+6 ↑	+5 ↑	+6 ↑
	My supervisor encourages my team to regularly review and improve our work	89	8	89%	+3	+7 ↑	+7 ↑	+8 ↑
	My supervisor is invested in my development	81	14	81%	+2	+4	+2	+4
	My supervisor ensures that my workgroup delivers on what we are responsible for	90	7	90%	+1	+2	+1	+2
Other similar questions								
	My supervisor provides me with helpful feedback to improve my performance	82	12	82%	+6 ↑	+4	+4	+5 ↑
	My immediate supervisor encourages me	85	12	85%	+3	+8 ↑	+6 ↑	+7 ↑
	My supervisor actively ensures that everyone can be included in workplace activities	88	8	88%	0	+4	+4	+5 ↑
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	87	9	87%	-	+7 ↑	+5 ↑	+7 ↑
Key	At least 5 percentage points greater than comparator		At least 5 percentage points less than comparator		Positive Neutral Negative 			

Leadership - SES Manager



SES Manager

The SES Manager Index assesses how employees view the leadership behaviours of their immediate SES manager in line with the *APS Leadership Capability Framework*.

Your SES Manager Leadership Index score	77	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from medium sized agencies
				+3	+8 ↑	+4	+7 ↑

SES Manager	My SES manager clearly articulates the direction and priorities for our area	75	15	10	75%	+2	+6 ↑	+2	+5 ↑
	My SES manager presents convincing arguments and persuades others towards an outcome	74	19	7	74%	+3	+11 ↑	+3	+9 ↑
	My SES manager promotes cooperation within and between agencies	83	15		83%	+4	+15 ↑	+6 ↑	+13 ↑
	My SES manager encourages innovation and creativity	77	17		77%	+3	+11 ↑	+7 ↑	+10 ↑
	My SES manager creates an environment that enables us to deliver our best	77	15	8	77%	+4	+11 ↑	+5 ↑	+10 ↑
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	81	15		81%	-1	+7 ↑	+1	+4

Other similar questions

In my agency, the SES work as a team	58	31	11	58%	0	+2	-2	+5 ↑
In my agency, the SES clearly articulate the direction and priorities for our agency	66	21	13	66%	+2	+2	-1	+3
My SES manager routinely promotes the use of data and evidence to deliver outcomes	73	21		73%	+1	+6 ↑	+2	+4

Key	At least 5 percentage points greater than comparator	At least 5 percentage points less than comparator	Positive	Neutral	Negative

Communication and change



Communication

The Communication Index measures communication at the individual, group and agency level.

Change

Effective communication is an important part of any change process. Note these questions do not contribute to the above index score.

Your Communication Index score	73	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from medium sized agencies
				+1	+4	+3	+5

Communication	My supervisor communicates effectively	84	9	84%	0	+3	+3	+4
	My SES manager communicates effectively	75	17	75%	+1	+6	0	+5
	Internal communication within my agency is effective	60	21	60%	-5	+2	0	+4

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	72	15	14	72%	-3	+4	+4	+4
	Staff are consulted about change at work	58	32	10	58%	+2	+7	+7	+7
	Change is managed well in my agency	42	33	25	42%	-1	-2	-2	0

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 Index 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		72	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from medium sized agencies
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	92	8	92%	+2	+13 ⬆️	+9 ⬆️	+10 ⬆️
	My immediate supervisor encourages me to come up with new or better ways of doing things	87	11	87%	+4	+14 ⬆️	+12 ⬆️	+12 ⬆️
	People are recognised for coming up with new and innovative ways of working	70	20	9	70%	+5 ⬆️	+12 ⬆️	+12 ⬆️
	My agency inspires me to come up with new or better ways of doing things	64	26	10	64%	+4	+14 ⬆️	+15 ⬆️
	My agency recognises and supports the notion that failure is a part of innovation	51	34	15	51%	+8 ⬆️	+10 ⬆️	+12 ⬆️

Key

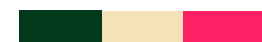


At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Wellbeing Policies and Support



Wellbeing

The Wellbeing Index 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		73	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from medium sized agencies
					+1	+3	+3	+2

Wellbeing Policies and Support	Question	Score	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from medium sized agencies
	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	71	22 7	71%	+1	+3	+4	+3
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	65	23 12	65%	+1	-1	0	-3
	My agency does a good job of promoting health and wellbeing	65	23 12	65%	+1	-1	0	-2
	I think my agency cares about my health and wellbeing	70	21 8	70%	-1	+6 ⬆️	+5 ⬆️	+3
	I believe my immediate supervisor cares about my health and wellbeing	93		93%	+3	+7 ⬆️	+6 ⬆️	+6 ⬆️

Other similar questions

Wellbeing	Question	Score	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from medium sized agencies
	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	85	9	85%	-	+11 ⬆️	+10 ⬆️	+11 ⬆️
	The people in my workgroup are able to bring up problems and tough issues	88	7	88%	-	+7 ⬆️	+6 ⬆️	+6 ⬆️
	I receive the respect I deserve from my colleagues at work	88	10	88%	+3	+7 ⬆️	+5 ⬆️	+7 ⬆️
	My agency supports and actively promotes an inclusive workplace culture	85	9	85%	+3	+4	+2	+6 ⬆️

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Wellbeing

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from medium sized agencies
In general, would you say that your health is:						
Excellent		10%	+4	-1	-1	-1
Very good		30%	-10	-4	-5	-6
Good		41%	+6	+3	+5	+4
Fair		15%	-1	+2	+2	+3
Poor		3%	0	0	0	0
What best describes your current workload?						
Well above capacity - too much work		30%	+1	+8	+6	+7
Slightly above capacity - lots of work to do		41%	+1	+1	+1	+1
At capacity - about the right amount of work to do		25%	+1	-6	-3	-4
Slightly below capacity - available for more work		3%	-3	-2	-3	-3
Well below capacity - not enough work		1%	-1	-1	-1	-1

Key


















At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Wellbeing

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from medium sized agencies
How often do you find your work stressful?						
Always		4%	0	-1	0	0
Often		26%	0	+1	0	+2
Sometimes		51%	+3	+1	+1	0
Rarely		17%	-2	-2	-2	-3
Never		2%	0	0	+1	0
To what extent is your work emotionally demanding?						
To a very large extent		7%	0	0	+1	0
To a large extent		18%	0	-2	-1	-1
Somewhat		38%	+2	0	0	0
To a small extent		28%	+1	+4	+2	+2
To a very small extent		9%	-2	-1	-2	-2
I feel burned out by my work						
Strongly agree		9%	+3	+1	+1	+1
Agree		21%	-1	-2	-2	0
Neither agree nor disagree		29%	+1	-3	-1	-1
Disagree		32%	-3	+2	+1	0
Strongly disagree		8%	+1	+1	+1	0

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Flexible work



	Response scale	%	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from medium sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	95	95%	+6 ↑	+13 ↑	+8 ↑	+10 ↑
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		16%	0	+3	+2	+4
Flexible hours of work		29%	+2	+3	+6 ↑	+1
Compressed work week		13%	+6 ↑	+9 ↑	+8 ↑	+9 ↑
Job sharing		1%	+1	0	0	0
Working away from the office/working from home		78%	+10 ↑	+17 ↑	+10 ↑	+10 ↑
None of the above		10%	-8 ↓	-13 ↓	-10 ↓	-9 ↓
Working away from the office						
None of the time		22%	-	-17 ↓	-10 ↓	-10 ↓
All of the time		21%	-	+15 ↑	+14 ↑	+13 ↑
Some of the time as a regular arrangement		45%	-	-2	-6 ↓	-5 ↓
Only on an irregular basis		12%	-	+3	+2	+1
Did not disclose their arrangement		0%	-	0	0	0

The working away from the office responses present how often employees worked away from the office/worked from home during a usual working week. It includes the responses for all employees, not just those who indicated they accessed working from home as a flexible working arrangement.

Key

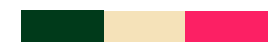


At least 5 percentage points greater than comparator



























At least 5 percentage points less than comparator

Positive Neutral Negative



Working in the APS

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from medium sized agencies
I am supported to use my expertise to provide frank and fearless advice		75%	-	+10 	+9 	+10 
The people in my workgroup demonstrate stewardship		87%	-	+11 	+8 	+8 
The culture in my agency supports people to act with integrity		84%	-	+8 	+6 	+7 
I believe strongly in the purpose and objectives of the APS		92%	+4	+5 	+5 	+5 
I feel a strong personal attachment to the APS		71%	+2	+7 	+8 	+10 
My workgroup considers the people and businesses affected by what we do		92%	-	+7 	+5 	+5 

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Job satisfaction

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from medium sized agencies
I am satisfied with the recognition I receive for doing a good job	78	78%	-2	+9 ↑	+4	+8 ↑
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	77	77%	+4	+14 ↑	+3	+13 ↑
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	90	90%	+4	+9 ↑	+5 ↑	+8 ↑
I am satisfied with the stability and security of my job	84	84%	+1	-1	-3	+2

Clarity and autonomy

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from medium sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	92	92%	+1	-1	0	-1
I am clear what my duties and responsibilities are	77	77%	-1	-3	0	-1
I have a choice in deciding how I do my work	83	83%	+3	+17 ↑	+11 ↑	+10 ↑
Where appropriate, I am able to take part in decisions that affect my job	82	82%	+3	+11 ↑	+7 ↑	+9 ↑

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Performance

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from medium sized agencies
In the last month, please rate your workgroup's overall performance						
Excellent		36%	+4	+8	+7	+7
Very good		53%	-2	-2	-2	-2
Average		10%	0	-5	-3	-3
Below average		1%	-1	-1	-1	-1
Well below average		0%	-1	0	0	-1

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from medium sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well		82%	+6	+4	+3	+2
My workgroup has the tools and resources we need to perform well		49%	-4	-10	-10	-7
The people in my workgroup use time and resources efficiently		80%	+4	+4	+4	+4
My job gives me opportunities to utilise my skills		86%	+2	+6	+4	+4
In the last 12 months, the formal learning I have accessed has improved my performance		60%	-	+3	+4	+3

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Retention



Employees who indicated that they wanted to leave their current position as soon as possible or within the next 12 months were asked what their plans were.

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from medium sized agencies
Which of the following statements best reflects your current thoughts about working in your current position?						
I want to leave my position as soon as possible		7%	-5 ↓	-2	-2	-1
I want to leave my position within the next 12 months		27%	-3	+5 ↑	+1	+5 ↑
I want to stay working in my position for the next one to two years		45%	+7 ↑	+8 ↑	+3	+5 ↑
I want to stay working in my position for at least the next three years		20%	+1	-10 ↓	-1	-9 ↓
What best describes your plans involved with leaving your current position?						
I am planning to retire		5%	+1	0	+2	+2
I am pursuing another position within my agency		17%	+8 ↑	-26 ↓	-25 ↓	-13 ↓
I am pursuing a position in another agency		44%	-5 ↓	+18 ↑	+16 ↑	+9 ↑
I am pursuing work outside the APS		12%	-2	+3	+4	+1
It is the end of my non-ongoing, casual or contracted employment		4%	-1	+1	0	-1
Other		18%	-1	+5 ↑	+3	+3

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Retention



Employees were also asked for the primary reason behind their desire to leave and could select one response from a list of items.

Only the five reasons for leaving with the highest proportion of responses are presented here. These may vary between agencies, work units and with results for the APS overall.

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from medium sized agencies
What is the primary reason behind your desire to leave your current position? (5 highest responses):						
I wish to pursue a promotion opportunity		24%	-	-	-	-
I am looking to further my skills in another area		13%	-	-	-	-
Senior leadership is of a poor quality		8%	-	-	-	-
There are a lack of future career opportunities in my agency		8%	-	-	-	-
I want to try a different type of work or I'm seeking a career change		6%	-	-	-	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



Employees who had perceived discrimination in the last 12 months in the course of their employment were asked what the basis was for the discrimination. Employees could select one or more responses from a list of items.

Only the three types of discrimination with the highest proportion of responses are presented here. These may vary between agencies, work units and with results for the APS overall.

Discrimination	Response scale	%	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from medium sized agencies
During the last 12 months and in the course of your employment, have you experienced discrimination on the basis of your background or a personal characteristic?						
Yes		9%	+2	-1	-1	0
No		91%	-2	+1	+1	0
Did this discrimination occur in your current agency?						
Yes		66%	-15 ↓	-27 ↓	-25 ↓	-26 ↓
No		34%	+15 ↑	+27 ↑	+25 ↑	+26 ↑
Basis for the discrimination that you experienced (3 highest responses):						
Race		37%	-	-	-	-
Other		19%	-	-	-	-
Disability		15%	-	-	-	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



Employees who perceived harassment or bullying in the last 12 months were asked what type of harassment or bullying they experienced. Employees could select one or more responses from a list of items.

Only the three options with the highest proportion of responses are presented here. These may vary between agencies, work units and with results for the APS overall.

Harassment and bullying	Response scale	%	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from medium sized agencies
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes		8%	+1	-2	-2	-2
No		88%	+1	+3	+3	+3
Not sure		4%	-2	-1	-1	-1
Types of harassment or bullying experienced (3 highest responses):						
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		63%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		22%	-	-	-	-
Deliberate exclusion from work-related activities		22%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures		57%	+29	+21	+23	+20
It was reported by someone else		0%	-10	-7	-7	-8
I did not report the behaviour		43%	-19	-14	-16	-12

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



Employees who indicated that they had witnessed potential corrupt behaviour were asked to describe the behaviour. Employees could select one or more responses from a list of items.

Only the three types of corrupt behaviours with the highest proportion of responses are presented here. These may vary between agencies and with results for the APS overall.

Corruption	Response scale	%	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from medium sized agencies
Excluding behaviour reported to you as part of your duties, in the last 12 months have you witnessed another APS employee in your agency engaging in behaviour that you consider may be serious enough to be viewed as corruption?						
Yes		3%	-1	0	0	0
No		94%	+2	+3	+1	+3
Not sure		3%	0	-1	-1	-1
Would prefer not to answer		1%	-1	-1	-1	-1

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures

The data for this question has been hidden for anonymity reasons.

It was reported by someone else

The data for this question has been hidden for anonymity reasons.

I did not report the behaviour

The data for this question has been hidden for anonymity reasons.

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Demographics

Man or male	26%
Woman or female	69%
Non-binary	0%
I use a different term	1%
Prefer not to say	3%

Do you identify as an Aboriginal and/or Torres Strait Islander person?	Responses
Yes	4%
No	96%

Do you have an ongoing disability?	Responses
Yes	15%
No	85%

Do you have carer responsibilities?	Responses
Yes	47%
No	53%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	15%
No	85%

Do you identify as culturally and linguistically diverse?	Responses
Yes	27%
No	73%

Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	73%
Australian Aboriginal and/or Torres Strait Islander	4%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	13%
North-West European (excluding Anglo-European)	3%
Southern and Eastern European	6%
South-East Asian	6%
North-East Asian	3%
Southern and Central Asian	4%
North American	0%
South and Central American and Caribbean Islander	2%
North African and Middle Eastern	2%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	14%
No	74%
Maybe	10%
I am unsure what neurodivergent means	2%

Agency position



Agency position

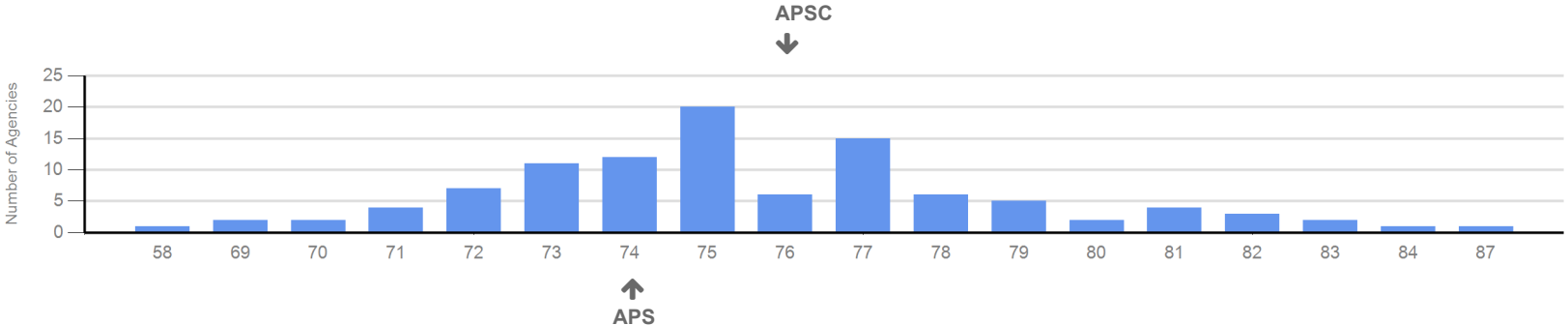
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the overall APS index score and the scores of other agencies.

Along the line (y-axis) are the index scores. The height of the bar (x-axis) is how many agencies have that index score.

Please note, the y-axis values are not consecutive as only index scores received by an agency are represented.

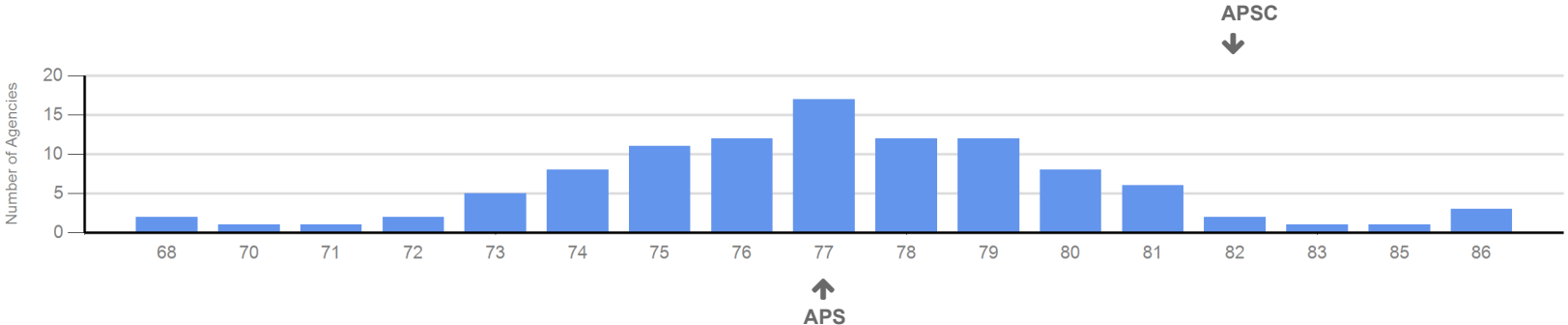
Employee Engagement Index

Ranking : 42nd of 104



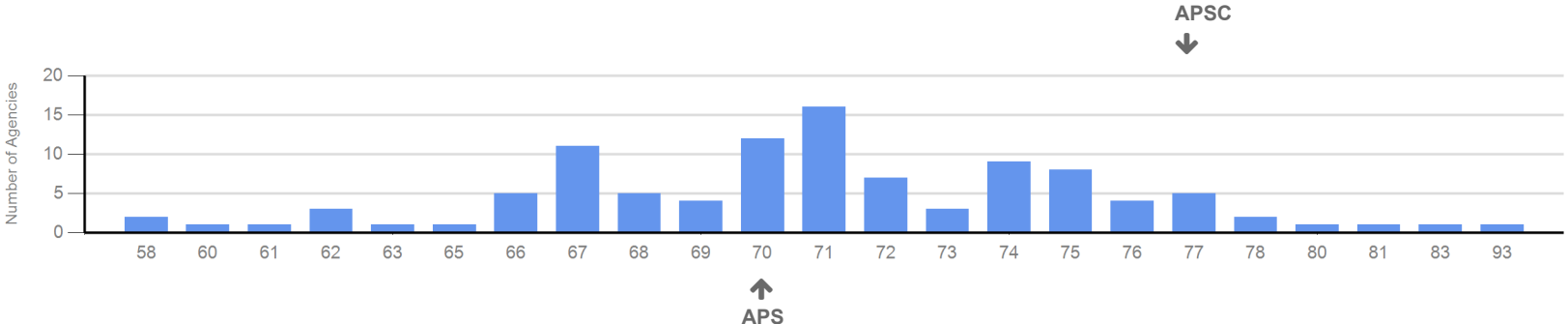
Leadership – Immediate Supervisor Index

Ranking : 6th of 104



Leadership – SES Manager Index

Ranking : 8th of 104



Agency position



Agency position

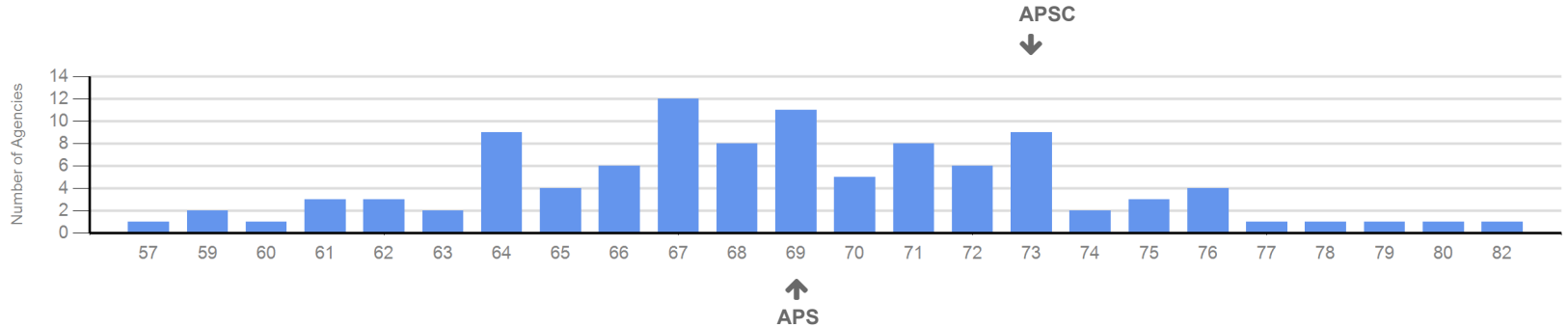
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the overall APS index score and the scores of other agencies.

Along the line (y-axis) are the index scores. The height of the bar (x-axis) is how many agencies have that index score.

Please note, the y-axis values are not consecutive as only index scores received by an agency are represented.

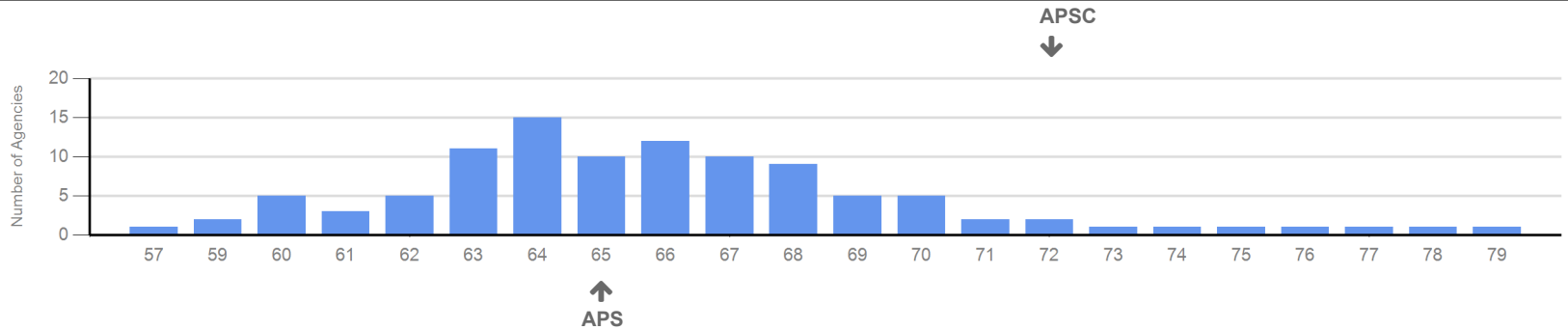
Communication Index

Ranking : 17th of 104



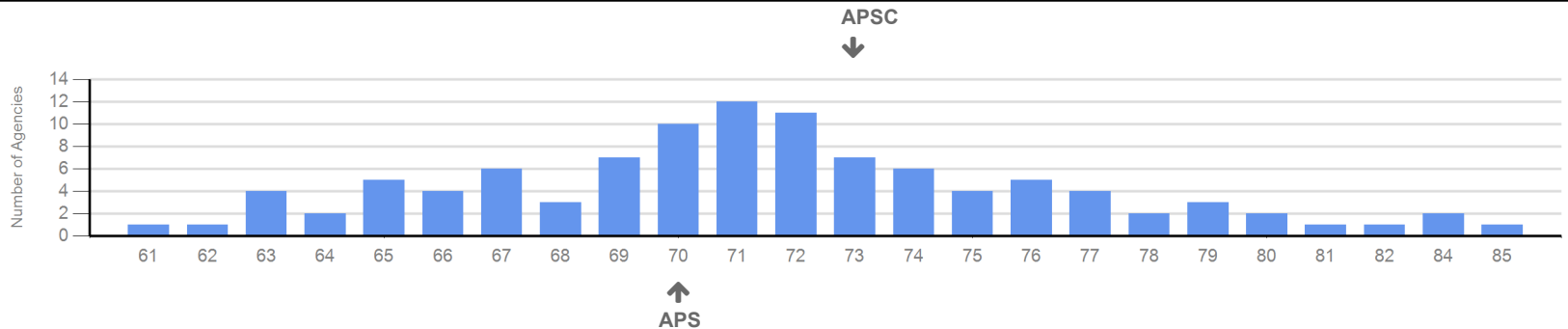
Enabling Innovation Index

Ranking : 8th of 104



Wellbeing Policies and Support Index

Ranking : 35th of 104



Suggested questions to focus on



What to focus on?

Through driver analysis, these key questions have been identified as being important to employees in your agency and associated with employee engagement.

They are not necessarily the questions with the lowest scores.

Some will be areas to improve upon and some will be areas to maintain.

Develop actions and activities to improve upon these, where possible, to drive higher levels of performance.

	At least 5 percentage points greater than comparator	At least 5 percentage points less than comparator	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from medium sized agencies
.1 The culture in my agency supports people to act with integrity			84%	-	+8	+6	+7
.2 I am supported to use my expertise to provide frank and fearless advice			75%	-	+10	+9	+10
.3 I think my agency cares about my health and wellbeing			70%	-1	+6	+5	+3
.4 My agency inspires me to come up with new or better ways of doing things			64%	+4	+14	+15	+12
.5 My agency supports and actively promotes an inclusive workplace culture			85%	+3	+4	+2	+6
.6 Change is managed well in my agency			42%	-1	-2	-2	0

APSC specific questions

	Response scale			% Positive	Variance from 2023
In the Commission, the networks for LGBTIQ+, Disability and Carers, Gender Equality, CALD and Walanmarra Olgeta (First Nations staff network) are sufficiently visible	64	23	13	64%	-4
My branch collaborates well with other branches across the Commission	70	21	9	70%	-5⬇️
In the Commission, we are encouraged to build professional networks to harness and share expertise	70	22	8	70%	-
The Commission prioritises business requirements and allocates people to evolving business needs	46	35	19	46%	0
I have the capability and support to respond positively and effectively to changes in the workplace	69	23	8	69%	+3
The Commission sees the importance of health and wellbeing at work, and actively plays a role in health and wellbeing initiatives	68	23	9	68%	+2
My workload in the last 6 months has affected my personal health and wellbeing	37	25	38	37%	-
My immediate supervisor creates a psychologically safe space to be able to share my own thoughts and ideas	86	10	4	86%	-
I believe my direct supervisor has the skills and capability to effectively manage staff working remotely and flexibly	89	5	6	89%	-
The Commission practices respectful and inclusive behaviours at all times	81	12	7	81%	+7⬆️

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative






APSC specific questions


	Response scale			% Positive	Variance from 2023
Do you believe the SES leaders in the Commission (Commissioner, Deputy/First Assistant Commissioners and Assistant Commissioners) role model respectful behaviours?	82	13		82%	-
The Commission empowers its staff to identify, engage with, and manage risk to achieve Agency outcomes	62	28	10	62%	-

Key

 At least 5 percentage points greater than comparator
  At least 5 percentage points less than comparator

Positive Neutral Negative
 



Time to take action



Celebrate

What things do we do well?


Think about how we can build on our strengths and learn from what we are good at.



Investigate further with our teams

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

How could we investigate? Through looking at the data in more detail or through discussions with staff?



Opportunities

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

What are the key things we need to improve to make working here better?



Use this page to start your local action plans

Identify areas to celebrate, opportunities for improvement and areas which you need to investigate further.

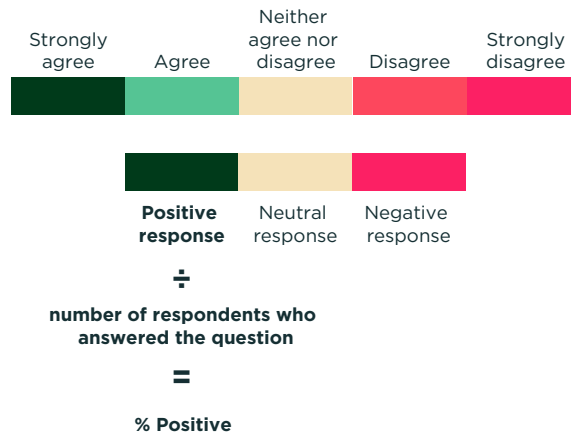
Prioritise 3 areas to take forward

	Prioritise 3 areas for action	Timescales	Owner	Resources required	Target/Success measure
1					
2					
3					

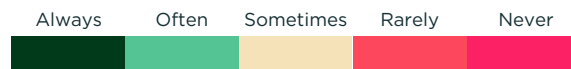
Guide to this report

% Positive

Where results are shown as positive percentages (% positive), these are calculated by adding together positive responses ("strongly agree" + "agree" or "always" + "often") and dividing by the number of respondents who answered the question.



For 5 point scale questions not asked on the *agree to disagree* scale the same rules apply, the green percent represents a **positive response** (unless the question is negatively worded).



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 agree nor disagree	Disagree	Strongly Disagree	Total
Number of responses	151	166	176	96	24	613
Percentage	24.63%	27.08%	28.71%	15.66%	3.92%	100%
Rounded percentage	25%	27%	29%	16%	4%	101%
Number of positive	151 + 166 = 317					
% Positive	317 ÷ 613 = 52%					

Anonymity

It is best 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.

Comparisons

Comparisons to other similarly sized agencies are used through this report. To see how agencies are categorised visit:

<https://www.apsc.gov.au/aps-agencies-size-and-function>

Comparisons to previous years

The method of analysing and reporting specific results may be periodically reviewed and revised. Such improvements are applied to current data and that of previous years. For this reason the current report is always the most accurate data source for APS Employee Census results, including comparisons with time series data.

