

2025 APS Employee Census

5 May - 6 June

Highlights Report

PSR

Responses:

40 of 45

Response rate:

89%



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 tend to be the low results, which are notably below comparisons.



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



Employee Engagement

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		80	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from extra small sized agencies
Say	Overall, I am satisfied with my job	83	8 10	83%	+5 ↑	+6 ↑	+6 ↑	+4
	I am proud to work in my agency	88	13	88%	+2	+6 ↑	+5 ↑	0
	I would recommend my agency as a good place to work	80	15	80%	-9 ↓	+3	+3	+7 ↑
	I believe strongly in the purpose and objectives of my agency	100		100%	+9 ↑	+12 ↑	+8 ↑	+5 ↑
Stay	I feel a strong personal attachment to my agency	63	28 10	63%	-15 ↓	-2	-3	-1
	I feel committed to my agency's goals	93	8	93%	-5 ↓	+5 ↑	+3	+2
Strive	I suggest ideas to improve our way of doing things	80	18	80%	-14 ↓	-6 ↓	-8 ↓	-11 ↓
	I am happy to go the 'extra mile' at work when required	90	8	90%	-7 ↓	-1	-1	0
	I work beyond what is required in my job to help my agency achieve its objectives	73	25	73%	-13 ↓	-6 ↓	-3	-7 ↓
	My agency really inspires me to do my best work every day	68	23 10	68%	-13 ↓	+1	-1	-4

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		70			Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from extra small sized agencies
							-4	-7⬇️	-8⬇️	-8⬇️
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	60	18	23	60%	-9⬇️	-20⬇️	-20⬇️	-21⬇️	
	My supervisor can deliver difficult advice whilst maintaining relationships	65	20	15	65%	-9⬇️	-15⬇️	-15⬇️	-14⬇️	
	My supervisor invites a range of views, including those different to their own	65	23	13	65%	-6⬇️	-18⬇️	-19⬇️	-16⬇️	
	My supervisor encourages my team to regularly review and improve our work	70	13	18	70%	-10⬇️	-13⬇️	-12⬇️	-11⬇️	
	My supervisor is invested in my development	68	18	15	68%	+2	-11⬇️	-10⬇️	-9⬇️	
	My supervisor ensures that my workgroup delivers on what we are responsible for	70	20	10	70%	-10⬇️	-18⬇️	-19⬇️	-17⬇️	
Other similar questions										
	My supervisor provides me with helpful feedback to improve my performance	73	18	10	73%	+4	-7⬇️	-6⬇️	-5⬇️	
	My immediate supervisor encourages me	60	25	15	60%	-8⬇️	-18⬇️	-19⬇️	-18⬇️	
	My supervisor actively ensures that everyone can be included in workplace activities	65	30		65%	-15⬇️	-20⬇️	-19⬇️	-19⬇️	
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	73	18	10	73%	+7⬆️	-9⬇️	-9⬇️	-8⬇️	
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 Index score	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from extra small sized agencies
			-	-	-	-

SES Manager	My SES manager clearly articulates the direction and priorities for our area	The data for this question has been hidden to preserve privacy.				
	My SES manager presents convincing arguments and persuades others towards an outcome	The data for this question has been hidden to preserve privacy.				
	My SES manager promotes cooperation within and between agencies	The data for this question has been hidden to preserve privacy.				
	My SES manager encourages innovation and creativity	The data for this question has been hidden to preserve privacy.				
	My SES manager creates an environment that enables us to deliver our best	The data for this question has been hidden to preserve privacy.				
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	The data for this question has been hidden to preserve privacy.				

Other similar questions

	In my agency, the SES work as a team	The data for this question has been hidden to preserve privacy.				
	In my agency, the SES clearly articulate the direction and priorities for our agency	The data for this question has been hidden to preserve privacy.				
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	The data for this question has been hidden to preserve privacy.				

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	68	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from extra small sized agencies
				0	-2	-2	-1

Communication	My supervisor communicates effectively	63	18	20	63%	-9↓	-19↓	-19↓	-17↓
	My SES manager communicates effectively	The data for this question has been hidden to preserve privacy.							
	Internal communication within my agency is effective	65	15	20	65%	-6↓	+3	+4	+5↑

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	60	18	23	60%	-7↓	-7↓	-7↓	-9↓
	Staff are consulted about change at work	46	44	10	46%	-10↓	-6↓	-6↓	-5↓
	Change is managed well in my agency	58	20	23	58%	-14↓	+10↑	+12↑	+10↑

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 Enabling 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		71		Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from extra small sized agencies
						-2	+4	+3	+1
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	78		20	78%	+4	-6 ↓	-5 ↓	-10 ↓
	My immediate supervisor encourages me to come up with new or better ways of doing things	60		28	60%	-16 ↓	-16 ↓	-17 ↓	-20 ↓
	People are recognised for coming up with new and innovative ways of working	75		18	75%	-1	+11 ↑	+10 ↑	+8 ↑
	My agency inspires me to come up with new or better ways of doing things	70		20	70%	-12 ↓	+11 ↑	+11 ↑	+2
	My agency recognises and supports the notion that failure is a part of innovation	65		25	65%	-6 ↓	+14 ↑	+14 ↑	+14 ↑

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 Policies and Support 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	78	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from extra small sized agencies
					-1	+6 ↑	+4	+3

Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	85	8 8	85%	-6 ↓	+12 ↑	+10 ↑	+9 ↑
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	90	8	90%	-1	+20 ↑	+16 ↑	+14 ↑
	My agency does a good job of promoting health and wellbeing	87	8	87%	-7 ↓	+17 ↑	+14 ↑	+14 ↑
	I think my agency cares about my health and wellbeing	83	10 8	83%	-9 ↓	+14 ↑	+9 ↑	+6 ↑
	I believe my immediate supervisor cares about my health and wellbeing	75	13 13	75%	-13 ↓	-12 ↓	-14 ↓	-12 ↓

Other similar questions

Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	68	15 18	68%	-15 ↓	-9 ↓	-9 ↓	-10 ↓
	I receive the respect I deserve from my colleagues at work	73	25	73%	-13 ↓	-9 ↓	-9 ↓	-10 ↓
	My agency supports and actively promotes an inclusive workplace culture	83	8 10	83%	-6 ↓	-1	-2	+2

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 2024	Variance from APS overall	Variance from regulatory agencies	Variance from extra small sized agencies
In general, would you say that your health is:						
Excellent		23%	+5 ⬆	+11 ⬆	+11 ⬆	+9 ⬆
Very good		33%	-17 ⬇	-2	-4	-5 ⬇
Good		33%	+1	-4	-3	-1
Fair		10%	+10 ⬆	-3	-1	0
Poor		0%	0	-3	-3	-2
What best describes your current workload?						
Well above capacity - too much work		15%	+4	-2	-3	-2
Slightly above capacity - lots of work to do		55%	-8 ⬇	+16 ⬆	+16 ⬆	+15 ⬆
At capacity - about the right amount of work to do		20%	0	-17 ⬇	-14 ⬇	-14 ⬇
Slightly below capacity - available for more work		10%	+7 ⬆	+4	+3	+2
Well below capacity - not enough work		0%	-3	-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 2024	Variance from APS overall	Variance from regulatory agencies	Variance from extra small sized agencies
How often do you find your work stressful?						
Always		5%	+5 ⬆	0	+1	+2
Often		15%	-6 ⬆	-8 ⬆	-7 ⬆	-3
Sometimes		50%	+3	0	-2	-1
Rarely		30%	+1	+10 ⬆	+10 ⬆	+4
Never		0%	-3	-2	-2	-2
To what extent is your work emotionally demanding?						
To a very large extent		3%	+3	-5 ⬆	-3	-2
To a large extent		15%	+3	-5 ⬆	-2	+2
Somewhat		25%	-4	-14 ⬆	-14 ⬆	-14 ⬆
To a small extent		43%	+4	+18 ⬆	+16 ⬆	+12 ⬆
To a very small extent		15%	-6 ⬆	+5 ⬆	+4	+2
I feel burned out by my work						
Strongly agree		5%	+5 ⬆	-2	-2	-1
Agree		18%	0	-4	-3	+1
Neither agree nor disagree		28%	+10 ⬆	-5 ⬆	-3	-1
Disagree		35%	-9 ⬆	+4	+1	-1
Strongly disagree		15%	-6 ⬆	+7 ⬆	+6 ⬆	+3

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Flexible work



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.

	Response scale	%	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from extra small sized agencies
I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	88 10	88%	-4	+1	-4	-1
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		8%	-9⬇️	-5⬇️	-5⬇️	-6⬇️
Flexible hours of work		30%	+19⬆️	0	-6⬇️	-2
Compressed work week		0%	0	-5⬇️	-9⬇️	-5⬇️
Job sharing		0%	0	0	0	-1
Working away from the office/working from home		70%	+9⬆️	+2	-12⬇️	-2
None of the above		18%	-13⬇️	-2	+10⬆️	+3
Working away from the office						
All of the time		30%	+16⬆️	+23⬆️	+18⬆️	+23⬆️
Some of the time as a regular arrangement		23%	0	-29⬇️	-41⬇️	-29⬇️
Only on an irregular basis		18%	-8⬇️	+9⬆️	+11⬆️	+3
None of the time		30%	-9⬇️	-2	+12⬆️	+3
Did not disclose their arrangement		0%	0	0	0	0

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 2024	Variance from APS overall	Variance from regulatory agencies	Variance from extra small sized agencies
I am supported to use my expertise to provide frank and fearless advice	63 20 18	63%	-18⬇️	-7⬇️	-6⬇️	-9⬇️
The people in my workgroup demonstrate stewardship	68 20 13	68%	-13⬇️	-9⬇️	-11⬇️	-15⬇️
The culture in my agency supports people to act with integrity	85 10	85%	-7⬇️	+3	+2	+4
I believe strongly in the purpose and objectives of the APS	80 20	80%	-14⬇️	-9⬇️	-10⬇️	-5⬇️
I feel a strong personal attachment to the APS	60 28 13	60%	+14⬆️	-8⬇️	-7⬇️	-1
My workgroup considers the people and businesses affected by what we do	90	90%	-4	+5⬆️	+3	-1
The people in my workgroup value others' individual skills and talents	73 18 10	73%	-	-11⬇️	-13⬇️	-16⬇️
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	80 10 10	80%	-	-9⬇️	-10⬇️	-11⬇️
The people in my workgroup are able to bring up problems and tough issues	73 10 18	73%	-19⬇️	-7⬇️	-9⬇️	-10⬇️
If you make a mistake in my workgroup, it tends to be held against you (reverse scored : positive scores represent those who disagreed, or strongly disagreed with this statement)	55 23 23	55%	-	-12⬇️	-18⬇️	-23⬇️

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 2024	Variance from APS overall	Variance from regulatory agencies	Variance from extra small sized agencies
I am satisfied with the recognition I receive for doing a good job	70 18 13	70%	-8⬇️	+1	+1	-4
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	85 8 8	85%	-4	+19⬆️	+19⬆️	+12⬆️
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	88 8	88%	-1	+3	-1	+1
I am satisfied with the stability and security of my job	90 10	90%	+1	+4	+7⬆️	+12⬆️

Clarity and autonomy

	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from extra small sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	90 10	90%	-10⬇️	-3	-3	-3
I am clear what my duties and responsibilities are	90 8	90%	+14⬆️	+6⬆️	+6⬆️	+5⬆️
I have a choice in deciding how I do my work	68 18 15	68%	-9⬇️	0	-6⬇️	-12⬇️
Where appropriate, I am able to take part in decisions that affect my job	75 13 13	75%	-6⬇️	+3	+2	-1

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 2024	Variance from APS overall	Variance from regulatory agencies	Variance from extra small sized agencies
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In the last month, please rate your workgroup's overall performance

Excellent		28%	-1	+3	+3	0
Very good		45%	-15⬇️	-12⬇️	-12⬇️	-12⬇️
Average		20%	+9⬆️	+4	+4	+6⬆️
Below average		8%	+8⬆️	+5⬆️	+6⬆️	+6⬆️
Well below average		0%	0	-1	-1	-1

	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from extra small sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well	83 8 10	83%	-1	+4	+3	0
My workgroup has the tools and resources we need to perform well	77 18	77%	-1	+17⬆️	+24⬆️	+14⬆️
The people in my workgroup use time and resources efficiently	68 18 15	68%	-13⬇️	-7⬇️	-8⬇️	-13⬇️
My job gives me opportunities to utilise my skills	83 15	83%	-1	+3	+3	-1
During the last 12 months, the formal learning I have accessed has improved my performance	59 28 13	59%	+17⬆️	0	+1	+2

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 2024	Variance from APS overall	Variance from regulatory agencies	Variance from extra small sized agencies
Which of the following statements best reflects your thoughts about working in your current position?						
I want to leave my position as soon as possible		5%	+2	-3	-3	-3
I want to leave my position within the next 12 months		20%	-6 ⬇	-1	0	-3
I want to stay working in my position for the next one to two years		43%	+16 ⬆	+3	0	+1
I want to stay working in my position for at least the next three years		33%	-12 ⬇	+1	+3	+5 ⬆
What best describes your plans involved with leaving your current position?						
I am planning to retire		0%	-10 ⬇	-5 ⬇	-3	-4
I am pursuing another position within my agency		10%	+10 ⬆	-36 ⬇	-23 ⬇	+1
I am pursuing a position in another agency		90%	+20 ⬆	+65 ⬆	+56 ⬆	+33 ⬆
I am pursuing work outside the APS		0%	-10 ⬇	-9 ⬇	-11 ⬇	-15 ⬇
It is the end of my non-ongoing, casual or contracted employment		0%	0	-2	-4	-6 ⬇
Other		0%	-10 ⬇	-14 ⬇	-14 ⬇	-10 ⬇

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Retention



Employees who indicated that they were pursuing another position within their agency, another agency, or outside the APS were asked for the primary reason behind their desire to leave. They could select one response from a list of 18 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, therefore those comparisons are not included.

	Response scale	%	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from extra small sized agencies
What is the primary reason behind your desire to leave your current position? (5 highest responses):						
My immediate supervisor's leadership is of a poor quality		50%	-	-	-	-
There are a lack of future career opportunities in my agency		20%	-	-	-	-
I am looking to further my skills in another area		10%	-	-	-	-
I have experienced unacceptable behaviours (such as bullying or harassment)		10%	-	-	-	-
I wish to pursue a promotion opportunity		10%	-	-	-	-

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 where the discrimination came from and if they reported it.

Discrimination	Response scale	%	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from extra small sized agencies
During the last 12 months, and in connection with your work, have you experienced discrimination on the basis of your background or a personal characteristic?						
Yes		5%	+5	-3	-1	-1
No		95%	-5	+3	+1	+1
Did this discrimination occur in your current agency?						
Yes	The data for this question has been hidden to preserve privacy.					
No	The data for this question has been hidden to preserve privacy.					
The discrimination came from: [Multiple Response]						
Within my agency	The data for this question has been hidden to preserve privacy.					
Another agency	The data for this question has been hidden to preserve privacy.					
A customer, stakeholder or member of the public	The data for this question has been hidden to preserve privacy.					
Other	The data for this question has been hidden to preserve privacy.					
Did you report the discrimination?						
I reported the discrimination in accordance with my agency's policies and procedures	The data for this question has been hidden to preserve privacy.					
It was reported by someone else	The data for this question has been hidden to preserve privacy.					
I did not report the discrimination	The data for this question has been hidden to preserve privacy.					
Key At least 5 percentage points greater than comparator At least 5 percentage points less than comparator						

Unacceptable behaviour



In 2025, the survey used an expanded definition of harassment. Comparing results to 2024 should take this change in definition in context.

Employees who perceived bullying or harassment in the last 12 months were asked what type of bullying or harassment 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.

Bullying and harassment	Response scale	%	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from extra small sized agencies
During the last 12 months, have you been subjected to bullying or harassment in your current workplace?						
Yes		18%	+18 ⬆	+8 ⬆	+9 ⬆	+8 ⬆
No		80%	-20 ⬆	-6 ⬆	-8 ⬆	-6 ⬆
Not sure		3%	+3	-2	-1	-2
Did you report the bullying or harassment?						
I reported the behaviour in accordance with my agency's policies and procedures	The data for this question has been hidden to preserve privacy.					
It was reported by someone else	The data for this question has been hidden to preserve privacy.					
I did not report the behaviour	The data for this question has been hidden to preserve privacy.					

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



In 2025, the survey used an updated definition of corruption to align with the *National Anti-Corruption Commission Act 2022* and the Commonwealth Fraud and Corruption Control Framework.

Comparing results to 2024 should take this change in definition in context.

Corruption		Response scale	%	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from extra small sized agencies
During the last 12 months, excluding behaviour reported to you as part of your duties, have you observed a public official engaging in conduct in your agency that you would consider to be corruption?							
Yes			0%	0	-2	-3	-3
Not sure			5%	-1	+1	+2	+2
Prefer not to answer			0%	0	-2	-1	-3
No			95%	+1	+3	+2	+4
Which of the following reflects the conduct you witnessed? [Multiple Response]							
Abuse of office	The data for this question has been hidden to preserve privacy.						
Misuse of information or documents	The data for this question has been hidden to preserve privacy.						
A breach of public trust	The data for this question has been hidden to preserve privacy.						
Adversely affecting the honesty or impartiality of a public official	The data for this question has been hidden to preserve privacy.						
Did you report the conduct?							
I reported the behaviour in accordance with my agency's policies and procedures	The data for this question has been hidden to preserve privacy.						
It was reported by someone else	The data for this question has been hidden to preserve privacy.						
I did not report the behaviour	The data for this question has been hidden to preserve privacy.						
Key							
			At least 5 percentage points greater than comparator				
			At least 5 percentage points less than comparator				

Agency position



Agency position

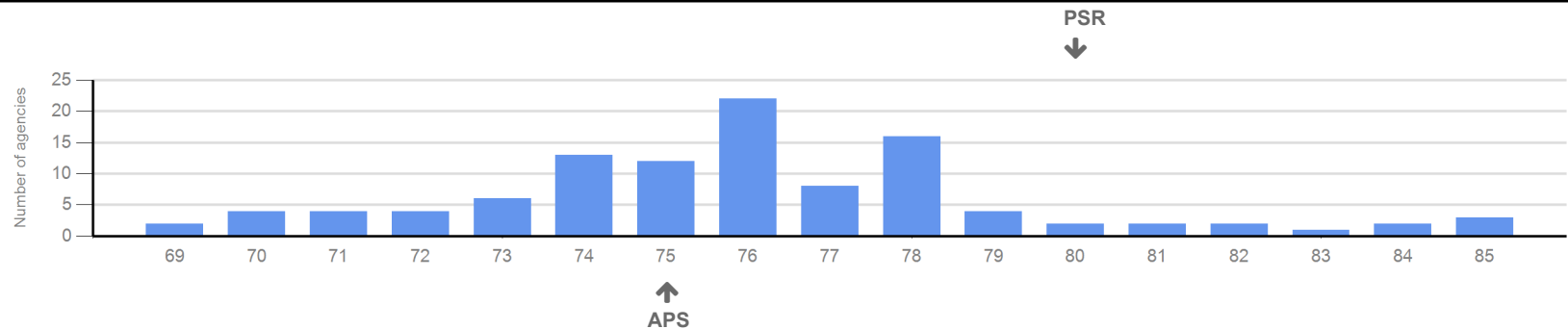
These graphs display the overall index score of each agency for the Employee Engagement, Immediate Supervisor, SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the overall APS index score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

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

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

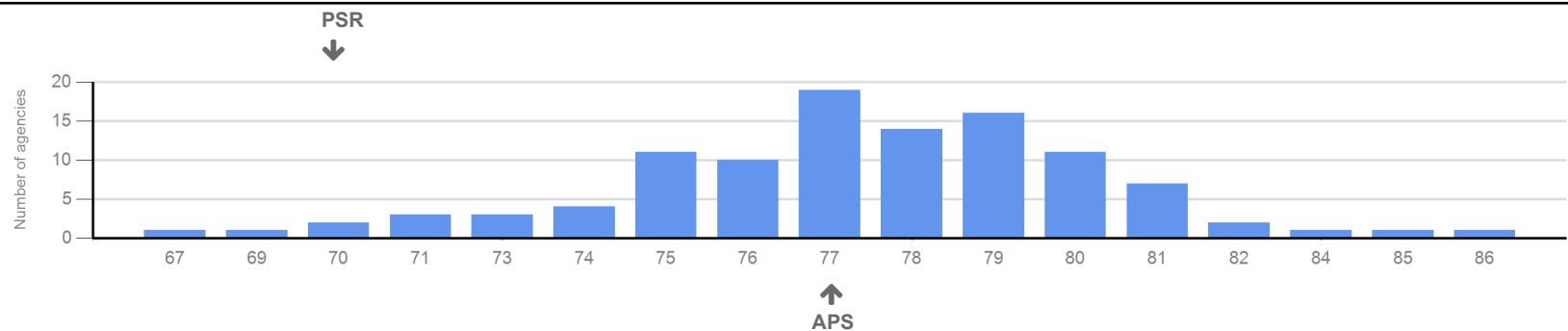
Employee Engagement Index

Ranking : 12th of 107



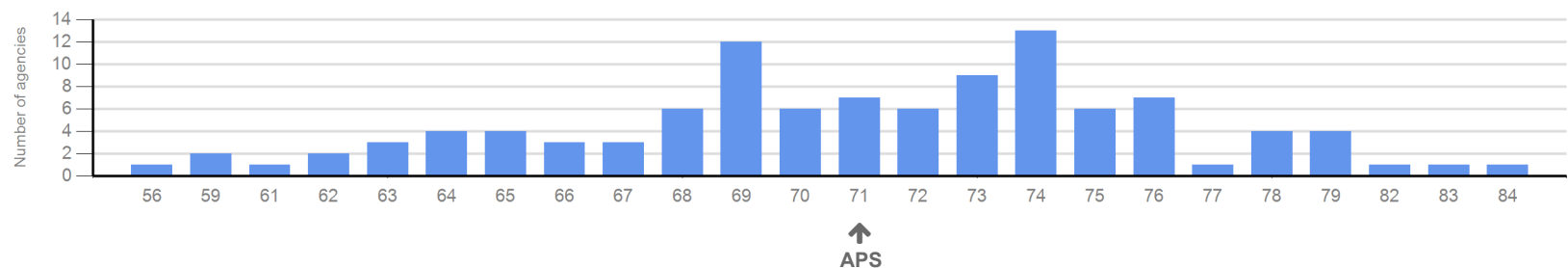
Immediate Supervisor Index

Ranking : 105th of 107



SES Manager Index

The agency data for this index has been hidden for anonymity reasons.



Agency position



Agency position

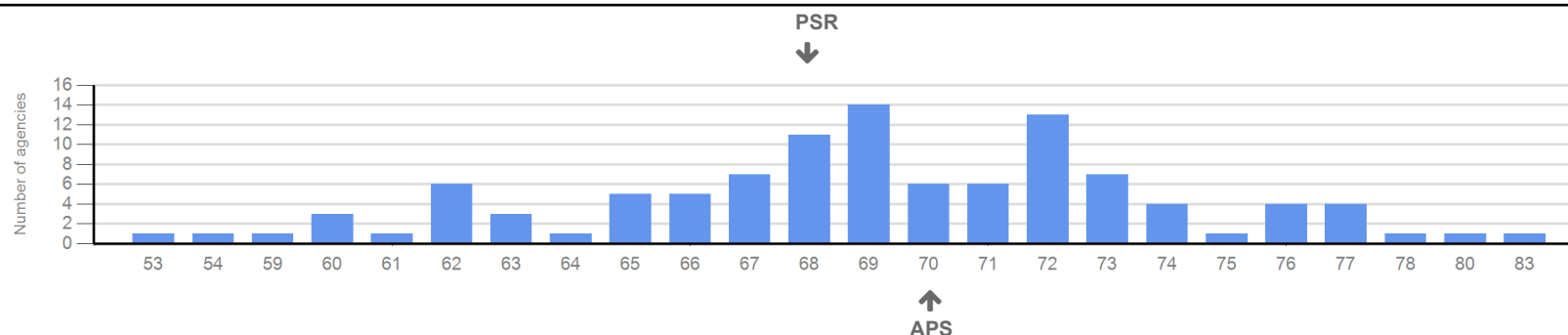
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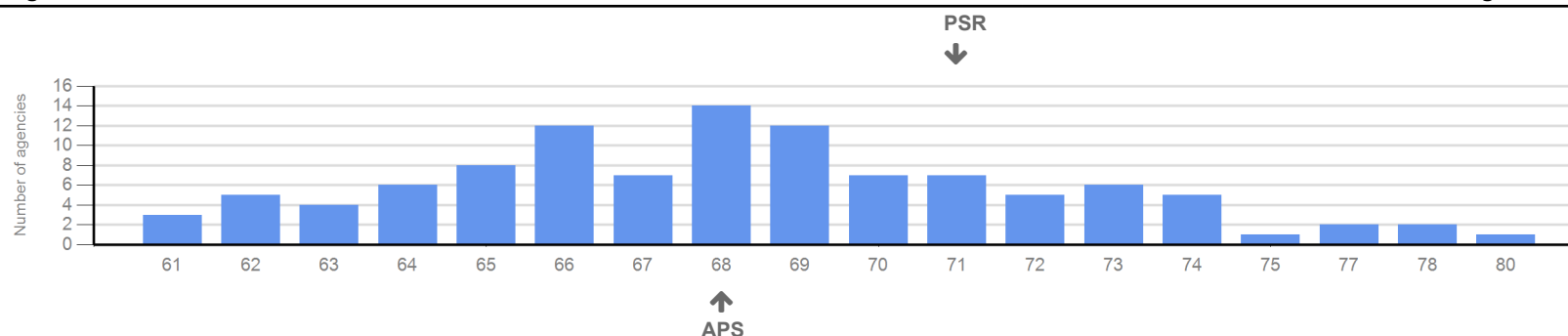
Communication Index

Ranking : 66th of 107



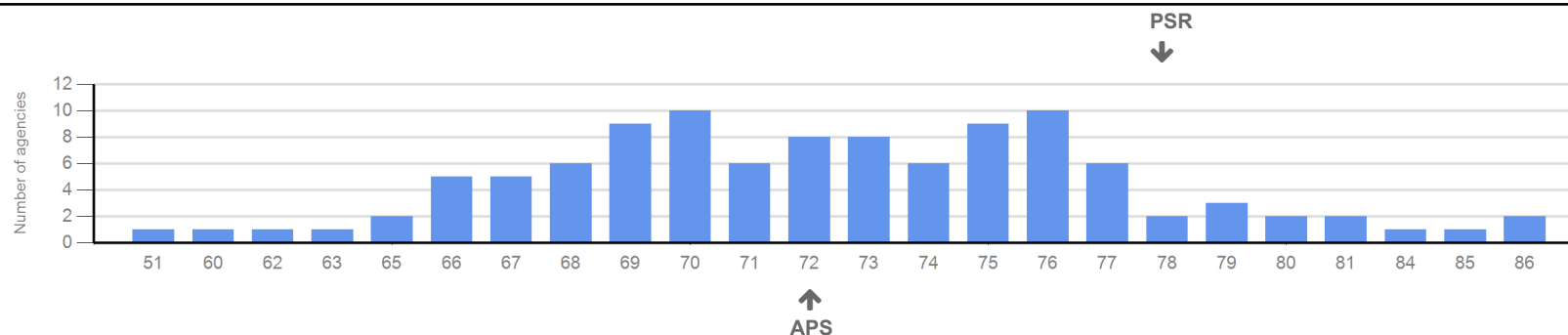
Enabling Innovation Index

Ranking : 23rd of 107



Wellbeing Policies and Support Index

Ranking : 13th of 107



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
2024

Variance from
APS overall

Variance from
regulatory
agencies

Variance from
extra small
sized agencies

.1	I am supported to use my expertise to provide frank and fearless advice	63%	-18↓	-7↓	-6↓	-9↓
.2	My agency inspires me to come up with new or better ways of doing things	70%	-12↓	+11↑	+11↑	+2
.3	People are recognised for coming up with new and innovative ways of working	75%	-1	+11↑	+10↑	+8↑
.4	Change is managed well in my agency	58%	-14↓	+10↑	+12↑	+10↑
.5	My agency recognises and supports the notion that failure is a part of innovation	65%	-6↓	+14↑	+14↑	+14↑
.6	When changes occur, the impacts are communicated well within my workgroup	60%	-7↓	-7↓	-7↓	-9↓

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.

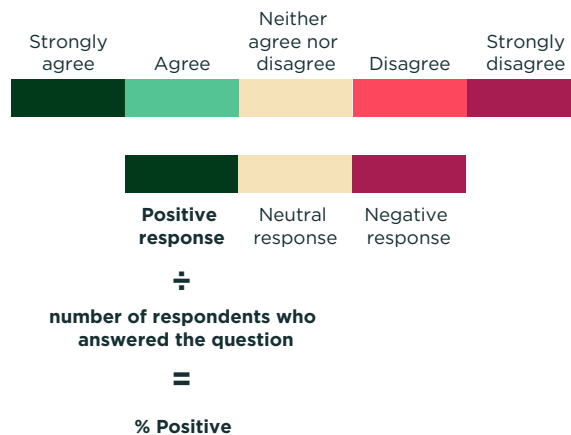
Prioritise 3 areas to take forward

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

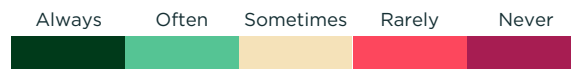
Guide to this report

% 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.

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.

