

Highlights Report ASA



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Responses:

397 of 502

Response Rate:

79%

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		75	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium sized agencies	
Say	Overall, I am satisfied with my job	68	17	15	68%	+3	-7↓	-9↓	-8↓
	I am proud to work in my agency	78	17		78%	-6↓	0	-6↓	-3
	I would recommend my agency as a good place to work	59	21	20	59%	-7↓	-12↓	-15↓	-13↓
	I believe strongly in the purpose and objectives of my agency	86		12	86%	0	0	-4	-4
Stay	I feel a strong personal attachment to my agency	59	27	14	59%	-6↓	-4	-8↓	-6↓
	I feel committed to my agency's goals	90		8	90%	0	+4	+2	+2
Strive	I suggest ideas to improve our way of doing things	89		9	89%	-5↓	+3	0	0
	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	85		14	85%	-6↓	+4	+4	+4
	My agency really inspires me to do my best work every day	62	23	15	62%	-2	+1	-2	-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		76	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium sized agencies	
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	75	15 10	75%	+1	-4	-4	-4	
	My supervisor can deliver difficult advice whilst maintaining relationships	78	16	78%	+8 ↑	-2	-1	-1	
	My supervisor invites a range of views, including those different to their own	82	12	82%	+6 ↑	0	-1	0	
	My supervisor encourages my team to regularly review and improve our work	74	18 8	74%	-3	-8 ↓	-7 ↓	-7 ↓	
	My supervisor is invested in my development	78	14 8	78%	+7 ↑	+1	0	+1	
	My supervisor ensures that my workgroup delivers on what we are responsible for	82	13	82%	-1	-5 ↓	-6 ↓	-5 ↓	
Other similar questions									
	My supervisor provides me with helpful feedback to improve my performance	69	17 13	69%	+2	-9 ↓	-7 ↓	-8 ↓	
	My immediate supervisor encourages me	76	17	76%	+6 ↑	-2	-2	-2	
	My supervisor actively ensures that everyone can be included in workplace activities	81	12 7	81%	+2	-4	-3	-3	
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	81	13	81%	-	0	0	0	
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	71	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium sized agencies
				-1	+1	-1	0

SES Manager	My SES manager clearly articulates the direction and priorities for our area	69	16	15	69%	+3	-1	-3	-1
	My SES manager presents convincing arguments and persuades others towards an outcome	70	20	10	70%	-4	+7 ⬆️	+3	+5 ⬆️
	My SES manager promotes cooperation within and between agencies	77	16		77%	-1	+9 ⬆️	+5 ⬆️	+8 ⬆️
	My SES manager encourages innovation and creativity	70	19	11	70%	+2	+4	+1	+3
	My SES manager creates an environment that enables us to deliver our best	67	18	16	67%	+5 ⬆️	+1	-2	0
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	81	12		81%	+3	+7 ⬆️	+2	+4

Other similar questions

In my agency, the SES work as a team	44	24	32	44%	+3	-12 ⬆️	-12 ⬆️	-10 ⬆️
In my agency, the SES clearly articulate the direction and priorities for our agency	54	19	27	54%	-2	-11 ⬆️	-11 ⬆️	-10 ⬆️
My SES manager routinely promotes the use of data and evidence to deliver outcomes	70	24		70%	-2	+3	-2	+2

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	63	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium sized agencies
				+1	-6 ↓	-7 ↓	-6 ↓

Communication	My supervisor communicates effectively	74	13	12	74%	+6 ↑	-7 ↓	-6 ↓	-6 ↓
	My SES manager communicates effectively	66	16	17	66%	0	-4	-6 ↓	-4
	Internal communication within my agency is effective	37	23	39	37%	-4	-21 ↓	-20 ↓	-19 ↓

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	53	19	27	53%	+2	-15 ↓	-17 ↓	-15 ↓
	Staff are consulted about change at work	40	40	20	40%	-3	-10 ↓	-11 ↓	-11 ↓
	Change is managed well in my agency	32	31	36	32%	-8 ↓	-12 ↓	-11 ↓	-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 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		63	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist 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	84	10	84%	0	+5 ⬆️	+2	+3	
	My immediate supervisor encourages me to come up with new or better ways of doing things	74	19	74%	+2	+2	0	0	
	People are recognised for coming up with new and innovative ways of working	49	32	19	49%	+8 ⬆️	-9 ⬇️	-11 ⬇️	-9 ⬇️
	My agency inspires me to come up with new or better ways of doing things	50	32	18	50%	-2	0	-3	-2
	My agency recognises and supports the notion that failure is a part of innovation	33	37	30	33%	-2	-8 ⬇️	-7 ⬇️	-8 ⬇️

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	62	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium sized agencies

Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	52	31	17	52%	+3	-15 ↓	-18 ↓	-16 ↓
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	39	31	30	39%	+1	-27 ↓	-31 ↓	-29 ↓
	My agency does a good job of promoting health and wellbeing	40	35	24	40%	-6 ↓	-26 ↓	-27 ↓	-26 ↓
	I think my agency cares about my health and wellbeing	55	25	20	55%	+4	-10 ↓	-15 ↓	-13 ↓
	I believe my immediate supervisor cares about my health and wellbeing	85	10	0	85%	0	-1	-3	-2

Other similar questions

Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	75	11	13	75%	-	+1	0	+1
	The people in my workgroup are able to bring up problems and tough issues	79	13	8	79%	-	-1	-3	-3
	I receive the respect I deserve from my colleagues at work	78	19	3	78%	+8 ↑	-3	-4	-3
	My agency supports and actively promotes an inclusive workplace culture	68	22	11	68%	+3	-13 ↓	-12 ↓	-11 ↓

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 specialist agencies	Variance from medium sized agencies
In general, would you say that your health is:						
Excellent		13%	+4	+2	0	+1
Very good		32%	-3	-3	-5 ↓	-4
Good		38%	+8 ↑	+1	+2	+1
Fair		15%	-1	+2	+3	+3
Poor		2%	-7 ↓	-1	-1	-1
What best describes your current workload?						
Well above capacity - too much work		35%	-14 ↓	+12 ↑	+13 ↑	+11 ↑
Slightly above capacity - lots of work to do		35%	+8 ↑	-5 ↓	-5 ↓	-5 ↓
At capacity - about the right amount of work to do		19%	+8 ↑	-12 ↓	-11 ↓	-10 ↓
Slightly below capacity - available for more work		9%	-3	+3	+2	+3
Well below capacity - not enough work		3%	0	+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 specialist agencies	Variance from medium sized agencies
How often do you find your work stressful?						
Always		8%	-4	+3	+5 	+4
Often		34%	+4	+9 	+11 	+10 
Sometimes		38%	-5 	-11 	-12 	-12 
Rarely		17%	+5 	-2	-4	-3
Never		3%	0	+1	+1	+1
To what extent is your work emotionally demanding?						
To a very large extent		11%	-3	+3	+4	+4
To a large extent		21%	-11 	+1	+4	+2
Somewhat		38%	+6 	-1	0	0
To a small extent		21%	+6 	-3	-5 	-4
To a very small extent		8%	+3	-1	-3	-2
I feel burned out by my work						
Strongly agree		10%	-8 	+2	+3	+2
Agree		28%	+2	+5 	+6 	+6 
Neither agree nor disagree		28%	-1	-4	-2	-2
Disagree		26%	+4	-3	-6 	-5 
Strongly disagree		8%	+4	+1	-1	-1

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 specialist agencies	Variance from medium sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	79 11 9	79%	+9 ↑	-4	-8 ↓	-6 ↓
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time	<div style="width: 4%; height: 10px; background-color: #004a00;"></div>	4%	0	-8 ↓	-9 ↓	-7 ↓
Flexible hours of work	<div style="width: 25%; height: 10px; background-color: #004a00;"></div>	25%	+6 ↑	-1	-8 ↓	-3
Compressed work week	<div style="width: 2%; height: 10px; background-color: #004a00;"></div>	2%	-1	-3	-2	-3
Job sharing	<div style="width: 0%; height: 10px; background-color: #004a00;"></div>	0%	0	0	-1	-1
Working away from the office/working from home	<div style="width: 43%; height: 10px; background-color: #004a00;"></div>	43%	+19 ↑	-18 ↓	-27 ↓	-25 ↓
None of the above	<div style="width: 44%; height: 10px; background-color: #004a00;"></div>	44%	-18 ↓	+21 ↑	+27 ↑	+25 ↑
Working away from the office						
None of the time	<div style="width: 57%; height: 10px; background-color: #004a00;"></div>	57%	-	+18 ↑	+27 ↑	+25 ↑
All of the time	<div style="width: 3%; height: 10px; background-color: #004a00;"></div>	3%	-	-2	-3	-5 ↓
Some of the time as a regular arrangement	<div style="width: 24%; height: 10px; background-color: #004a00;"></div>	24%	-	-23 ↓	-28 ↓	-26 ↓
Only on an irregular basis	<div style="width: 16%; height: 10px; background-color: #004a00;"></div>	16%	-	+8 ↑	+4	+6 ↑
Did not disclose their arrangement	<div style="width: 0%; height: 10px; background-color: #004a00;"></div>	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 specialist agencies	Variance from medium sized agencies
I am supported to use my expertise to provide frank and fearless advice		65%	-	-1	-2	-1
The people in my workgroup demonstrate stewardship		80%	-	+3	0	0
The culture in my agency supports people to act with integrity		73%	-	-4	-6 ↓	-4
I believe strongly in the purpose and objectives of the APS		90%	+4	+4	+4	+3
I feel a strong personal attachment to the APS		69%	-5 ↓	+4	+9 ↑	+7 ↑
My workgroup considers the people and businesses affected by what we do		83%	-	-2	-6 ↓	-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 specialist agencies	Variance from medium sized agencies
I am satisfied with the recognition I receive for doing a good job	63	22	16	63%	+5 ⬆️	-6 ⬇️	-9 ⬇️	-7 ⬇️
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	64	15	21	64%	+16 ⬆️	+2	+1	0
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	76	13	11	76%	+16 ⬆️	-6 ⬇️	-9 ⬇️	-7 ⬇️
I am satisfied with the stability and security of my job	89			89%	+3	+4	+7 ⬆️	+7 ⬆️

Clarity and autonomy

	Response scale			% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	90	7		90%	+1	-3	-3	-3
I am clear what my duties and responsibilities are	56	27	16	56%	-2	-23 ⬇️	-23 ⬇️	-22 ⬇️
I have a choice in deciding how I do my work	69	23	8	69%	+4	+3	-6 ⬇️	-3
Where appropriate, I am able to take part in decisions that affect my job	70	16	14	70%	+7 ⬆️	-1	-5 ⬇️	-3

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 specialist agencies	Variance from medium sized agencies
In the last month, please rate your workgroup's overall performance						
Excellent		25%	-2	-2	-4	-3
Very good		52%	+2	-2	-2	-2
Average		18%	+1	+3	+4	+4
Below average		2%	-2	0	+1	0
Well below average		2%	0	+1	+1	+1

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well		73%	+6	-5	-8	-7
My workgroup has the tools and resources we need to perform well		46%	-8	-13	-13	-10
The people in my workgroup use time and resources efficiently		73%	+10	-3	-6	-4
My job gives me opportunities to utilise my skills		77%	+2	-3	-6	-5
In the last 12 months, the formal learning I have accessed has improved my performance		63%	-	+5	+6	+6

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 specialist 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		10%	-8 ⬇	+1	+3	+2
I want to leave my position within the next 12 months		26%	-5 ⬇	+3	+5 ⬆	+4
I want to stay working in my position for the next one to two years		41%	+7 ⬆	+3	0	0
I want to stay working in my position for at least the next three years		23%	+7 ⬆	-8 ⬇	-7 ⬇	-6 ⬇
What best describes your plans involved with leaving your current position?						
I am planning to retire		4%	+4	-1	0	0
I am pursuing another position within my agency		30%	-18 ⬇	-13 ⬇	+2	0
I am pursuing a position in another agency		39%	+6 ⬆	+13 ⬆	+4	+4
I am pursuing work outside the APS		14%	+2	+4	0	+2
It is the end of my non-ongoing, casual or contracted employment		1%	+1	-2	-4	-4
Other		12%	+6 ⬆	-1	-1	-2

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 specialist agencies	Variance from medium sized agencies
What is the primary reason behind your desire to leave your current position? (5 highest responses):						
I am looking to further my skills in another area		13%	-	-	-	-
Other		13%	-	-	-	-
I wish to pursue a promotion opportunity		10%	-	-	-	-
I can receive a higher salary elsewhere		8%	-	-	-	-
I am not satisfied with the work		8%	-	-	-	-

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 specialist 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	+2	+1
No		91%	+2	+1	-2	-1
Did this discrimination occur in your current agency?						
Yes		82%	+11	-10	-10	-9
No		18%	-11	+10	+10	+9
Basis for the discrimination that you experienced (3 highest responses):						
Gender		44%	-	-	-	-
Age		24%	-	-	-	-
Other		21%	-	-	-	-

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 specialist agencies	Variance from medium sized agencies
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes		12%	-2	+1	+3	+2
No		82%	0	-2	-4	-2
Not sure		6%	+2	0	+1	0
Types of harassment or bullying experienced (3 highest responses):						
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		47%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		42%	-	-	-	-
Deliberate exclusion from work-related activities		29%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures		33%	-8⬇️	-3	0	-4
It was reported by someone else		11%	+5⬆️	+4	+4	+3
I did not report the behaviour		56%	+3	-1	-4	0

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 specialist 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%	-9↓	0	0	0
No		91%	+10↑	0	-1	0
Not sure		4%	-1	0	+1	+1
Would prefer not to answer		2%	-1	0	0	0

Types of corrupt behaviours witnessed (3 highest responses):

Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		75%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		50%	-	-	-	-
Bribery, domestic and foreign-obtaining, offering or soliciting secret commissions, kickbacks or gratuities		25%	-	-	-	-

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures		8%	-7↓	-13↓	-7↓	-7↓
It was reported by someone else		17%	-6↓	0	+3	-1
I did not report the behaviour		75%	+13↑	+12↑	+4	+7↑

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Demographics

How do you describe your gender?	Responses
Man or male	43%
Woman or female	52%
Non-binary	0%
I use a different term	0%
Prefer not to say	5%

Do you identify as an Aboriginal and/or Torres Strait Islander person?	Responses
Yes	1%
No	99%

Do you have an ongoing disability?	Responses
Yes	8%
No	92%

Do you have carer responsibilities?	Responses
Yes	31%
No	69%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	8%
No	92%

Do you identify as culturally and linguistically diverse?	Responses
Yes	15%
No	85%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	79%
Australian Aboriginal and/or Torres Strait Islander	1%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	13%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	5%
South-East Asian	6%
North-East Asian	1%
Southern and Central Asian	3%
North American	1%
South and Central American and Caribbean Islander	0%
North African and Middle Eastern	1%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	6%
No	76%
Maybe	10%
I am unsure what neurodivergent means	8%

Agency position



Agency position

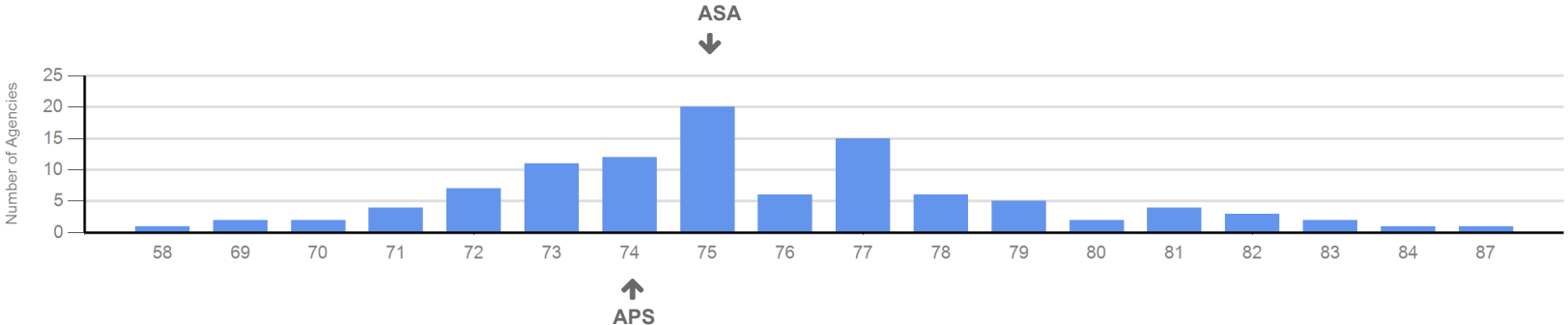
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

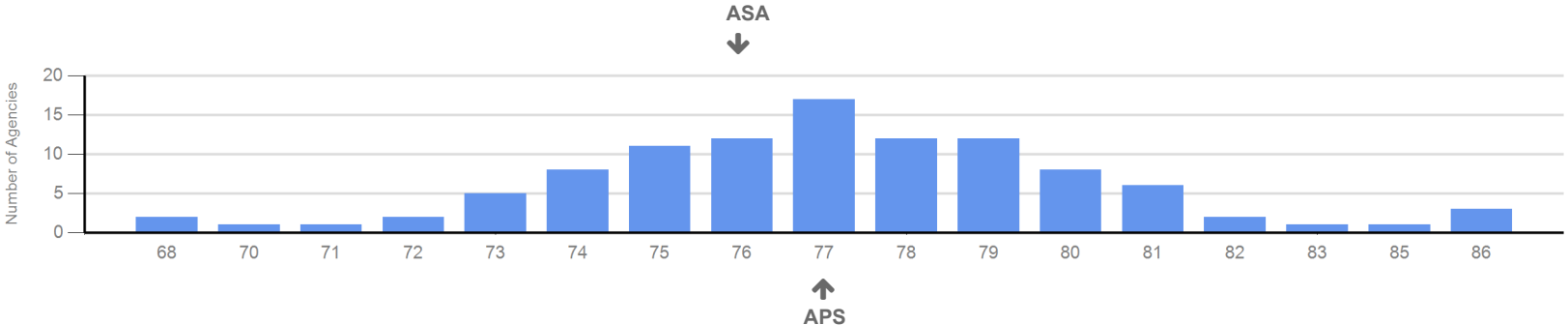
Employee Engagement Index

Ranking : 65th of 104



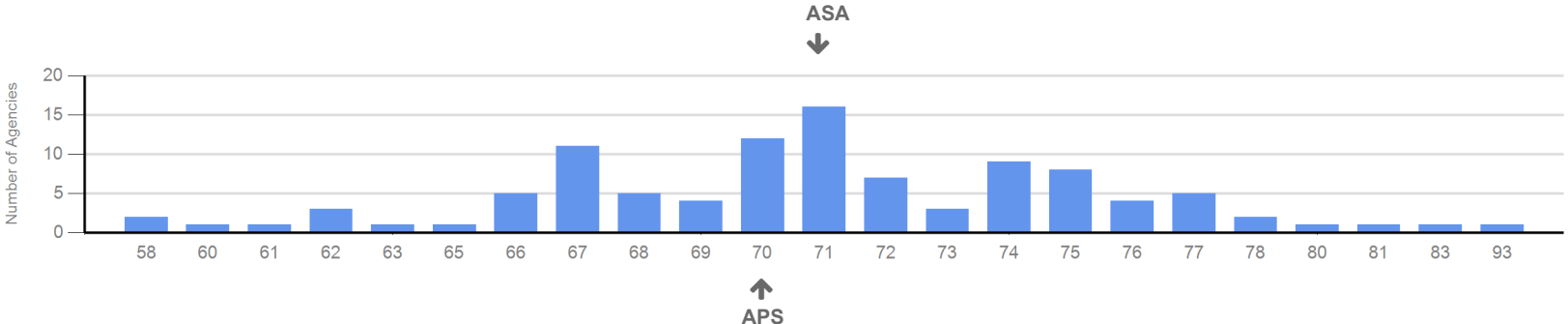
Leadership – Immediate Supervisor Index

Ranking : 67th of 104



Leadership – SES Manager Index

Ranking : 53rd of 104



Agency position



Agency position

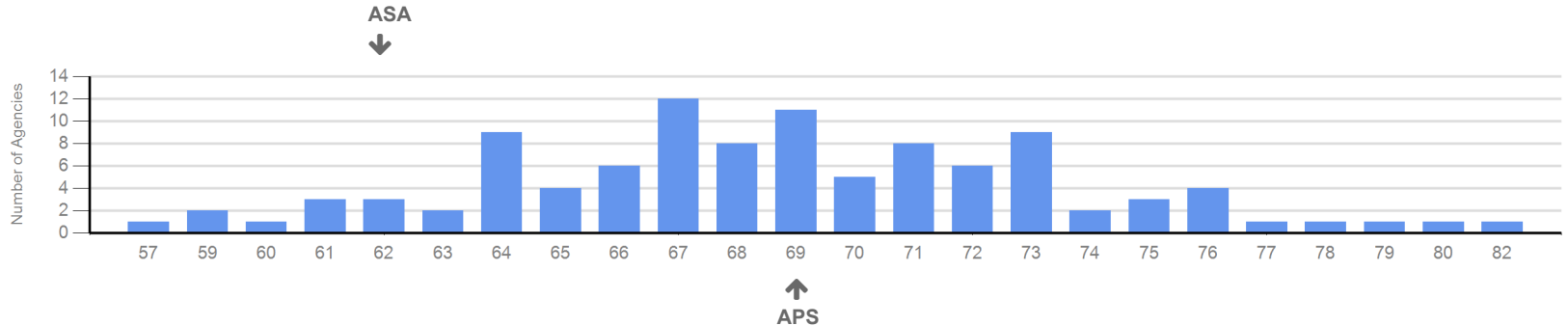
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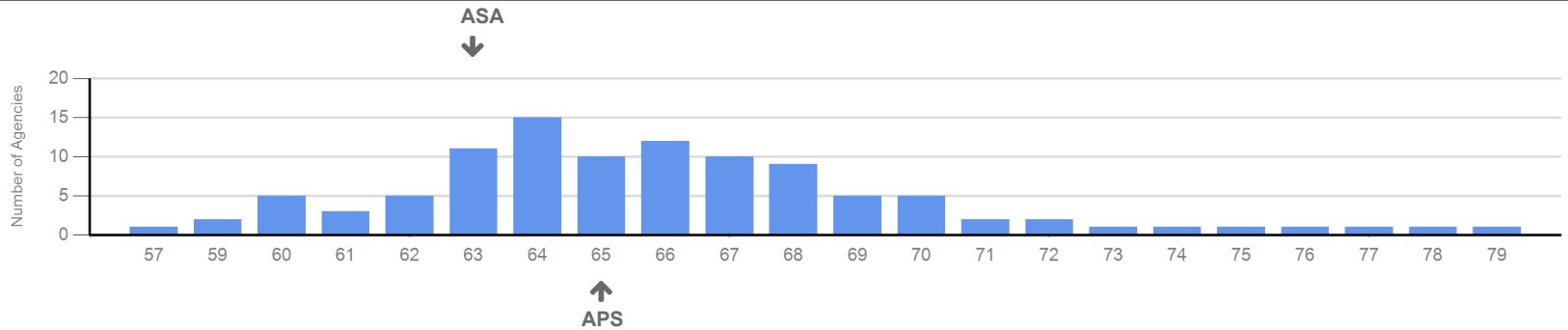
Communication Index

Ranking : 95th of 104



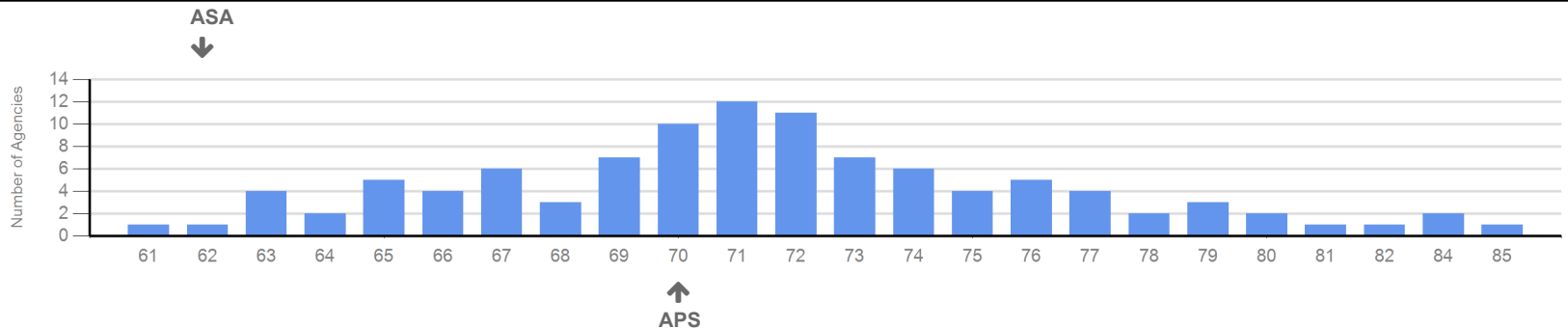
Enabling Innovation Index

Ranking : 82nd of 104



Wellbeing Policies and Support Index

Ranking : 103rd 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 specialist agencies

Variance from medium sized agencies

		% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium sized agencies
.1	I am supported to use my expertise to provide frank and fearless advice	65%	-	-1	-2	-1
.2	The culture in my agency supports people to act with integrity	73%	-	-4	-6↓	-4
.3	My agency supports and actively promotes an inclusive workplace culture	68%	+3	-13↓	-12↓	-11↓
.4	I am satisfied with the recognition I receive for doing a good job	63%	+5↑	-6↓	-9↓	-7↓
.5	My SES manager creates an environment that enables us to deliver our best	67%	+5↑	+1	-2	0
.6	The people in my workgroup are able to bring up problems and tough issues	79%	-	-1	-3	-3

ASA specific questions

	Response scale			% Positive	Variance from 2023
Internal communication within my agency is regular	53	19	28	53%	-
My SES manager effectively leads and manages change	60	26	14	60%	-
I have the flexibility in my workgroup to use Flexible Work Arrangements	71	15	13	71%	-
I feel more productive when I work from home	39	41	20	39%	-
My agency prioritises business requirements and re-allocates resources to evolving business needs	39	34	27	39%	-
My SES engages with my workgroup to ensure workloads are manageable	43	28	29	43%	-
In my agency employees are encouraged to build professional networks to harness and share expertise	63	25	12	63%	-
I feel comfortable that if I applied for overtime or TOIL provisions for additional hours that I work this would be approved by my supervisor	66	22	11	66%	-
My workgroup embodies the Nuclear Mindset Principles	79	11	10	79%	-
I feel confident to identify deficiencies in the workplace	78	14	8	78%	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



ASA specific questions

	Response scale	% Positive	Variance from 2023
I feel confident that when I have made a mistake I can raise this with my supervisor	89	89%	-
I am confident to ask questions when I don't think a course of action is appropriate	87	87%	-
I feel I am suitably qualified for the role I am performing	85	85%	-
My workgroup has a strong focus on and commitment to security	89	89%	-
My agency prioritises creating a positive workplace culture to attract and retain staff	48	48%	-

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.

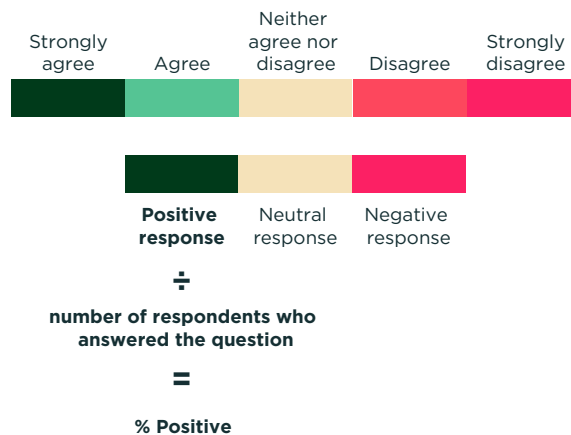
Prioritise 3 areas to take forward

	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.

