

## Highlights Report AAT



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### Responses:

482 of 780

### Response Rate:

62%

# 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  $\pm 5$  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		72	Response scale		% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
						+1	-2	-3	-3
Say	Overall, I am satisfied with my job	72	15	13	72%	+1	-3	-3	-4
	I am proud to work in my agency	71	21	8	71%	+4	-7⬇️	-7⬇️	-9⬇️
	I would recommend my agency as a good place to work	63	21	16	63%	+4	-8⬇️	-7⬇️	-9⬇️
	I believe strongly in the purpose and objectives of my agency	87		11	87%	0	+1	-1	-2
Stay	I feel a strong personal attachment to my agency	61	26	13	61%	+5⬆️	-2	-2	-4
	I feel committed to my agency's goals	84		13	84%	+3	-1	-3	-4
Strive	I suggest ideas to improve our way of doing things	83		13	83%	0	-3	-5⬇️	-6⬇️
	I am happy to go the 'extra mile' at work when required	89		8	89%	0	-2	-3	-3
	I work beyond what is required in my job to help my agency achieve its objectives	78		17	78%	0	-3	-5⬇️	-3
	My agency really inspires me to do my best work every day	55	28	16	55%	+5⬆️	-5⬇️	-6⬇️	-8⬇️

### 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		75	Response scale		% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	77	14	9	77%	-1	-3	-2	-2
	My supervisor can deliver difficult advice whilst maintaining relationships	77	13	9	77%	-2	-2	-1	-2
	My supervisor invites a range of views, including those different to their own	77	17		77%	-3	-5⬇️	-4	-5⬇️
	My supervisor encourages my team to regularly review and improve our work	75	17	7	75%	-1	-7⬇️	-6⬇️	-6⬇️
	My supervisor is invested in my development	71	18	11	71%	0	-7⬇️	-5⬇️	-7⬇️
	My supervisor ensures that my workgroup delivers on what we are responsible for	86	9		86%	+3	-2	-1	-2
Other similar questions									
	My supervisor provides me with helpful feedback to improve my performance	77	13	11	77%	+2	-2	-1	-1
	My immediate supervisor encourages me	73	17	10	73%	0	-4	-3	-5⬇️
	My supervisor actively ensures that everyone can be included in workplace activities	80	13		80%	0	-4	-2	-3
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	75	16	9	75%	-	-6⬇️	-5⬇️	-6⬇️
Key		⬆️	At least 5 percentage points greater than comparator			⬇️	At least 5 percentage points less than comparator		
						Positive		Neutral	Negative
						<div></div>		<div></div>	<div></div>

# 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	63	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
				-2	-7↓	-6↓	-8↓

SES Manager	My SES manager clearly articulates the direction and priorities for our area	55	32	13	55%	-3	-15↓	-15↓	-15↓
	My SES manager presents convincing arguments and persuades others towards an outcome	50	37	12	50%	-3	-13↓	-13↓	-15↓
	My SES manager promotes cooperation within and between agencies	51	41	8	51%	-3	-18↓	-15↓	-19↓
	My SES manager encourages innovation and creativity	50	36	14	50%	-2	-16↓	-15↓	-17↓
	My SES manager creates an environment that enables us to deliver our best	53	32	16	53%	-5↓	-12↓	-13↓	-14↓
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	61	30	9	61%	-1	-13↓	-13↓	-15↓

### Other similar questions

	In my agency, the SES work as a team	45	39	16	45%	+3	-11↓	-12↓	-9↓
	In my agency, the SES clearly articulate the direction and priorities for our agency	52	30	18	52%	+6↑	-12↓	-14↓	-12↓
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	52	36	12	52%	-3	-15↓	-17↓	-17↓

### 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	65	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
				-1	-4	-3	-3

Communication	My supervisor communicates effectively	80	12	8	80%	0	-1	0	0
	My SES manager communicates effectively	58	28	14	58%	-2	-12⬇️	-11⬇️	-12⬇️
	Internal communication within my agency is effective	52	23	25	52%	-1	-6⬇️	-5⬇️	-5⬇️

### Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	68	17	15	68%	-3	0	-1	-1
	Staff are consulted about change at work	49	33	18	49%	-1	-1	-1	-2
	Change is managed well in my agency	38	31	31	38%	-1	-5⬇️	-6⬇️	-4

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative

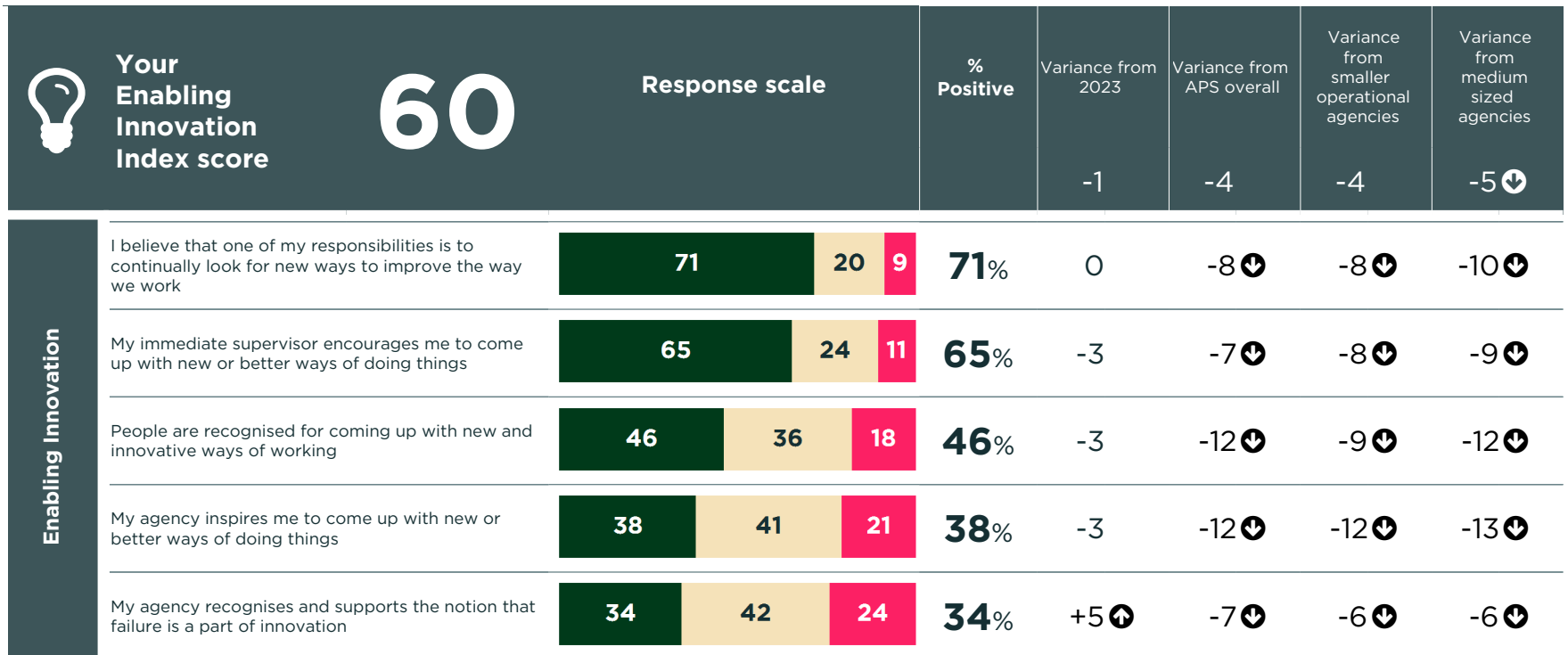


# Enabling Innovation



## 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.



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				65	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
							-1	-5⬇️	-5⬇️	-6⬇️
Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	61	24	15	61%	+1	-6⬇️	-6⬇️	-6⬇️	
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	53	29	18	53%	-1	-13⬇️	-14⬇️	-15⬇️	
	My agency does a good job of promoting health and wellbeing	53	28	18	53%	-2	-13⬇️	-13⬇️	-13⬇️	
	I think my agency cares about my health and wellbeing	60	23	17	60%	0	-4	-6⬇️	-7⬇️	
	I believe my immediate supervisor cares about my health and wellbeing	85		11	85%	-3	-2	-1	-3	
Other similar questions										
Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	72	13	14	72%	-	-2	-1	-2	
	The people in my workgroup are able to bring up problems and tough issues	82		12	82%	-	+2	0	0	
	I receive the respect I deserve from my colleagues at work	80		16	80%	-2	-2	-1	-1	
	My agency supports and actively promotes an inclusive workplace culture	72	18	10	72%	-5⬇️	-9⬇️	-7⬇️	-7⬇️	
<div>Key</div> <div><div>⬆️</div>At least 5 percentage points greater than comparator</div> <div><div>⬇️</div>At least 5 percentage points less than comparator</div> <div>Positive Neutral Negative</div> <div><div></div><div></div><div></div></div>										



# Wellbeing

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
In general, would you say that your health is:						
Excellent	<div></div>	10%	-1	0	-1	-1
Very good	<div></div>	34%	0	-1	-2	-2
Good	<div></div>	41%	+4	+3	+3	+3
Fair	<div></div>	13%	-3	-1	+1	0
Poor	<div></div>	2%	0	-1	0	0
What best describes your current workload?						
Well above capacity - too much work	<div></div>	26%	+7⬆	+3	0	+2
Slightly above capacity - lots of work to do	<div></div>	38%	-3	-2	-1	-2
At capacity - about the right amount of work to do	<div></div>	28%	-6⬇	-3	-1	-1
Slightly below capacity - available for more work	<div></div>	7%	+2	+2	+1	+1
Well below capacity - not enough work	<div></div>	2%	+1	0	+1	0

## 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 smaller operational agencies	Variance from medium sized agencies
<b>How often do you find your work stressful?</b>						
Always	<div><div></div></div>	6%	+2	+1	+1	+2
Often	<div><div></div></div>	23%	+1	-2	-2	0
Sometimes	<div><div></div></div>	53%	-3	+4	+3	+3
Rarely	<div><div></div></div>	16%	0	-3	-3	-4
Never	<div><div></div></div>	2%	0	0	0	0
<b>To what extent is your work emotionally demanding?</b>						
To a very large extent	<div><div></div></div>	9%	+1	+1	+1	+2
To a large extent	<div><div></div></div>	18%	-4	-3	-3	-1
Somewhat	<div><div></div></div>	37%	-3	-1	-1	-1
To a small extent	<div><div></div></div>	28%	+5⬆	+3	+3	+2
To a very small extent	<div><div></div></div>	9%	+1	-1	-1	-2
<b>I feel burned out by my work</b>						
Strongly agree	<div><div></div></div>	9%	+1	+1	0	+1
Agree	<div><div></div></div>	22%	-1	-1	-1	0
Neither agree nor disagree	<div><div></div></div>	34%	0	+2	+2	+3
Disagree	<div><div></div></div>	28%	-1	-2	-2	-4
Strongly disagree	<div><div></div></div>	7%	0	0	-1	-1

## 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 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	<div><div>82</div><div>10</div><div>8</div></div>	82%	-1	-1	-1	-3
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time	<div><div></div></div>	15%	0	+2	+4	+3
Flexible hours of work	<div><div></div></div>	28%	0	+1	+2	0
Compressed work week	<div><div></div></div>	2%	+1	-2	-2	-2
Job sharing	<div><div></div></div>	1%	+1	0	0	0
Working away from the office/working from home	<div><div></div></div>	69%	-3	+7⬆	+1	0
None of the above	<div><div></div></div>	19%	+3	-4	-1	0
Working away from the office						
None of the time	<div><div></div></div>	31%	-	-7⬆	-1	0
All of the time	<div><div></div></div>	8%	-	+2	-2	-1
Some of the time as a regular arrangement	<div><div></div></div>	54%	-	+7⬆	+7⬆	+5⬆
Only on an irregular basis	<div><div></div></div>	6%	-	-3	-4	-4
Did not disclose their arrangement		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 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
I am supported to use my expertise to provide frank and fearless advice	57 27 16	57%	-	-8↓	-7↓	-9↓
The people in my workgroup demonstrate stewardship	75 17 7	75%	-	-1	-2	-4
The culture in my agency supports people to act with integrity	70 18 12	70%	-	-6↓	-7↓	-7↓
I believe strongly in the purpose and objectives of the APS	89 10	89%	0	+2	+2	+2
I feel a strong personal attachment to the APS	66 26 8	66%	+2	+2	+3	+5↑
My workgroup considers the people and businesses affected by what we do	87 9	87%	-	+2	0	0

## 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 smaller operational agencies	Variance from medium sized agencies
I am satisfied with the recognition I receive for doing a good job	63 22 15	63%	-2	-5⬇️	-3	-7⬇️
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	52 19 28	52%	+16⬆️	-11⬇️	-9⬇️	-12⬇️
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	76 15 9	76%	+3	-6⬇️	-3	-6⬇️
I am satisfied with the stability and security of my job	72 15 13	72%	+9⬆️	-13⬇️	-5⬇️	-10⬇️

## Clarity and autonomy

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	94 1 5	94%	+2	+2	+1	+1
I am clear what my duties and responsibilities are	86 11 3	86%	+5⬆️	+6⬆️	+7⬆️	+7⬆️
I have a choice in deciding how I do my work	69 22 8	69%	+4	+3	+1	-3
Where appropriate, I am able to take part in decisions that affect my job	63 21 17	63%	-4	-8⬇️	-8⬇️	-10⬇️

### 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 smaller operational agencies	Variance from medium sized agencies
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In the last month, please rate your workgroup's overall performance

Excellent	<div><div></div></div>	28%	-3	+1	-1	0
Very good	<div><div></div></div>	52%	-2	-2	-3	-2
Average	<div><div></div></div>	15%	+1	0	+2	+1
Below average	<div><div></div></div>	2%	+1	-1	0	0
Well below average	<div><div></div></div>	3%	+3	+2	+2	+2

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well	<div><div>82</div><div>12</div></div>	82%	0	+3	+1	+1
My workgroup has the tools and resources we need to perform well	<div><div>41</div><div>18</div><div>42</div></div>	41%	-16⬇️	-18⬇️	-17⬇️	-16⬇️
The people in my workgroup use time and resources efficiently	<div><div>73</div><div>17</div><div>10</div></div>	73%	-4	-2	-2	-3
My job gives me opportunities to utilise my skills	<div><div>75</div><div>13</div><div>12</div></div>	75%	-3	-5⬇️	-5⬇️	-7⬇️
In the last 12 months, the formal learning I have accessed has improved my performance	<div><div>48</div><div>37</div><div>15</div></div>	48%	-	-10⬇️	-7⬇️	-9⬇️

## 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 smaller operational agencies	Variance from medium sized agencies
<b>Which of the following statements best reflects your current thoughts about working in your current position?</b>						
I want to leave my position as soon as possible	<div></div>	9%	0	0	0	+1
I want to leave my position within the next 12 months	<div></div>	24%	+1	+1	+2	+2
I want to stay working in my position for the next one to two years	<div></div>	36%	-3	-1	-2	-4
I want to stay working in my position for at least the next three years	<div></div>	31%	+2	0	+1	+2
<b>What best describes your plans involved with leaving your current position?</b>						
I am planning to retire	<div></div>	6%	+2	0	+3	+2
I am pursuing another position within my agency	<div></div>	34%	+10 ⬆	-9 ⬇	+3	+4
I am pursuing a position in another agency	<div></div>	23%	-5 ⬇	-4	-10 ⬇	-13 ⬇
I am pursuing work outside the APS	<div></div>	12%	-6 ⬇	+2	0	0
It is the end of my non-ongoing, casual or contracted employment	<div></div>	10%	-3	+8 ⬆	+3	+5 ⬆
Other	<div></div>	16%	+2	+3	+1	+1

## 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 smaller operational 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	<div></div>	23%	-	-	-	-
I am looking to further my skills in another area	<div></div>	18%	-	-	-	-
There are a lack of future career opportunities in my agency	<div></div>	10%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	<div></div>	7%	-	-	-	-
Senior leadership is of a poor quality	<div></div>	7%	-	-	-	-

## 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 smaller operational 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	<div></div>	11%	+4	+1	+1	+2
No	<div></div>	89%	-4	-1	-1	-2
Did this discrimination occur in your current agency?						
Yes	<div></div>	94%	-6⬇️	+2	+2	+2
No	<div></div>	6%	+6⬆️	-2	-2	-2
Basis for the discrimination that you experienced (3 highest responses):						
Gender	<div></div>	35%	-	-	-	-
Race	<div></div>	24%	-	-	-	-
Age	<div></div>	24%	-	-	-	-

## 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 smaller operational agencies	Variance from medium sized agencies
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes	<div></div>	12%	+1	+1	+1	+1
No	<div></div>	83%	0	-1	-1	-2
Not sure	<div></div>	6%	0	0	0	+1
Types of harassment or bullying experienced (3 highest responses):						
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	<div></div>	46%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	<div></div>	46%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)	<div></div>	24%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	38%	-4	+2	-4	+1
It was reported by someone else	<div></div>	8%	+2	+1	-1	0
I did not report the behaviour	<div></div>	54%	+2	-3	+4	-1

## 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 smaller operational 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	<div></div>	3%	-1	0	0	0
No	<div></div>	91%	+4	0	+1	0
Not sure	<div></div>	5%	0	+1	0	+1
Would prefer not to answer	<div></div>	2%	-2	-1	-1	-1

## Types of corrupt behaviours witnessed (3 highest responses):

Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit	<div></div>	54%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest	<div></div>	31%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit	<div></div>	31%	-	-	-	-

## Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	15%	+10 ⬆	-6 ⬇	-1	0
It was reported by someone else	<div></div>	15%	+5 ⬆	-1	-1	-2
I did not report the behaviour	<div></div>	69%	-16 ⬇	+7 ⬆	+3	+2

### 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	34%
Woman or female	61%
Non-binary	1%
I use a different term	0%
Prefer not to say	3%

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	9%
No	91%

Do you have carer responsibilities?	Responses
Yes	38%
No	62%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	13%
No	87%

Do you identify as culturally and linguistically diverse?	Responses
Yes	35%
No	65%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	60%
Australian Aboriginal and/or Torres Strait Islander	1%
New Zealander (excluding Maori)	2%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	2%
Anglo-European	13%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	8%
South-East Asian	13%
North-East Asian	2%
Southern and Central Asian	4%
North American	1%
South and Central American and Caribbean Islander	2%
North African and Middle Eastern	2%
Sub-Saharan African	3%

Do you consider yourself to be neurodivergent?	Responses
Yes	11%
No	71%
Maybe	8%
I am unsure what neurodivergent means	10%

# Agency position



## Agency position

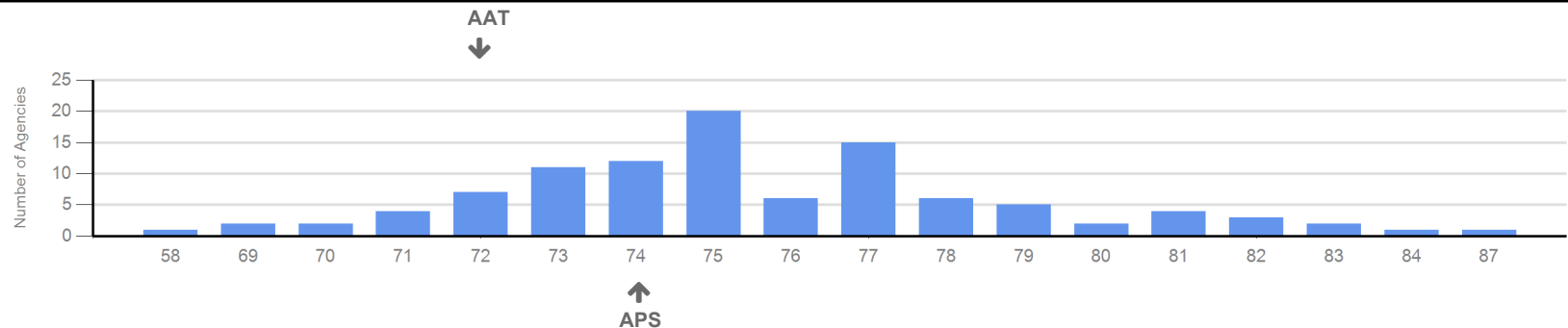
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

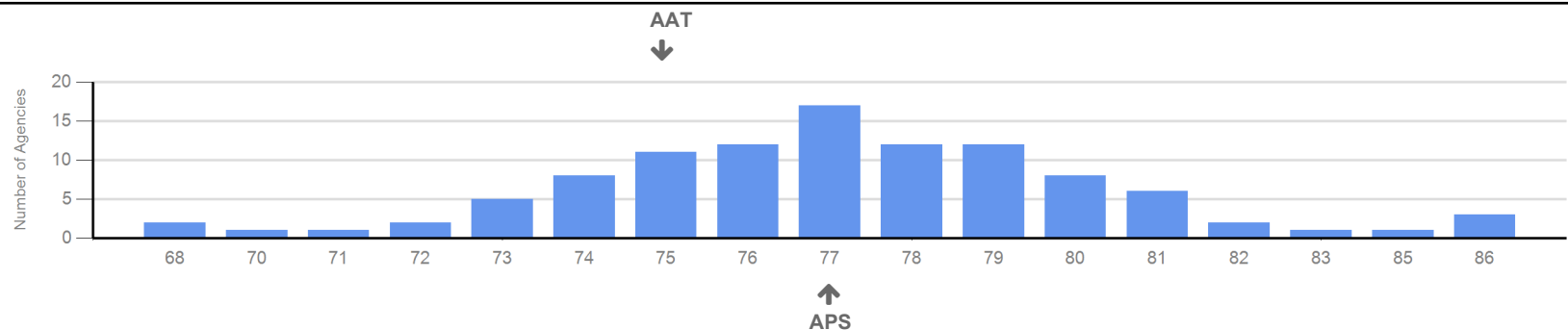
### Employee Engagement Index

Ranking : 93rd of 104



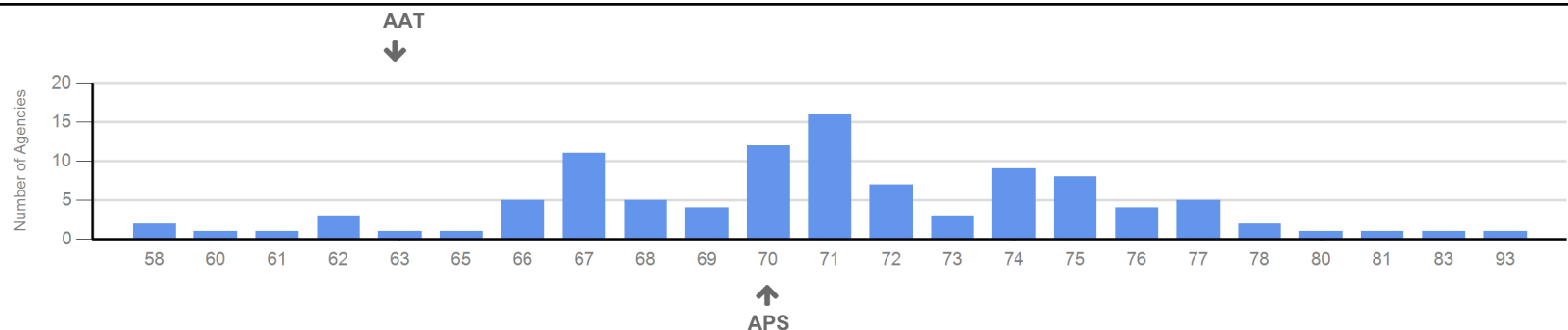
### Leadership – Immediate Supervisor Index

Ranking : 85th of 104



### Leadership – SES Manager Index

Ranking : 97th of 104



# Agency position



## Agency position

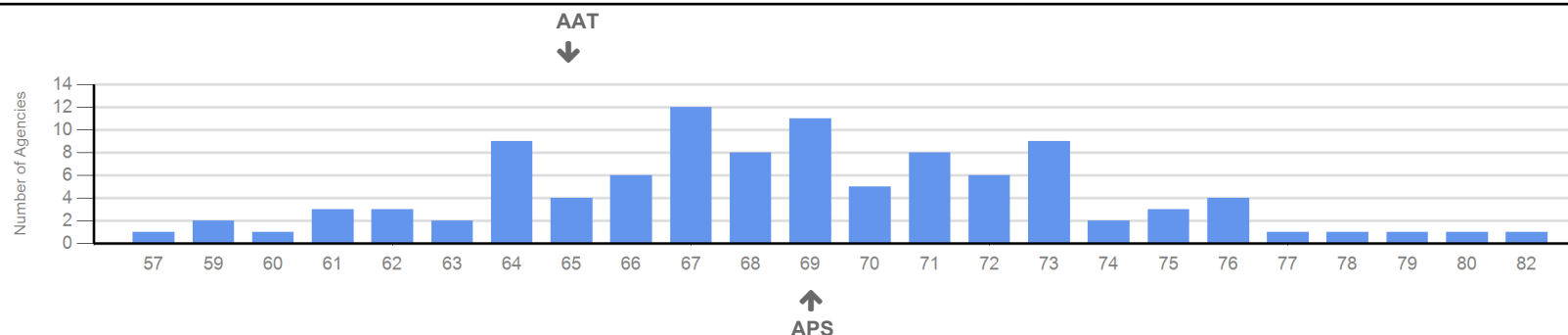
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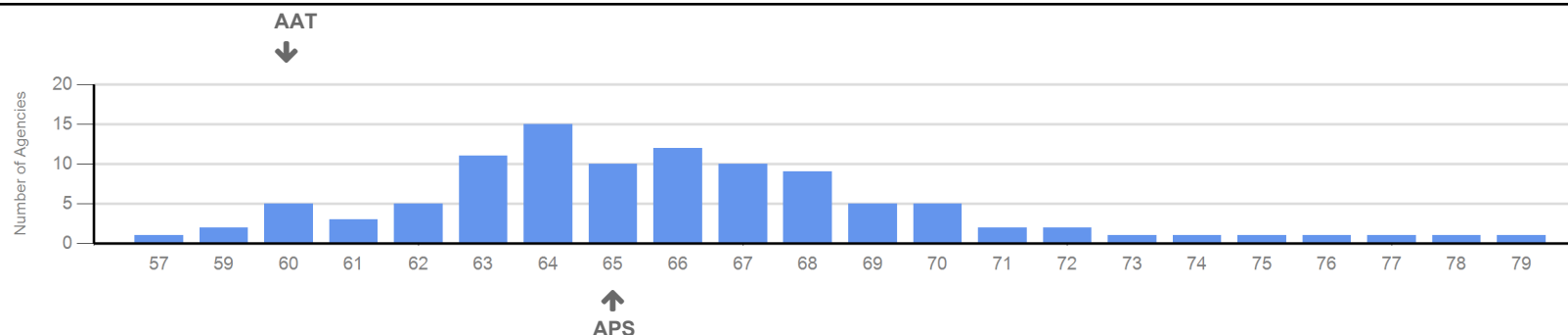
### Communication Index

Ranking : 82nd of 104



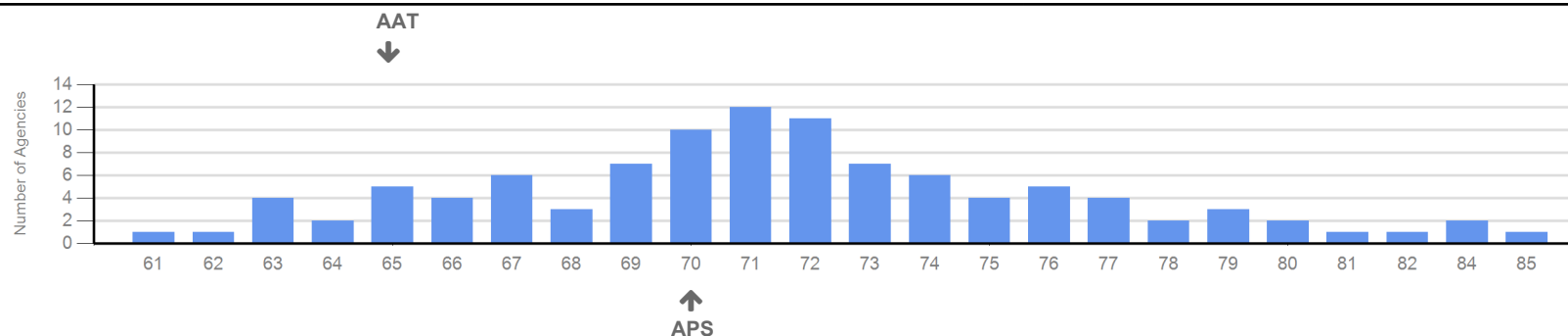
### Enabling Innovation Index

Ranking : 98th of 104



### Wellbeing Policies and Support Index

Ranking : 93rd 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  
smaller  
operational  
agencies

Variance from  
medium  
sized agencies

<b>.1</b>	I am supported to use my expertise to provide frank and fearless advice	<b>57%</b>	-	-8↓	-7↓	-9↓
<b>.2</b>	The culture in my agency supports people to act with integrity	<b>70%</b>	-	-6↓	-7↓	-7↓
<b>.3</b>	My agency supports and actively promotes an inclusive workplace culture	<b>72%</b>	-5↓	-9↓	-7↓	-7↓
<b>.4</b>	My agency inspires me to come up with new or better ways of doing things	<b>38%</b>	-3	-12↓	-12↓	-13↓
<b>.5</b>	I am satisfied with the recognition I receive for doing a good job	<b>63%</b>	-2	-5↓	-3	-7↓
<b>.6</b>	Internal communication within my agency is effective	<b>52%</b>	-1	-6↓	-5↓	-5↓

# AAT specific questions

	Response scale			% Positive	Variance from 2023
The AAT is building a cohesive culture across our divisions and locations	44	34	22	44%	+4
Individuals and sections within the AAT work collaboratively together to achieve our strategic goals	57	25	18	57%	+5 ⬆
Working arrangements between members and staff are effective and harmonious	47	38	15	47%	+10 ⬆
There are opportunities for me to learn about the work carried out by my colleagues in other sections and/or registries of the AAT	43	28	29	43%	-2
My supervisor or manager helps me to understand the connections between my work and the work of the rest of the AAT	65	25	10	65%	0
The AAT's services and processes are designed and delivered taking into account the interests of our users	58	26	16	58%	+4
I am satisfied with the opportunities for hybrid work provided by the AAT	66	23	11	66%	+5 ⬆
AAT's leaders communicate expectations of safe, respectful and inclusive behaviours in the workplace	72	18	10	72%	+1
I know where to find information and support if I am experiencing inappropriate behaviours in the workplace	77	13	9	77%	-3
I feel positive about the establishment of a new Federal administrative review body	58	28	15	58%	0

## 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?

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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?

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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:

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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.

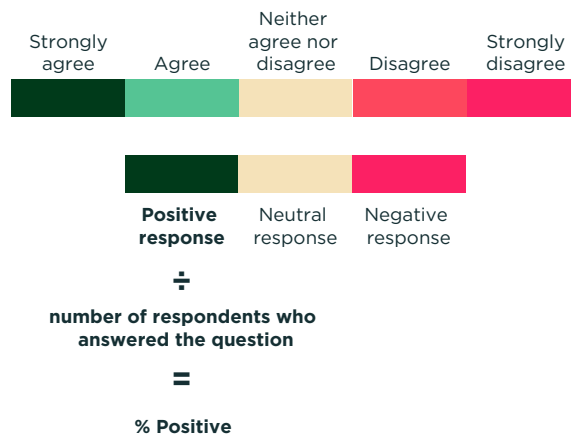
Prioritise 3 areas to take forward

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

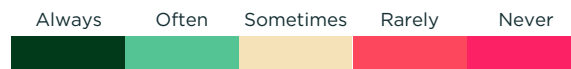
# Guide to this report

## % 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.

