

2025 APS Employee Census

5 May - 6 June

Highlights Report

ART

Responses:

609 of 827

Response rate:

74%



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		70	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies	
					-2	-5⬇️	-5⬇️	-6⬇️	
Say	Overall, I am satisfied with my job	63	20	18	63%	-9⬇️	-14⬇️	-12⬇️	-13⬇️
	I am proud to work in my agency	67	23	11	67%	-5⬇️	-15⬇️	-13⬇️	-16⬇️
	I would recommend my agency as a good place to work	58	20	22	58%	-4	-18⬇️	-14⬇️	-17⬇️
	I believe strongly in the purpose and objectives of my agency	86		10	86%	-1	-2	-4	-4
Stay	I feel a strong personal attachment to my agency	53	32	15	53%	-7⬇️	-12⬇️	-9⬇️	-12⬇️
	I feel committed to my agency's goals	82		13	82%	-2	-6⬇️	-6⬇️	-6⬇️
Strive	I suggest ideas to improve our way of doing things	82		13	82%	-1	-5⬇️	-6⬇️	-7⬇️
	I am happy to go the 'extra mile' at work when required	88		9	88%	-1	-3	-3	-3
	I work beyond what is required in my job to help my agency achieve its objectives	79		16	79%	+1	+1	-2	+1
	My agency really inspires me to do my best work every day	51	26	23	51%	-5⬇️	-16⬇️	-15⬇️	-17⬇️

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		73		Response scale	% Positive	Variance from 2024	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	73	14	13	73%	-4	-8⬇	-6⬇	-7⬇
	My supervisor can deliver difficult advice whilst maintaining relationships	74	16	10	74%	-3	-5⬇	-4	-5⬇
	My supervisor invites a range of views, including those different to their own	75	14	11	75%	-2	-8⬇	-5⬇	-8⬇
	My supervisor encourages my team to regularly review and improve our work	72	17	11	72%	-3	-10⬇	-8⬇	-10⬇
	My supervisor is invested in my development	69	18	12	69%	-2	-9⬇	-6⬇	-9⬇
	My supervisor ensures that my workgroup delivers on what we are responsible for	81	12		81%	-5⬇	-7⬇	-6⬇	-7⬇
Other similar questions									
	My supervisor provides me with helpful feedback to improve my performance	71	18	11	71%	-5⬇	-8⬇	-5⬇	-6⬇
	My immediate supervisor encourages me	70	20	11	70%	-3	-8⬇	-7⬇	-8⬇
	My supervisor actively ensures that everyone can be included in workplace activities	75	18	7	75%	-6⬇	-10⬇	-7⬇	-9⬇
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	74	16	10	74%	-1	-8⬇	-6⬇	-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					61	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
								-2	-10⬇️	-8⬇️	-10⬇️
SES Manager	My SES manager clearly articulates the direction and priorities for our area	57	26	17	57%	+2	-14⬇️	-12⬇️	-15⬇️		
	My SES manager presents convincing arguments and persuades others towards an outcome	48	36	16	48%	-3	-16⬇️	-14⬇️	-18⬇️		
	My SES manager promotes cooperation within and between agencies	49	40	11	49%	-2	-21⬇️	-17⬇️	-22⬇️		
	My SES manager encourages innovation and creativity	49	34	17	49%	-1	-19⬇️	-15⬇️	-20⬇️		
	My SES manager creates an environment that enables us to deliver our best	51	29	20	51%	-2	-17⬇️	-15⬇️	-18⬇️		
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	58	29	13	58%	-3	-17⬇️	-16⬇️	-20⬇️		
Other similar questions											
	In my agency, the SES work as a team	42	38	19	42%	-3	-16⬇️	-13⬇️	-13⬇️		
	In my agency, the SES clearly articulate the direction and priorities for our agency	47	31	21	47%	-5⬇️	-19⬇️	-18⬇️	-18⬇️		
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	47	37	15	47%	-5⬇️	-22⬇️	-20⬇️	-23⬇️		
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	62	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
				-3	-8↓	-6↓	-7↓

Communication	My supervisor communicates effectively	75	12	12	75%	-5↓	-6↓	-4	-5↓
	My SES manager communicates effectively	57	25	18	57%	-1	-14↓	-11↓	-14↓
	Internal communication within my agency is effective	43	21	36	43%	-8↓	-18↓	-13↓	-15↓

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	57	17	26	57%	-11↓	-11↓	-8↓	-10↓
	Staff are consulted about change at work	42	32	26	42%	-7↓	-10↓	-6↓	-8↓
	Change is managed well in my agency	29	23	47	29%	-9↓	-18↓	-15↓	-14↓

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		61	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from smaller operational 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	78	15 7	78%	+6 ↑	-5 ↓	-5 ↓	-7 ↓
	My immediate supervisor encourages me to come up with new or better ways of doing things	65	21 14	65%	0	-11 ↓	-9 ↓	-12 ↓
	People are recognised for coming up with new and innovative ways of working	47	29 24	47%	+1	-17 ↓	-12 ↓	-16 ↓
	My agency inspires me to come up with new or better ways of doing things	41	35 24	41%	+2	-18 ↓	-17 ↓	-19 ↓
	My agency recognises and supports the notion that failure is a part of innovation	37	40 23	37%	+3	-13 ↓	-11 ↓	-11 ↓

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Wellbeing Policies and Support



Wellbeing

The Wellbeing 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	66	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
					0	-6 ↓	-6 ↓	-7 ↓

Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	64	18	18	64%	+2	-9 ↓	-7 ↓	-8 ↓
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	68	18	14	68%	+15 ↑	-3	-3	-3
	My agency does a good job of promoting health and wellbeing	60	23	17	60%	+7 ↑	-10 ↓	-9 ↓	-10 ↓
	I think my agency cares about my health and wellbeing	58	22	20	58%	-2	-10 ↓	-10 ↓	-12 ↓
	I believe my immediate supervisor cares about my health and wellbeing	84	10		84%	-1	-3	-2	-4

Other similar questions

Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	66	17	17	66%	-6 ↓	-10 ↓	-8 ↓	-10 ↓
	I receive the respect I deserve from my colleagues at work	80	16		80%	+1	-1	0	-1
	My agency supports and actively promotes an inclusive workplace culture	75	15	10	75%	+2	-9 ↓	-7 ↓	-8 ↓

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 smaller operational agencies	Variance from medium sized agencies
In general, would you say that your health is:						
Excellent		12%	+2	0	0	0
Very good		31%	-3	-4	-5 ↓	-6 ↓
Good		36%	-5 ↓	-1	0	0
Fair		18%	+5 ↑	+5 ↑	+5 ↑	+6 ↑
Poor		3%	+1	0	0	0
What best describes your current workload?						
Well above capacity – too much work		30%	+4	+13 ↑	+9 ↑	+10 ↑
Slightly above capacity – lots of work to do		36%	-1	-3	-1	-3
At capacity – about the right amount of work to do		26%	-1	-11 ↓	-7 ↓	-7 ↓
Slightly below capacity – available for more work		7%	-1	0	0	0
Well below capacity – not enough work		1%	-1	0	-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 smaller operational agencies	Variance from medium sized agencies
How often do you find your work stressful?						
Always		10%	+4	+6	+5	+6
Often		24%	+1	+1	+2	+2
Sometimes		48%	-5	-2	-2	-2
Rarely		16%	+1	-3	-4	-5
Never		1%	-1	-1	-1	-1
To what extent is your work emotionally demanding?						
To a very large extent		11%	+2	+4	+3	+4
To a large extent		18%	0	-2	-1	0
Somewhat		38%	+1	-1	0	0
To a small extent		26%	-2	+2	+1	0
To a very small extent		8%	-1	-2	-2	-3
I feel burned out by my work						
Strongly agree		15%	+6	+7	+6	+7
Agree		23%	+2	+2	+1	+3
Neither agree nor disagree		28%	-6	-5	-2	-3
Disagree		28%	0	-3	-3	-5
Strongly disagree		6%	-1	-1	-2	-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 smaller operational agencies	Variance from medium sized agencies
I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	87 	87%	+5 	+1	+2	0
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		15%	0	+3	+4	+3
Flexible hours of work		34%	+6 	+3	+4	+1
Compressed work week		4%	+2	-1	-1	-1
Job sharing		1%	0	0	0	0
Working away from the office/working from home		74%	+5 	+6 	+4	+3
None of the above		13%	-6 	-7 	-5 	-4
Working away from the office						
All of the time		9%	+1	+2	-3	-1
Some of the time as a regular arrangement		59%	+5 	+7 	+10 	+8 
Only on an irregular basis		6%	0	-2	-3	-5 
None of the time		26%	-5 	-6 	-4	-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 smaller operational agencies	Variance from medium sized agencies
I am supported to use my expertise to provide frank and fearless advice	55 25 20	55%	-1	-14⬇️	-10⬇️	-13⬇️
The people in my workgroup demonstrate stewardship	71 21 7	71%	-4	-5⬇️	-5⬇️	-7⬇️
The culture in my agency supports people to act with integrity	73 14 13	73%	+3	-8⬇️	-7⬇️	-8⬇️
I believe strongly in the purpose and objectives of the APS	89 9 1	89%	0	0	0	+1
I feel a strong personal attachment to the APS	66 24 10	66%	-1	-3	0	+1
My workgroup considers the people and businesses affected by what we do	81 12 7	81%	-6⬇️	-4	-4	-5⬇️
The people in my workgroup value others' individual skills and talents	81 11 8	81%	-	-3	-1	-4
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	88 10 2	88%	-	-1	-1	-1
The people in my workgroup are able to bring up problems and tough issues	78 13 9	78%	-4	-2	-1	-3
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)	69 20 11	69%	-	+2	+1	-2

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 smaller operational agencies	Variance from medium sized agencies
I am satisfied with the recognition I receive for doing a good job	59 21 20	59%	-5⬇️	-10⬇️	-8⬇️	-11⬇️
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	55 21 23	55%	+3	-11⬇️	-9⬇️	-12⬇️
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	83 9 8	83%	+7⬆️	-2	0	-2
I am satisfied with the stability and security of my job	76 9 15	76%	+4	-10⬇️	-2	-6⬇️

Clarity and autonomy

	Response scale	% Positive	Variance from 2024	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	91 1 1	91%	-4	-2	-2	-2
I am clear what my duties and responsibilities are	83 12 1	83%	-2	-1	+1	+1
I have a choice in deciding how I do my work	66 23 11	66%	-3	-2	-3	-7⬇️
Where appropriate, I am able to take part in decisions that affect my job	56 19 25	56%	-6⬇️	-16⬇️	-14⬇️	-17⬇️

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

Excellent		26%	-2	+2	-4	0
Very good		49%	-3	-8⬇️	-4	-7⬇️
Average		19%	+3	+3	+5⬆️	+4
Below average		4%	+2	+2	+2	+2
Well below average		2%	-1	+2	+1	+1

	Response scale	% Positive	Variance from 2024	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	79 13 9	79%	-3	0	0	-1
My workgroup has the tools and resources we need to perform well	37 19 44	37%	-4	-23⬇️	-20⬇️	-17⬇️
The people in my workgroup use time and resources efficiently	70 18 12	70%	-3	-4	-3	-5⬇️
My job gives me opportunities to utilise my skills	66 17 17	66%	-9⬇️	-13⬇️	-12⬇️	-14⬇️
During the last 12 months, the formal learning I have accessed has improved my performance	43 38 19	43%	-5⬇️	-16⬇️	-12⬇️	-15⬇️

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 smaller operational agencies	Variance from medium 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		11%	+2	+3	+2	+3
I want to leave my position within the next 12 months		22%	-2	0	0	+1
I want to stay working in my position for the next one to two years		38%	+2	-1	-1	-3
I want to stay working in my position for at least the next three years		29%	-2	-2	-1	-1
What best describes your plans involved with leaving your current position?						
I am planning to retire		3%	-3	-2	0	-1
I am pursuing another position within my agency		26%	-8⬇️	-20⬇️	+2	-1
I am pursuing a position in another agency		37%	+14⬆️	+12⬆️	+1	-1
I am pursuing work outside the APS		15%	+3	+6⬆️	+3	+4
It is the end of my non-ongoing, casual or contracted employment		4%	-6⬇️	+2	-5⬇️	-2
Other		15%	-1	+1	0	0

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 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		20%	-	-	-	-
I am expected to do more work than I reasonably can		14%	-	-	-	-
Senior leadership is of a poor quality		13%	-	-	-	-
I am looking to further my skills in another area		12%	-	-	-	-
There are a lack of future career opportunities in my agency		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 where the discrimination came from and if they reported it.

Discrimination	Response scale	%	Variance from 2024	Variance from APS overall	Variance from smaller operational agencies	Variance from medium 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		8%	-2	0	+1	+1
No		92%	+2	0	-1	-1
Did this discrimination occur in your current agency?						
Yes		98%	+4	+4	+2	+4
No		2%	-4	-4	-2	-4
The discrimination came from: [Multiple Response]						
Within my agency		98%	-	+6	+7	+7
Another agency		4%	-	0	+1	0
A customer, stakeholder or member of the public		10%	-	+2	+1	+2
Other		0%	-	-4	-6	-4
Did you report the discrimination?						
I reported the discrimination in accordance with my agency's policies and procedures		17%	-	-2	-1	-1
It was reported by someone else		4%	-	0	+1	0
I did not report the discrimination		79%	-	+2	0	+1
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 smaller operational agencies	Variance from medium sized agencies
During the last 12 months, have you been subjected to bullying or harassment in your current workplace?						
Yes		9%	-2	0	-2	0
No		85%	+3	-1	+1	-1
Not sure		5%	0	+1	+1	+1
Types of bullying or harassment experienced (3 highest responses):						
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		53%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		47%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		23%	-	-	-	-
Did you report the bullying or harassment?						
I reported the behaviour in accordance with my agency's policies and procedures		30%	-8⬇️	-7⬇️	-4	-5⬇️
It was reported by someone else		6%	-2	-2	-3	-2
I did not report the behaviour		64%	+10⬆️	+9⬆️	+7⬆️	+7⬆️

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
smaller
operational
agencies

Variance from
medium
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		2%	-1	0	-1	-1
No		92%	+1	0	+1	0
Not sure		4%	-1	0	0	0
Prefer not to answer		3%	+1	+1	0	+1

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

Demographics

How do you describe your gender?	Responses
Man or male	35%
Woman or female	58%
Non-binary	1%
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	2%
No	98%

Do you have an ongoing disability?	Responses
Yes	10%
No	90%

Do you have carer responsibilities?	Responses
Yes	39%
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 or linguistically diverse?	Responses
Yes	33%
No	67%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	66%
Australian Aboriginal and/or Torres Strait Islander	2%
New Zealander (excluding Maori)	3%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	18%
North-West European (excluding Anglo-European)	4%
Southern and Eastern European	9%
South-East Asian	13%
North-East Asian	4%
Southern and Central Asian	4%
North American	1%
South and Central American and Caribbean Islander	2%
North African and Middle Eastern	3%
Sub-Saharan African	2%

Do you consider yourself to be neurodivergent?	Responses
Yes	11%
No	74%
Maybe	10%
I am unsure what neurodivergent means	5%

Agency position



Agency position

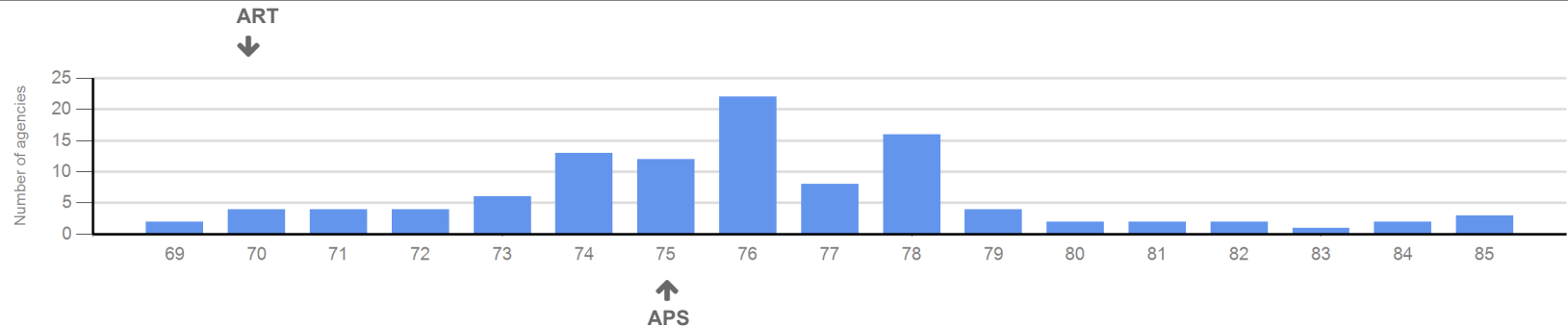
These graphs display the overall index score of each agency for the Employee Engagement, Immediate Supervisor, SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the overall APS index score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

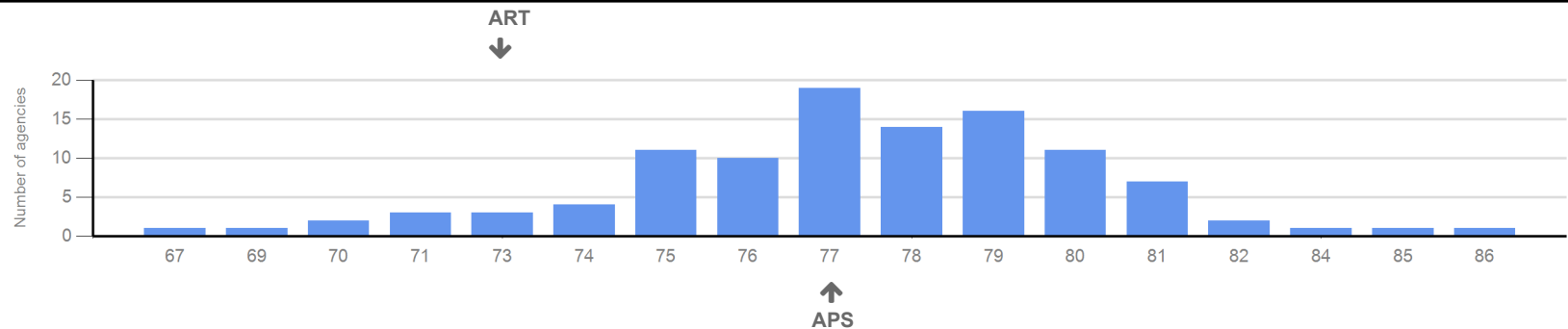
Employee Engagement Index

Ranking : 103rd of 107



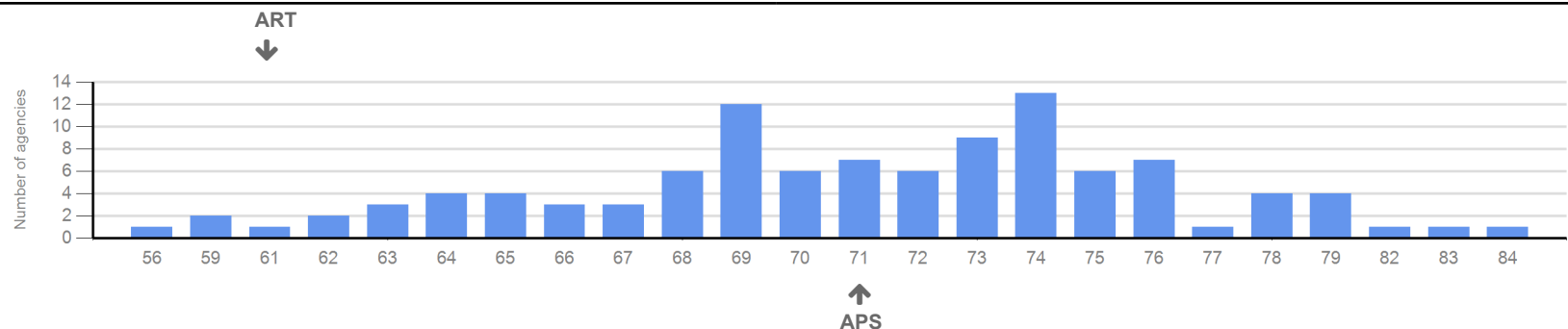
Immediate Supervisor Index

Ranking : 100th of 107



SES Manager Index

Ranking : 104th of 107



Agency position



Agency position

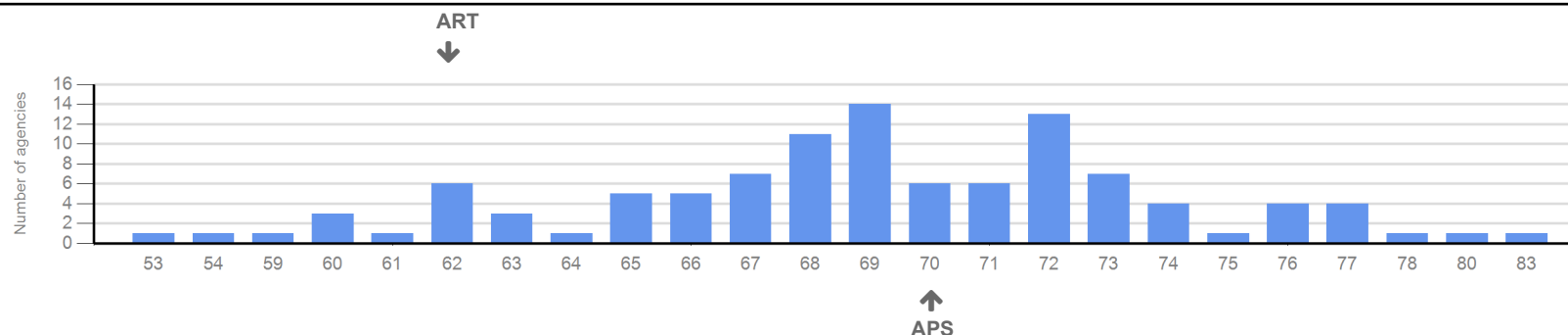
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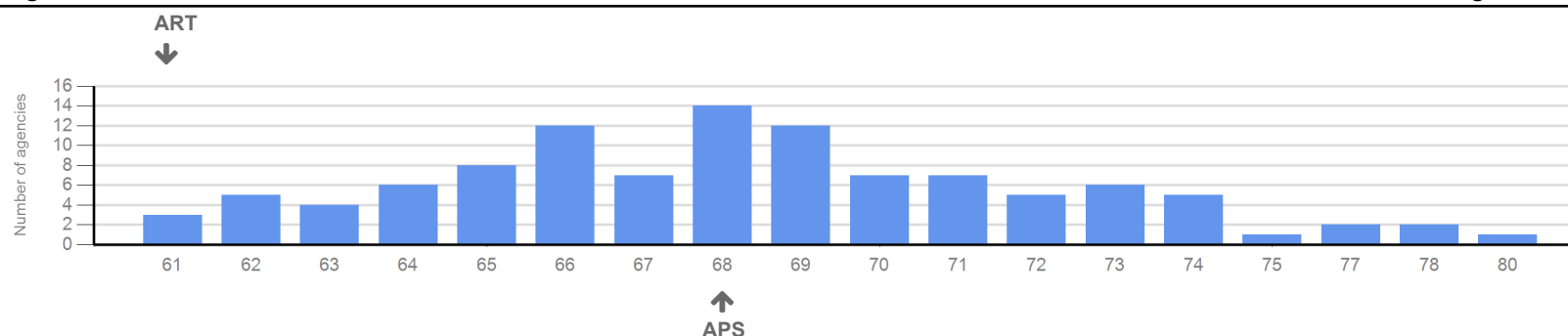
Communication Index

Ranking : 99th of 107



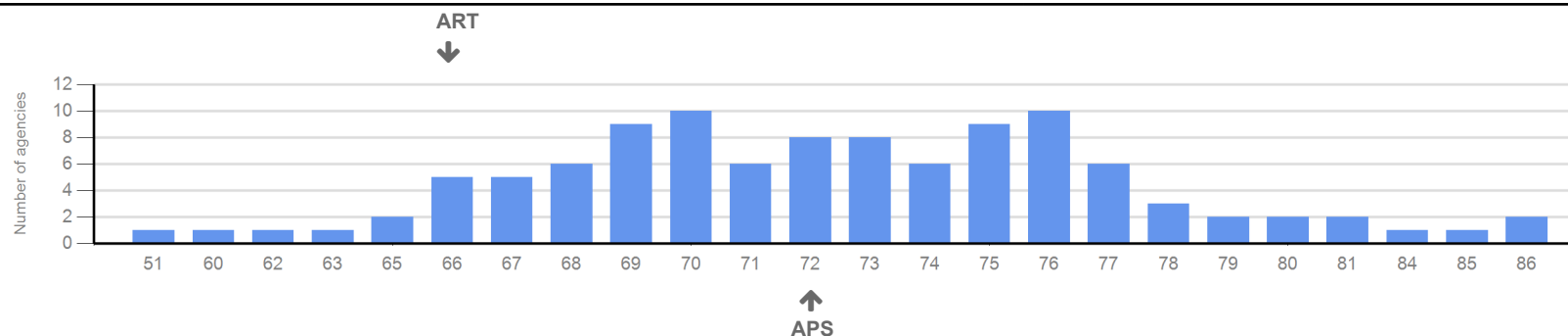
Enabling Innovation Index

Ranking : 106th of 107



Wellbeing Policies and Support Index

Ranking : 101st 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
smaller
operational
agencies

Variance from
medium
sized agencies

.1	I am supported to use my expertise to provide frank and fearless advice	55%	-1	-14↓	-10↓	-13↓
.2	I am satisfied with the recognition I receive for doing a good job	59%	-5↓	-10↓	-8↓	-11↓
.3	Where appropriate, I am able to take part in decisions that affect my job	56%	-6↓	-16↓	-14↓	-17↓
.4	My agency inspires me to come up with new or better ways of doing things	41%	+2	-18↓	-17↓	-19↓
.5	The culture in my agency supports people to act with integrity	73%	+3	-8↓	-7↓	-8↓
.6	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	58%	-3	-17↓	-16↓	-20↓

ART specific questions

	Response scale	% Positive	Variance from 2024
The people I work with demonstrate a culture of respect	85	85%	-
The people I work with demonstrate a culture of integrity	84	84%	-
The people I work with demonstrate a culture of collaboration	78	78%	-
The people I work with demonstrate a culture of fairness	79	79%	-
Collaboration across different areas of the ART is effective	37	37%	-
Working arrangements between members and staff are effective and harmonious	50	50%	+4
There are opportunities for me to learn about the work carried out by my colleagues in other areas of the ART	45	45%	+2
My supervisor regularly checks in with me about my wellbeing	68	68%	-
The ART's services and processes are designed and delivered taking into account the interests of our users	54	54%	-4
ART's leaders communicate expectations of safe, respectful and inclusive behaviours in the workplace	67	67%	-5

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



ART specific questions

	Response scale			% Positive	Variance from 2024
I feel positive about the changes implemented to create the Administrative Review Tribunal	43	25	32	43%	-
Over the past 6 - 12 months the ART has improved its change management practices	33	30	37	33%	-
Over the past 6 - 12 months the ART has improved its leadership capability and communication practices	34	34	33	34%	-
Over the past 6 - 12 months the ART's promotion of health and wellbeing has improved	51	31	18	51%	-

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.

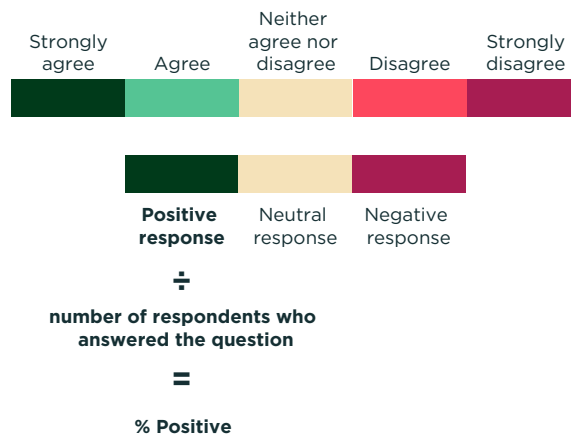
Prioritise 3 areas to take forward

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

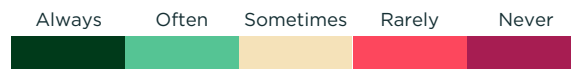
Guide to this report

% 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.

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.

