

2025 APS Employee Census

5 May - 6 June

Highlights Report

NQSC

Responses:

744 of 1,015

Response rate:

73%



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 \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



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		73	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
					-1	-2	-3	-3
Say	Overall, I am satisfied with my job	<div><div>68</div><div>17</div><div>15</div></div>	68%	-4	-9⬇️	-9⬇️	-8⬇️	
	I am proud to work in my agency	<div><div>74</div><div>18</div><div>9</div></div>	74%	+1	-8⬇️	-9⬇️	-9⬇️	
	I would recommend my agency as a good place to work	<div><div>55</div><div>24</div><div>21</div></div>	55%	-5⬇️	-22⬇️	-22⬇️	-20⬇️	
	I believe strongly in the purpose and objectives of my agency	<div><div>92</div><div></div><div></div></div>	92%	+2	+4	0	+2	
Stay	I feel a strong personal attachment to my agency	<div><div>60</div><div>24</div><div>16</div></div>	60%	-3	-5⬇️	-5⬇️	-6⬇️	
	I feel committed to my agency's goals	<div><div>90</div><div>8</div><div></div></div>	90%	-1	+2	0	+1	
Strive	I suggest ideas to improve our way of doing things	<div><div>91</div><div></div><div></div></div>	91%	+1	+5⬆️	+3	+2	
	I am happy to go the 'extra mile' at work when required	<div><div>89</div><div>7</div><div></div></div>	89%	-3	-1	-1	-2	
	I work beyond what is required in my job to help my agency achieve its objectives	<div><div>75</div><div>19</div><div></div></div>	75%	-6⬇️	-3	-1	-3	
	My agency really inspires me to do my best work every day	<div><div>57</div><div>26</div><div>17</div></div>	57%	-3	-10⬇️	-12⬇️	-11⬇️	

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 2024	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
									0	-3	-3	-3
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	75	14	11	75%	0	-5	-5	-5			
	My supervisor can deliver difficult advice whilst maintaining relationships	75	15	10	75%	-1	-5	-5	-4			
	My supervisor invites a range of views, including those different to their own	79	11	10	79%	0	-3	-5	-3			
	My supervisor encourages my team to regularly review and improve our work	78	15	8	78%	0	-5	-5	-4			
	My supervisor is invested in my development	75	13	12	75%	+1	-3	-3	-3			
	My supervisor ensures that my workgroup delivers on what we are responsible for	85	9		85%	0	-3	-4	-3			
Other similar questions												
	My supervisor provides me with helpful feedback to improve my performance	72	15	12	72%	-3	-7	-6	-5			
	My immediate supervisor encourages me	75	16	8	75%	+2	-2	-4	-3			
	My supervisor actively ensures that everyone can be included in workplace activities	79	13	8	79%	0	-5	-5	-4			
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	78	12	9	78%	+1	-3	-3	-3			
<div>Key</div> <div><div><div></div><div>At least 5 percentage points greater than comparator</div></div><div><div></div><div>At least 5 percentage points less than comparator</div></div><div>Positive Neutral Negative</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 Index score	65	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
				-2	-6↓	-7↓	-6↓

SES Manager	My SES manager clearly articulates the direction and priorities for our area	63	19	19	63%	-2	-8↓	-9↓	-9↓
	My SES manager presents convincing arguments and persuades others towards an outcome	54	29	17	54%	-4	-10↓	-12↓	-12↓
	My SES manager promotes cooperation within and between agencies	63	25	13	63%	0	-7↓	-9↓	-8↓
	My SES manager encourages innovation and creativity	59	25	16	59%	-5↓	-9↓	-11↓	-10↓
	My SES manager creates an environment that enables us to deliver our best	55	26	19	55%	-6↓	-12↓	-13↓	-13↓
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	70	19	11	70%	+1	-6↓	-9↓	-8↓

Other similar questions

In my agency, the SES work as a team	41	29	30	41%	-4	-17↓	-15↓	-14↓
In my agency, the SES clearly articulate the direction and priorities for our agency	56	19	25	56%	+3	-11↓	-11↓	-9↓
My SES manager routinely promotes the use of data and evidence to deliver outcomes	65	23	12	65%	+4	-4	-6↓	-6↓

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 regulatory agencies	Variance from medium sized agencies
				-2	-8 ↓	-8 ↓	-7 ↓

Communication	My supervisor communicates effectively	76	12	13	76%	-3	-6 ↓	-6 ↓	-5 ↓
	My SES manager communicates effectively	62	20	18	62%	-2	-9 ↓	-11 ↓	-10 ↓
	Internal communication within my agency is effective	39	23	38	39%	0	-22 ↓	-22 ↓	-19 ↓

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	54	19	27	54%	-4	-13 ↓	-13 ↓	-12 ↓
	Staff are consulted about change at work	39	39	23	39%	-2	-13 ↓	-13 ↓	-11 ↓
	Change is managed well in my agency	27	29	45	27%	-2	-21 ↓	-19 ↓	-17 ↓

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		64	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
					+1	-4	-4	-4
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	81	12	81%	+2	-2	-2	-3
	My immediate supervisor encourages me to come up with new or better ways of doing things	74	15 12	74%	+2	-3	-4	-4
	People are recognised for coming up with new and innovative ways of working	50	30 20	50%	-1	-14 ↓	-15 ↓	-13 ↓
	My agency inspires me to come up with new or better ways of doing things	50	28 22	50%	+1	-9 ↓	-9 ↓	-10 ↓
	My agency recognises and supports the notion that failure is a part of innovation	48	33 19	48%	+8 ↑	-3	-3	-1

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 regulatory agencies	Variance from medium sized agencies
					+2	-5 ↓	-8 ↓	-6 ↓

Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	60	22	17	60%	+10 ↑	-13 ↓	-15 ↓	-12 ↓
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	59	23	18	59%	+8 ↑	-12 ↓	-16 ↓	-12 ↓
	My agency does a good job of promoting health and wellbeing	58	24	18	58%	+7 ↑	-12 ↓	-16 ↓	-13 ↓
	I think my agency cares about my health and wellbeing	58	23	19	58%	+2	-10 ↓	-15 ↓	-12 ↓
	I believe my immediate supervisor cares about my health and wellbeing	85	8	7	85%	+1	-2	-3	-3

Other similar questions

Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	73	12	15	73%	+3	-3	-4	-4
	I receive the respect I deserve from my colleagues at work	75	20		75%	-3	-7 ↓	-7 ↓	-6 ↓
	My agency supports and actively promotes an inclusive workplace culture	71	17	12	71%	+3	-13 ↓	-14 ↓	-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 2024	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
In general, would you say that your health is:						
Excellent	<div></div>	8%	-3	-3	-4	-4
Very good	<div></div>	38%	+6 	+3	+1	+2
Good	<div></div>	37%	-3	0	+1	+1
Fair	<div></div>	13%	+1	0	+2	+1
Poor	<div></div>	3%	0	0	+1	0
What best describes your current workload?						
Well above capacity - too much work	<div></div>	21%	-2	+5 	+3	+2
Slightly above capacity - lots of work to do	<div></div>	41%	0	+2	+2	+2
At capacity - about the right amount of work to do	<div></div>	30%	+1	-7 	-4	-3
Slightly below capacity - available for more work	<div></div>	6%	+1	-1	-1	-1
Well below capacity - not enough work	<div></div>	2%	0	0	0	0

Key














At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Wellbeing

	Response scale	%	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
How often do you find your work stressful?						
Always	<div></div>	4%	0	0	+1	0
Often	<div></div>	26%	+1	+3	+5 	+4
Sometimes	<div></div>	52%	0	+2	0	+2
Rarely	<div></div>	15%	-1	-5 	-5 	-6 
Never	<div></div>	2%	0	0	0	0
To what extent is your work emotionally demanding?						
To a very large extent	<div></div>	9%	-2	+2	+3	+3
To a large extent	<div></div>	25%	+5 	+6 	+8 	+7 
Somewhat	<div></div>	40%	-1	+1	+1	+2
To a small extent	<div></div>	19%	-1	-6 	-8 	-8 
To a very small extent	<div></div>	7%	0	-3	-4	-4
I feel burned out by my work						
Strongly agree	<div></div>	8%	0	0	+1	0
Agree	<div></div>	24%	0	+3	+4	+3
Neither agree nor disagree	<div></div>	31%	+1	-2	0	0
Disagree	<div></div>	31%	0	0	-3	-2
Strongly disagree	<div></div>	7%	-1	-1	-2	-2

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Flexible work



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

	Response scale	%	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	87	87%	+2	+1	-4	0
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		9%	+1	-4	-4	-3
Flexible hours of work		37%	+10	+6	+1	+4
Compressed work week		9%	+5	+4	0	+4
Job sharing		0%	0	0	0	0
Working away from the office/working from home		83%	+6	+15	+1	+11
None of the above		6%	-7	-13	-2	-11
Working away from the office						
All of the time		12%	+5	+5	0	+3
Some of the time as a regular arrangement		65%	+2	+13	+2	+14
Only on an irregular basis		5%	-1	-3	-1	-5
None of the time		17%	-6	-15	-1	-11
Did not disclose their arrangement		0%	0	0	0	0

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Working in the APS

	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
I am supported to use my expertise to provide frank and fearless advice	58 22 20	58%	-2	-11↓	-10↓	-10↓
The people in my workgroup demonstrate stewardship	70 22 7	70%	-2	-6↓	-8↓	-8↓
The culture in my agency supports people to act with integrity	65 18 17	65%	+2	-16↓	-17↓	-16↓
I believe strongly in the purpose and objectives of the APS	90 8	90%	0	+2	0	+2
I feel a strong personal attachment to the APS	67 24 9	67%	+2	-1	0	+3
My workgroup considers the people and businesses affected by what we do	83 10 7	83%	+1	-2	-5↓	-3
The people in my workgroup value others' individual skills and talents	76 15 9	76%	-	-8↓	-10↓	-9↓
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	85 8	85%	-	-3	-5↓	-4
The people in my workgroup are able to bring up problems and tough issues	75 12 13	75%	-3	-5↓	-6↓	-5↓
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)	66 21 13	66%	-	-1	-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 2024	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
I am satisfied with the recognition I receive for doing a good job	60 19 21	60%	-7⬇️	-9⬇️	-9⬇️	-9⬇️
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	66 16 18	66%	+5⬆️	0	0	-1
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	87 7	87%	+7⬆️	+3	-1	+2
I am satisfied with the stability and security of my job	74 13 13	74%	-6⬇️	-12⬇️	-10⬇️	-8⬇️

Clarity and autonomy

	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	91	91%	-1	-2	-2	-2
I am clear what my duties and responsibilities are	76 18	76%	+10⬆️	-8⬇️	-7⬇️	-6⬇️
I have a choice in deciding how I do my work	69 22 9	69%	+1	+1	-4	-5⬇️
Where appropriate, I am able to take part in decisions that affect my job	66 16 18	66%	-5⬇️	-6⬇️	-7⬇️	-7⬇️

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Performance

	Response scale	%	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
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In the last month, please rate your workgroup's overall performance

Excellent	<div><div></div></div>	19%	-3	-6 ⬇️	-6 ⬇️	-8 ⬇️
Very good	<div><div></div></div>	55%	0	-2	-2	-1
Average	<div><div></div></div>	21%	+2	+5 ⬆️	+5 ⬆️	+7 ⬆️
Below average	<div><div></div></div>	4%	+1	+2	+2	+2
Well below average	<div><div></div></div>	1%	0	+1	+1	+1

	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well	<div><div>68</div><div>16</div><div>17</div></div>	68%	0	-11 ⬇️	-12 ⬇️	-12 ⬇️
My workgroup has the tools and resources we need to perform well	<div><div>35</div><div>24</div><div>41</div></div>	35%	-3	-25 ⬇️	-19 ⬇️	-20 ⬇️
The people in my workgroup use time and resources efficiently	<div><div>66</div><div>20</div><div>14</div></div>	66%	-4	-9 ⬇️	-10 ⬇️	-10 ⬇️
My job gives me opportunities to utilise my skills	<div><div>70</div><div>14</div><div>15</div></div>	70%	-9 ⬇️	-9 ⬇️	-10 ⬇️	-9 ⬇️
During the last 12 months, the formal learning I have accessed has improved my performance	<div><div>54</div><div>29</div><div>17</div></div>	54%	+4	-5 ⬇️	-4	-4

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Retention



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

	Response scale	%	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from 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	<div></div>	10%	+1	+1	+2	+2
I want to leave my position within the next 12 months	<div></div>	26%	+6	+4	+5	+5
I want to stay working in my position for the next one to two years	<div></div>	37%	-8	-2	-5	-4
I want to stay working in my position for at least the next three years	<div></div>	27%	0	-4	-2	-3
What best describes your plans involved with leaving your current position?						
I am planning to retire	<div></div>	2%	+1	-3	-2	-1
I am pursuing another position within my agency	<div></div>	24%	-17	-21	-9	-3
I am pursuing a position in another agency	<div></div>	43%	+8	+18	+8	+5
I am pursuing work outside the APS	<div></div>	8%	+2	-1	-3	-3
It is the end of my non-ongoing, casual or contracted employment	<div></div>	6%	-1	+3	+2	-1
Other	<div></div>	17%	+8	+4	+3	+3

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Retention



Employees who indicated that they were pursuing another position within their agency, another agency, or outside the APS were asked for the primary reason behind their desire to leave. They could select one response from a list of 18 items.

Only the five reasons for leaving with the highest proportion of responses are presented here. These may vary between agencies, work units and with results for the APS overall, therefore those comparisons are not included.

	Response scale	%	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from 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		17%	-	-	-	-
Senior leadership is of a poor quality		12%	-	-	-	-
My expectations for work in my current position have not been met		9%	-	-	-	-
There are a lack of future career opportunities in my agency		8%	-	-	-	-
I am looking to further my skills in another area		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 regulatory 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	<div></div>	11%	-2	+3	+5 ⬆	+4
No	<div></div>	89%	+2	-3	-5 ⬆	-4
Did this discrimination occur in your current agency?						
Yes	<div></div>	99%	+3	+5 ⬆	+4	+4
No	<div></div>	1%	-3	-5 ⬆	-4	-4
The discrimination came from: [Multiple Response]						
Within my agency	<div></div>	95%	-	+3	0	+4
Another agency	<div></div>	4%	-	0	0	-1
A customer, stakeholder or member of the public	<div></div>	4%	-	-5 ⬆	-1	-4
Other	<div></div>	4%	-	-1	+1	0
Did you report the discrimination?						
I reported the discrimination in accordance with my agency's policies and procedures	<div></div>	23%	-	+4	+4	+5 ⬆
It was reported by someone else	<div></div>	9%	-	+4	+4	+5 ⬆
I did not report the discrimination	<div></div>	69%	-	-8 ⬆	-8 ⬆	-9 ⬆
Key ⬆ At least 5 percentage points greater than comparator ⬆ At least 5 percentage points less than comparator						

Unacceptable behaviour



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

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

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

Bullying and harassment	Response scale	%	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
During the last 12 months, have you been subjected to bullying or harassment in your current workplace?						
Yes	<div></div>	16%	-3	+7 ↑	+8 ↑	+7 ↑
No	<div></div>	80%	+5 ↑	-6 ↓	-8 ↓	-7 ↓
Not sure	<div></div>	4%	-2	0	0	0
Types of bullying or harassment experienced (3 highest responses):						
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	<div></div>	52%	-	-	-	-
Deliberate exclusion from work-related activities	<div></div>	33%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	<div></div>	30%	-	-	-	-
Did you report the bullying or harassment?						
I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	45%	+9 ↑	+8 ↑	+8 ↑	+10 ↑
It was reported by someone else	<div></div>	6%	-4	-1	-2	-2
I did not report the behaviour	<div></div>	49%	-5 ↓	-7 ↓	-7 ↓	-8 ↓

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



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

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

Corruption

Response scale

%

Variance from 2024

Variance from APS overall

Variance from regulatory agencies

Variance from 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	<div></div>	5%	-2	+3	+3	+3
No	<div></div>	85%	+1	-7↓	-7↓	-7↓
Not sure	<div></div>	7%	+2	+3	+3	+3
Prefer not to answer	<div></div>	2%	-1	+1	+1	0

Which of the following reflects the conduct you witnessed? [Multiple Response]

Adversely affecting the honesty or impartiality of a public official	<div></div>	56%	-	-	-	-
Abuse of office	<div></div>	51%	-	-	-	-
A breach of public trust	<div></div>	21%	-	-	-	-
Misuse of information or documents	<div></div>	18%	-	-	-	-

Did you report the conduct?

I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	38%	+20↑	+13↑	+16↑	+17↑
It was reported by someone else	<div></div>	23%	0	+6↑	+6↑	+5↑
I did not report the behaviour	<div></div>	38%	-20↓	-19↓	-23↓	-22↓

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	31%
Woman or female	63%
Non-binary	2%
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	4%
No	96%

Do you have an ongoing disability?	Responses
Yes	22%
No	78%

Do you have carer responsibilities?	Responses
Yes	49%
No	51%

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	24%
No	76%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	70%
Australian Aboriginal and/or Torres Strait Islander	3%
New Zealander (excluding Maori)	2%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	2%
Anglo-European	14%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	7%
South-East Asian	9%
North-East Asian	2%
Southern and Central Asian	3%
North American	1%
South and Central American and Caribbean Islander	2%
North African and Middle Eastern	2%
Sub-Saharan African	2%

Do you consider yourself to be neurodivergent?	Responses
Yes	15%
No	68%
Maybe	11%
I am unsure what neurodivergent means	5%

Agency position



Agency position

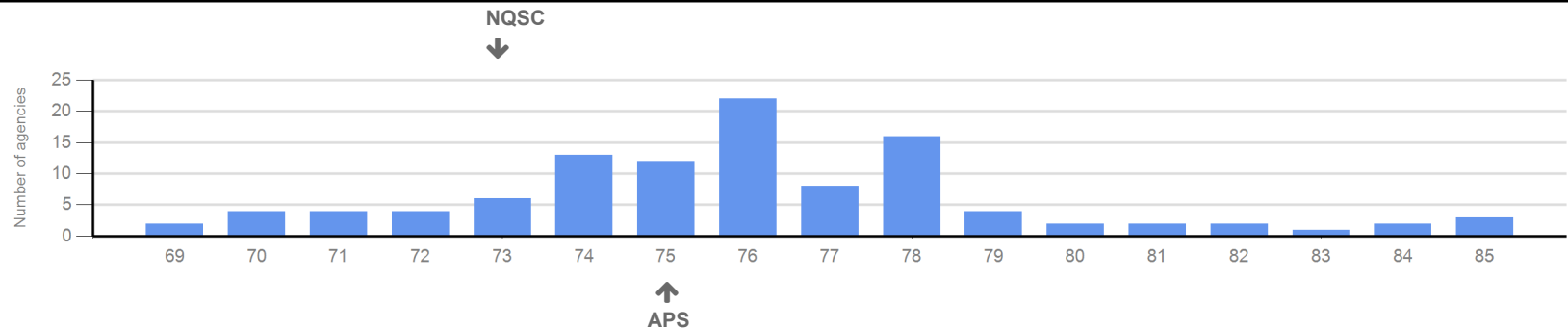
These graphs display the overall index score of each agency for the Employee Engagement, Immediate Supervisor, SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the overall APS index score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

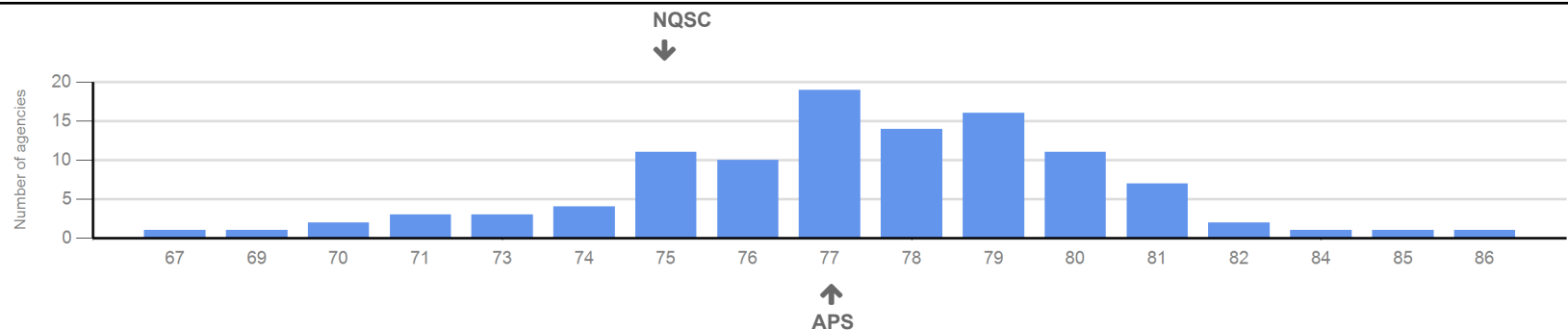
Employee Engagement Index

Ranking : 92nd of 107



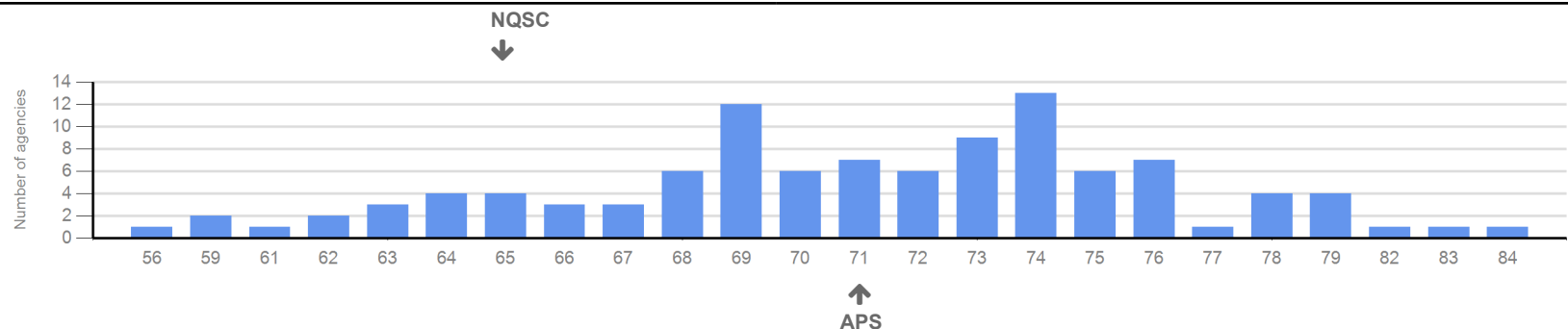
Immediate Supervisor Index

Ranking : 92nd of 107



SES Manager Index

Ranking : 91st of 107



Agency position



Agency position

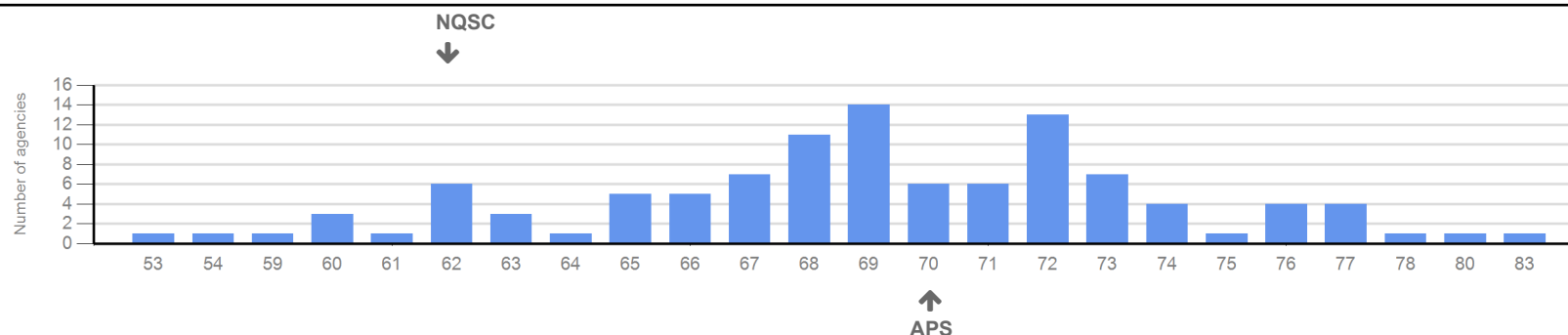
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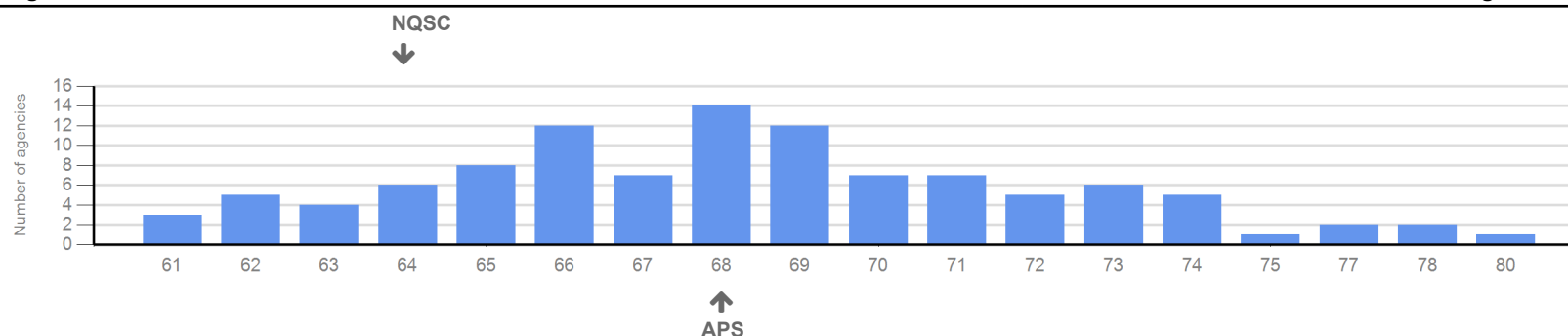
Communication Index

Ranking : 95th of 107



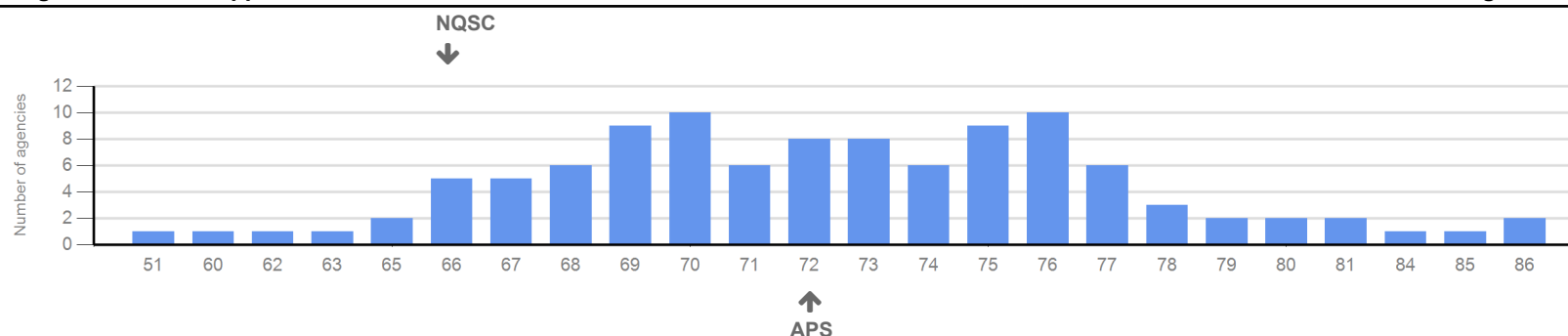
Enabling Innovation Index

Ranking : 93rd of 107



Wellbeing Policies and Support Index

Ranking : 99th of 107



Suggested questions to focus on



What to focus on?

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

They are not necessarily the questions with the lowest scores.

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

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



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

%
Positive

Variance from
2024

Variance from
APS overall

Variance from
regulatory
agencies

Variance from
medium
sized agencies

.1	My agency inspires me to come up with new or better ways of doing things	50%	+1	-9↓	-9↓	-10↓
.2	I am supported to use my expertise to provide frank and fearless advice	58%	-2	-11↓	-10↓	-10↓
.3	I am satisfied with the recognition I receive for doing a good job	60%	-7↓	-9↓	-9↓	-9↓
.4	My SES manager creates an environment that enables us to deliver our best	55%	-6↓	-12↓	-13↓	-13↓
.5	I think my agency cares about my health and wellbeing	58%	+2	-10↓	-15↓	-12↓
.6	People are recognised for coming up with new and innovative ways of working	50%	-1	-14↓	-15↓	-13↓

NQSC specific questions

	Response scale			% Positive	Variance from 2024
My agency acted on concerns identified in the 2024 APS Employee Census and communicates effectively on the progress of work	42	39	19	42%	-
I am able to utilise dedicated time to undertake learning and development activities necessary for my role	63	18	19	63%	-
In the last 12 months, I can see that the psychosocial safety at the commission has improved, and I feel more comfortable in my role	46	31	23	46%	-
My peers contribute to a supportive and inclusive workplace culture for people with disabilities, fostering mutual respect and understanding	77	18		77%	-
Staff with disabilities have equal opportunities for promotion and career advancement within the organisation	64	28	8	64%	-

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.

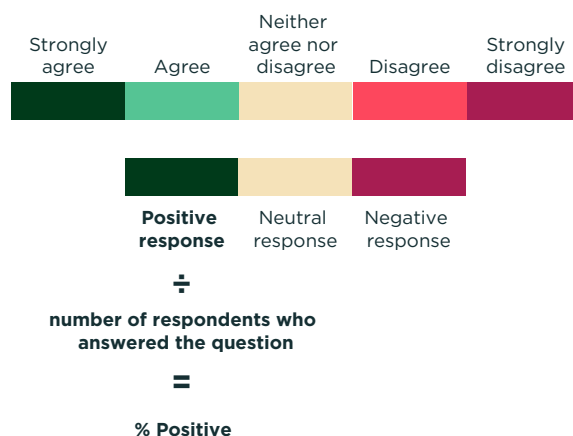
Prioritise 3 areas to take forward

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

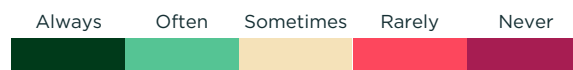
Guide to this report

% 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.

