

### Highlights Report PC



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**Responses:**  
175 of 185

**Response Rate:**  
95%

# Exploring your results



Take time to understand your report. Consider your response rate to determine how representative your results are of the views of your colleagues.



Most questions in this report have information about the proportion of colleagues responding positively, neutrally or negatively.



Identify the areas where you are performing well. These will tend to be high results which are notably above any comparative results. Celebrate these results.



Identify areas that need improvement. These will be the lower results, and/or those which are scoring notably below your comparators.



Generally a difference of -/+ 5 percentage points is worthy of attention, but the size of the group is important. Changes in small groups can be unreliable.

# Employee Engagement: Say, Stay, Strive



## How engaged is your team?

Employee engagement is more than simply job satisfaction or commitment to an organisation. It is the extent to which employees are motivated, inspired and enabled to improve an organisation's outcomes.

Your Employee Engagement Index score		72	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
Say	Overall, I am satisfied with my job	74	16 10	74%	0	-2	-4	-2
	I am proud to work in my agency	75	21	75%	+5 ↑	-3	-8 ↓	-5 ↓
	I would recommend my agency as a good place to work	72	17 11	72%	+5 ↑	+1	-2	+3
	I believe strongly in the purpose and objectives of my agency	80	14	80%	0	-6 ↓	-9 ↓	-8 ↓
Stay	I feel a strong personal attachment to my agency	53	30 17	53%	+1	-10 ↓	-13 ↓	-12 ↓
	I feel committed to my agency's goals	78	18	78%	+5 ↑	-7 ↓	-10 ↓	-8 ↓
Strive	I suggest ideas to improve our way of doing things	85	14	85%	-6 ↓	-1	-5 ↓	-5 ↓
	I am happy to go the 'extra mile' at work when required	91	8	91%	+1	0	-1	0
	I work beyond what is required in my job to help my agency achieve its objectives	72	21 8	72%	-3	-9 ↓	-9 ↓	-9 ↓
	My agency really inspires me to do my best work every day	54	30 16	54%	+4	-6 ↓	-9 ↓	-6 ↓

### 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*.

<b>Your Immediate Supervisor Index score</b>	77	<b>Response scale</b>	<b>% Positive</b>	<b>Variance from 2023</b>	<b>Variance from APS overall</b>	<b>Variance from specialist agencies</b>	<b>Variance from small sized agencies</b>

<b>Immediate Supervisor</b>	My supervisor engages with staff on how to respond to future challenges	81	12	81%	+7 ⬆️	+1	+1	+3
	My supervisor can deliver difficult advice whilst maintaining relationships	80	13	80%	+6 ⬆️	0	+1	+2
	My supervisor invites a range of views, including those different to their own	86	10	86%	+8 ⬆️	+4	+3	+4
	My supervisor encourages my team to regularly review and improve our work	76	18	76%	-1	-7 ⬇️	-6 ⬇️	-4
	My supervisor is invested in my development	77	15	77%	+1	0	-1	+1
	My supervisor ensures that my workgroup delivers on what we are responsible for	87	9	87%	+2	-1	-1	0

### Other similar questions

My supervisor provides me with helpful feedback to improve my performance	75	16	9	75%	+4	-4	-2	-1
My immediate supervisor encourages me	82	14		82%	+5 ⬆️	+4	+4	+5 ⬆️
My supervisor actively ensures that everyone can be included in workplace activities	80	12	8	80%	-2	-4	-3	-2
My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	77	17		77%	-	-4	-4	-2

**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*.

	<b>Your SES Manager Leadership Index score</b>	<b>74</b>	<b>Response scale</b>	<b>% Positive</b>	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
					-1	+5 ↑	+3	+5 ↑

<b>SES Manager</b>	My SES manager clearly articulates the direction and priorities for our area	76	17	7	<b>76%</b>	-5 ↓	+6 ↑	+5 ↑	+10 ↑
	My SES manager presents convincing arguments and persuades others towards an outcome	74	20		<b>74%</b>	-6 ↓	+11 ↑	+6 ↑	+9 ↑
	My SES manager promotes cooperation within and between agencies	78	18		<b>78%</b>	+1	+10 ↑	+5 ↑	+9 ↑
	My SES manager encourages innovation and creativity	75	14	10	<b>75%</b>	-1	+9 ↑	+7 ↑	+10 ↑
	My SES manager creates an environment that enables us to deliver our best	71	20	10	<b>71%</b>	-8 ↓	+5 ↑	+2	+7 ↑
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	83	11		<b>83%</b>	-3	+9 ↑	+5 ↑	+8 ↑

### Other similar questions

	In my agency, the SES work as a team	43	26	31	<b>43%</b>	+1	-13 ↓	-12 ↓	-13 ↓
	In my agency, the SES clearly articulate the direction and priorities for our agency	50	27	23	<b>50%</b>	+2	-14 ↓	-15 ↓	-10 ↓
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	84	13		<b>84%</b>	-1	+17 ↑	+12 ↑	+17 ↑

<b>Key</b>	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.

<b>Your Communication Index score</b>	<b>71</b>	<b>Response scale</b>	<b>% Positive</b>	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
				-1	+2	+2	+4

Communication	My supervisor communicates effectively	83	11	83%	+3	+2	+2	+4	
	My SES manager communicates effectively	77	15	8	77%	-5 ↓	+8 ↑	+5 ↑	+9 ↑
	Internal communication within my agency is effective	61	17	22	61%	+7 ↑	+3	+3	+9 ↑

### Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	62	22	16	62%	-3	-5 ↓	-8 ↓	-5 ↓
	Staff are consulted about change at work	42	39	19	42%	-3	-8 ↓	-9 ↓	-5 ↓
	Change is managed well in my agency	38	31	31	38%	+1	-6 ↓	-5 ↓	0

### Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



# Enabling Innovation



## Enabling Innovation

The Innovation Index assesses both whether employees feel willing and able to be innovative, and whether their agency has a culture which enables them to be so.

Your Enabling Innovation Index score		62		Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	76	13	11	76%	0	-3	-6	-4
	My immediate supervisor encourages me to come up with new or better ways of doing things	69	22	9	69%	0	-3	-5	-3
	People are recognised for coming up with new and innovative ways of working	50	35	15	50%	-10	-8	-10	-7
	My agency inspires me to come up with new or better ways of doing things	48	31	21	48%	-4	-2	-5	-2
	My agency recognises and supports the notion that failure is a part of innovation	33	44	23	33%	-2	-8	-7	-4

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			71	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
						+1	+1	-1	+1

Wellbeing Policies and Support	Question	Score	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	68	21 12	68%	+1	0	-2	+1
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	68	21 12	68%	+2	+2	-2	+1
	My agency does a good job of promoting health and wellbeing	63	23 14	63%	+3	-3	-5 ⬇️	-2
	I think my agency cares about my health and wellbeing	69	21 10	69%	+7 ⬆️	+4	-1	0
	I believe my immediate supervisor cares about my health and wellbeing	90	9	90%	+4	+4	+2	+3

### Other similar questions

Wellbeing	Question	Score	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	74	17 9	74%	-	0	-2	0
	The people in my workgroup are able to bring up problems and tough issues	80	14	80%	-	0	-2	-2
	I receive the respect I deserve from my colleagues at work	82	12	82%	+2	0	-1	+2
My agency supports and actively promotes an inclusive workplace culture	76	11 13	76%	+4	-5 ⬇️	-4	-3	

### Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative





# Wellbeing

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
<b>In general, would you say that your health is:</b>						
Excellent		<b>11%</b>	-4	+1	-1	0
Very good		<b>42%</b>	+2	+7	+5	+5
Good		<b>34%</b>	+1	-3	-2	-2
Fair		<b>11%</b>	+2	-3	-1	-1
Poor		<b>1%</b>	-1	-2	-1	-2
<b>What best describes your current workload?</b>						
Well above capacity - too much work		<b>12%</b>	-6	-11	-10	-14
Slightly above capacity - lots of work to do		<b>40%</b>	-3	0	0	+1
At capacity - about the right amount of work to do		<b>37%</b>	+5	+6	+7	+8
Slightly below capacity - available for more work		<b>9%</b>	+1	+3	+2	+3
Well below capacity - not enough work		<b>3%</b>	+2	+2	+1	+2

## Key


















At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

# Wellbeing

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
<b>How often do you find your work stressful?</b>						
Always		<b>3%</b>	+2	-1	0	-1
Often		<b>23%</b>	-1	-2	0	-1
Sometimes		<b>50%</b>	-3	0	-1	0
Rarely		<b>21%</b>	+2	+3	+1	+2
Never		<b>2%</b>	0	0	0	0
<b>To what extent is your work emotionally demanding?</b>						
To a very large extent		<b>5%</b>	+2	-2	-1	-1
To a large extent		<b>15%</b>	-3	-5 ↓	-3	-4
Somewhat		<b>33%</b>	-3	-6 ↓	-4	-6 ↓
To a small extent		<b>35%</b>	+3	+10 ↑	+8 ↑	+9 ↑
To a very small extent		<b>12%</b>	+1	+3	+1	+2
<b>I feel burned out by my work</b>						
Strongly agree		<b>8%</b>	+3	0	+1	0
Agree		<b>22%</b>	-2	0	+1	-1
Neither agree nor disagree		<b>26%</b>	-7 ↓	-5 ↓	-4	-2
Disagree		<b>35%</b>	+7 ↑	+5 ↑	+2	+4
Strongly disagree		<b>8%</b>	0	+1	-1	-1

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

# Flexible work



	Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	93	93%	+3	+10 ⬆️	+6 ⬆️	+7 ⬆️
<b>Do you currently access any of the following flexible working arrangements? [Multiple Response]</b>						
Part time		19%	-3	+7 ⬆️	+6 ⬆️	+6 ⬆️
Flexible hours of work		39%	+9 ⬆️	+12 ⬆️	+6 ⬆️	+6 ⬆️
Compressed work week		1%	+1	-3	-3	-5 ⬇️
Job sharing		1%	+1	0	0	0
Working away from the office/working from home		85%	+10 ⬆️	+23 ⬆️	+15 ⬆️	+15 ⬆️
None of the above		7%	-5 ⬇️	-17 ⬇️	-11 ⬇️	-9 ⬇️
<b>Working away from the office</b>						
None of the time		15%	-	-23 ⬇️	-15 ⬇️	-15 ⬇️
All of the time		6%	-	+1	0	-2
Some of the time as a regular arrangement		63%	-	+17 ⬆️	+12 ⬆️	+14 ⬆️
Only on an irregular basis		15%	-	+6 ⬆️	+3	+4
Did not disclose their arrangement		0%	-	0	0	0

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

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



# Working in the APS

	Response scale			% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
I am supported to use my expertise to provide frank and fearless advice	65	21	14	65%	-	0	-2	+1
The people in my workgroup demonstrate stewardship	73	23	4	73%	-	-4	-7↓	-7↓
The culture in my agency supports people to act with integrity	75	14	10	75%	-	-1	-4	0
I believe strongly in the purpose and objectives of the APS	86	13	1	86%	+5↑	-1	0	+1
I feel a strong personal attachment to the APS	56	34	10	56%	+5↑	-8↓	-3	-1
My workgroup considers the people and businesses affected by what we do	89	8	3	89%	-	+4	+1	+1

## Key



At least 5 percentage points greater than comparator









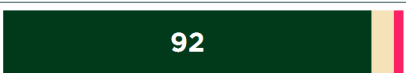




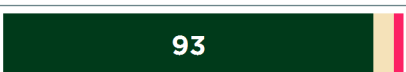






At least 5 percentage points less than comparator








Positive Neutral Negative



# Job satisfaction

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
I am satisfied with the recognition I receive for doing a good job	 74	74%	+6 	+5 	+2	+4
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	 73	73%	+8 	+10 	+9 	+10 
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	 92	92%	+8 	+10 	+8 	+7 
I am satisfied with the stability and security of my job	 93	93%	+5 	+8 	+11 	+14 

# Clarity and autonomy

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	 89	89%	+7 	-4	-4	-4
I am clear what my duties and responsibilities are	 76	76%	-3	-4	-4	-3
I have a choice in deciding how I do my work	 79	79%	+4	+13 	+4	+5 
Where appropriate, I am able to take part in decisions that affect my job	 72	72%	+4	+1	-2	0

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



# Performance

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
<b>In the last month, please rate your workgroup's overall performance</b>						
Excellent		<b>19%</b>	-4	-8 ⬇️	-11 ⬇️	-11 ⬇️
Very good		<b>53%</b>	-2	-2	-1	+1
Average		<b>24%</b>	+6 ⬆️	+9 ⬆️	+11 ⬆️	+10 ⬆️
Below average		<b>2%</b>	0	0	+1	0
Well below average		<b>1%</b>	0	0	0	0

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well		<b>80%</b>	+3	+2	-1	0
My workgroup has the tools and resources we need to perform well		<b>73%</b>	+4	+14 ⬆️	+15 ⬆️	+22 ⬆️
The people in my workgroup use time and resources efficiently		<b>73%</b>	+8 ⬆️	-2	-6 ⬇️	-3
My job gives me opportunities to utilise my skills		<b>81%</b>	-2	+1	-2	-1
In the last 12 months, the formal learning I have accessed has improved my performance		<b>60%</b>	-	+3	+4	+5 ⬆️

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



# Retention



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

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small 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		<b>9%</b>	0	0	+2	+1
I want to leave my position within the next 12 months		<b>25%</b>	+3	+3	+4	+5
I want to stay working in my position for the next one to two years		<b>42%</b>	-4	+4	+1	+3
I want to stay working in my position for at least the next three years		<b>24%</b>	+1	-7	-7	-9
<b>What best describes your plans involved with leaving your current position?</b>						
I am planning to retire		<b>3%</b>	+1	-2	-1	-2
I am pursuing another position within my agency		<b>12%</b>	0	-31	-16	-4
I am pursuing a position in another agency		<b>53%</b>	+15	+27	+18	+10
I am pursuing work outside the APS		<b>20%</b>	0	+10	+6	+4
It is the end of my non-ongoing, casual or contracted employment		<b>3%</b>	-3	+1	-2	-3
Other		<b>8%</b>	-12	-5	-6	-5

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

# Retention



Employees were also asked for the primary reason behind their desire to leave and could select one response from a list of items.

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

Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
There are a lack of future career opportunities in my agency	18%	-	-	-	-
I wish to pursue a promotion opportunity	14%	-	-	-	-
Senior leadership is of a poor quality	12%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	12%	-	-	-	-
I have achieved all I can in my current position	8%	-	-	-	-

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator



# Unacceptable behaviour



Employees who had perceived discrimination in the last 12 months in the course of their employment were asked what the basis was for the discrimination. Employees could select one or more responses from a list of items.

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

Discrimination	Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
<b>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?</b>						
Yes		<b>9%</b>	+1	-1	+1	0
No		<b>91%</b>	-1	+1	-1	0
<b>Did this discrimination occur in your current agency?</b>						
Yes		<b>80%</b>	-20 ↓	-12 ↓	-13 ↓	-11 ↓
No		<b>20%</b>	+20 ↑	+12 ↑	+13 ↑	+11 ↑
<b>Basis for the discrimination that you experienced (3 highest responses):</b>						
Race		<b>50%</b>	-	-	-	-
Age		<b>43%</b>	-	-	-	-
Gender		<b>36%</b>	-	-	-	-

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

# Unacceptable behaviour



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

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

Harassment and bullying	Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
<b>During the last 12 months, have you been subjected to harassment or bullying in your current workplace?</b>						
Yes		10%	+7	0	+2	0
No		84%	-6	0	-3	0
Not sure		6%	0	0	+1	-1
<b>Types of harassment or bullying experienced (3 highest responses):</b>						
Deliberate exclusion from work-related activities		41%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		35%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		35%	-	-	-	-
<b>Did you report the harassment or bullying?</b>						
I reported the behaviour in accordance with my agency's policies and procedures		56%	+56	+20	+23	+22
It was reported by someone else		19%	+19	+11	+12	+12
I did not report the behaviour		25%	+25	-32	-35	-34

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

# Unacceptable behaviour



Employees who indicated that they had witnessed potential corrupt behaviour were asked to describe the behaviour. Employees could select one or more responses from a list of items.

Only the three types of corrupt behaviours with the highest proportion of responses are presented here. These may vary between agencies and with results for the APS overall.

Corruption	Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
<b>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?</b>						
Yes		<b>2%</b>	0	-1	0	-2
No		<b>92%</b>	0	+2	0	+4
Not sure		<b>4%</b>	+1	0	+1	-1
Would prefer not to answer		<b>1%</b>	0	-1	-1	-2

## Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures

The data for this question has been hidden for anonymity reasons.

It was reported by someone else

The data for this question has been hidden for anonymity reasons.

I did not report the behaviour

The data for this question has been hidden for anonymity reasons.

### 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	44%
Woman or female	51%
Non-binary	0%
I use a different term	1%
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	10%
No	90%

Do you have carer responsibilities?	Responses
Yes	37%
No	63%

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	28%
No	72%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	68%
Australian Aboriginal and/or Torres Strait Islander	4%
New Zealander (excluding Maori)	2%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	18%
North-West European (excluding Anglo-European)	5%
Southern and Eastern European	7%
South-East Asian	6%
North-East Asian	7%
Southern and Central Asian	5%
North American	2%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	2%
Sub-Saharan African	0%

Do you consider yourself to be neurodivergent?	Responses
Yes	11%
No	72%
Maybe	13%
I am unsure what neurodivergent means	3%

# Agency position



## Agency position

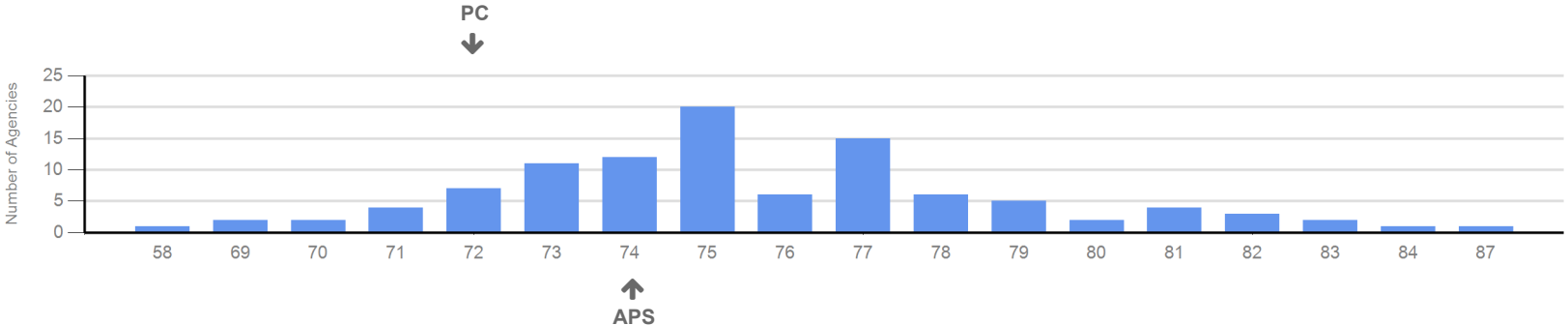
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

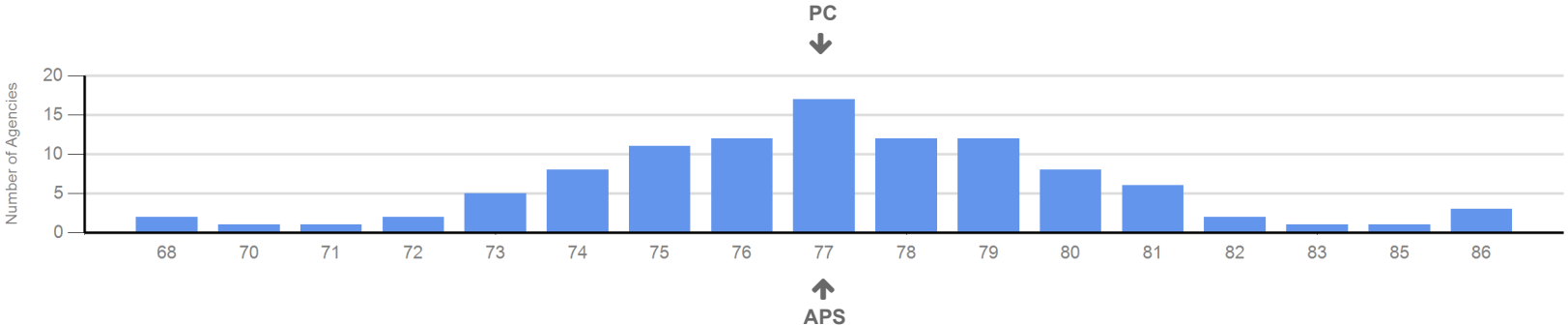
**Employee Engagement Index**

Ranking : 91st of 104



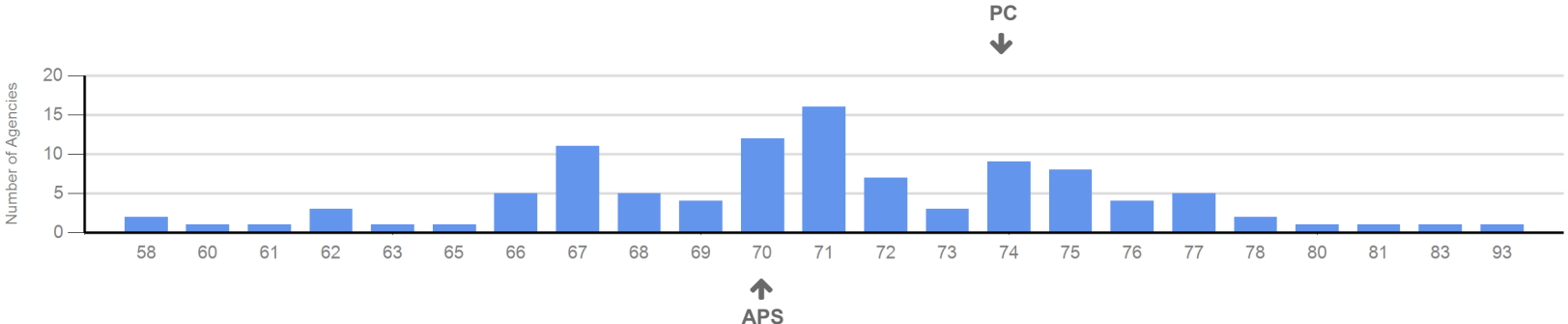
**Leadership – Immediate Supervisor Index**

Ranking : 54th of 104



**Leadership – SES Manager Index**

Ranking : 27th of 104



# Agency position



## Agency position

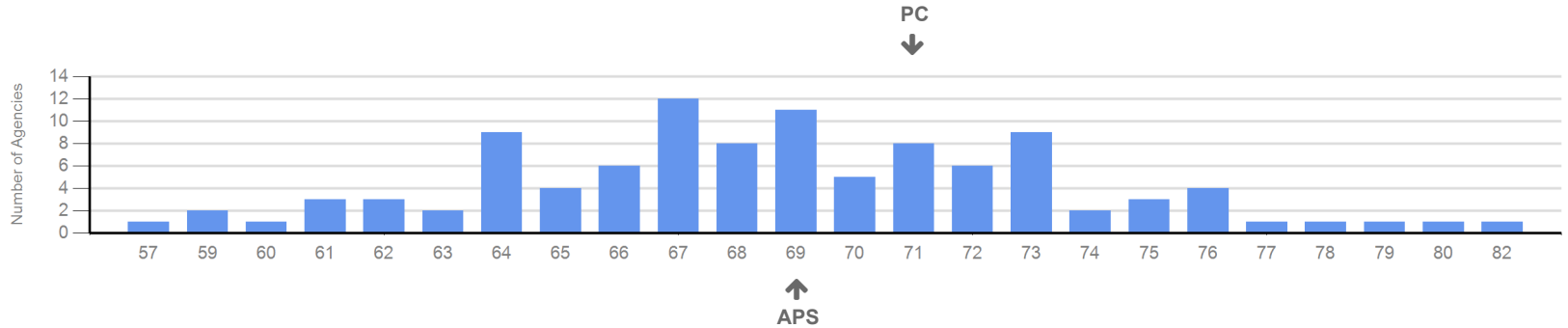
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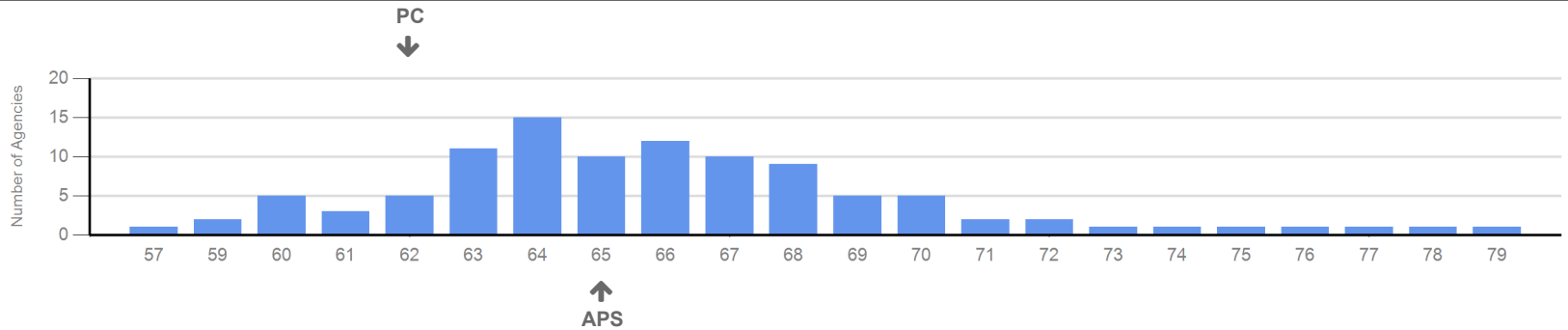
### Communication Index

Ranking : 31st of 104



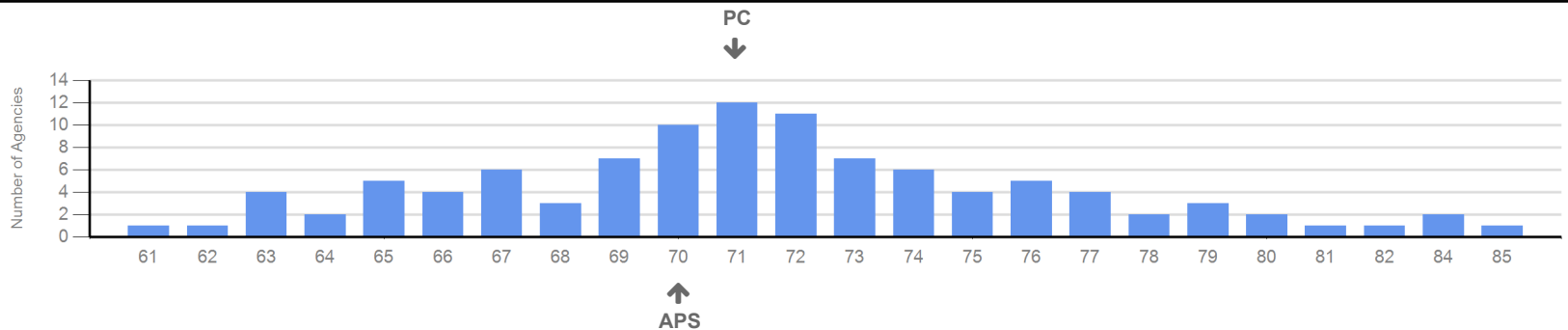
### Enabling Innovation Index

Ranking : 92nd of 104



### Wellbeing Policies and Support Index

Ranking : 53rd of 104



# Suggested questions to focus on



## What to focus on?

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

They are not necessarily the questions with the lowest scores.

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

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

	At least 5 percentage points greater than comparator	At least 5 percentage points less than comparator	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
<b>.1</b> The culture in my agency supports people to act with integrity			<b>75%</b>	-	-1	-4	0
<b>.2</b> I am supported to use my expertise to provide frank and fearless advice			<b>65%</b>	-	0	-2	+1
<b>.3</b> Internal communication within my agency is effective			<b>61%</b>	+7	+3	+3	+9
<b>.4</b> My agency supports and actively promotes an inclusive workplace culture			<b>76%</b>	+4	-5	-4	-3
<b>.5</b> My agency inspires me to come up with new or better ways of doing things			<b>48%</b>	-4	-2	-5	-2
<b>.6</b> Change is managed well in my agency			<b>38%</b>	+1	-6	-5	0

# PC specific questions

	Response scale			% Positive	Variance from 2023
My SES works to ensure workloads are manageable	66	22	12	66%	+13 ⬆
I am able to maintain a healthy balance between work and my personal life	73	14	13	73%	+10 ⬆
Leaders in my agency demonstrate a commitment to collaboration and strengthening connections across branches, divisions and external stakeholders	50	28	22	50%	+1
There are clear career development opportunities in my agency	45	22	33	45%	+5 ⬆
The PC has a diverse and inclusive culture and workplace	63	22	14	63%	-5 ⬇
I am aware of how to raise concerns about inappropriate workplace behaviour	85	8	8	85%	+6 ⬆
I feel supported to raise concerns about inappropriate workplace behaviour	71	16	13	71%	+5 ⬆
My agency understands, and is actively demonstrating, its commitment to implement Priority Reforms under the National Agreement on Closing the Gap?	68	24	8	68%	-4

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative








# PC specific questions


	Response scale			% Positive	Variance from 2023
Overall, our Agency's culture is heading in the right direction	67	22	11	67%	-
I would describe the culture at the PC as positive	69	20	11	69%	-

**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.

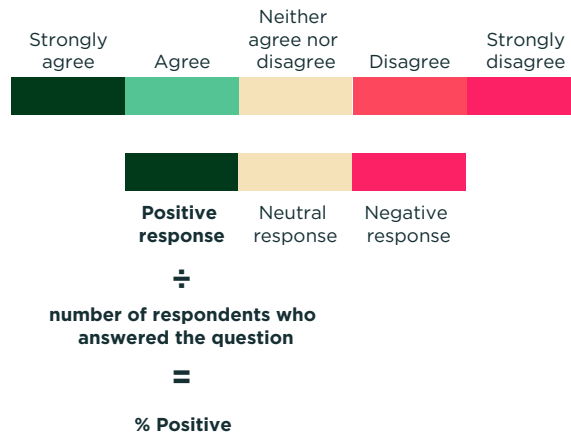
Prioritise 3 areas to take forward

	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	<b>151</b>	<b>166</b>	<b>176</b>	<b>96</b>	<b>24</b>	<b>613</b>
Percentage	<b>24.63%</b>	<b>27.08%</b>	<b>28.71%</b>	<b>15.66%</b>	<b>3.92%</b>	<b>100%</b>
Rounded percentage	<b>25%</b>	<b>27%</b>	<b>29%</b>	<b>16%</b>	<b>4%</b>	<b>101%</b>
Number of positive	<b>151 + 166 = 317</b>					
% Positive	<b>317 ÷ 613 = 52%</b>					

## 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.

