

2025 APS Employee Census

5 May - 6 June

Highlights Report

ASSEA

Responses:

20 of 22

Response rate:

91%



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		78	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies	
Say	Overall, I am satisfied with my job	85	15	85%	0	+8 ↑	+8 ↑	+7 ↑	
	I am proud to work in my agency	85	15	85%	0	+4	0	-3	
	I would recommend my agency as a good place to work	80	15	80%	+3	+3	+3	+7 ↑	
	I believe strongly in the purpose and objectives of my agency	100		100%	0	+12 ↑	+9 ↑	+5 ↑	
Stay	I feel a strong personal attachment to my agency	65	25	10	65%	-4	0	-2	+1
	I feel committed to my agency's goals	100		100%	+8 ↑	+12 ↑	+11 ↑	+9 ↑	
Strive	I suggest ideas to improve our way of doing things	90	10	90%	-2	+4	+1	-1	
	I am happy to go the 'extra mile' at work when required	90	10	90%	+13 ↑	-1	-1	0	
	I work beyond what is required in my job to help my agency achieve its objectives	80	20	80%	+3	+2	+2	+1	
	My agency really inspires me to do my best work every day	80	15	80%	+11 ↑	+13 ↑	+12 ↑	+8 ↑	

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Leadership - Immediate Supervisor



Immediate Supervisor

The Immediate Supervisor Index assesses how employees view the leadership behaviours of their immediate supervisor in line with the APS Leadership Capability Framework.

Your Immediate Supervisor Index score		79	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies	
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	90	10	90%	+21 ↑	+10 ↑	+9 ↑	+9 ↑	
	My supervisor can deliver difficult advice whilst maintaining relationships	85	10	85%	+23 ↑	+5 ↑	+5 ↑	+6 ↑	
	My supervisor invites a range of views, including those different to their own	95		95%	+33 ↑	+12 ↑	+11 ↑	+14 ↑	
	My supervisor encourages my team to regularly review and improve our work	70	25	70%	+1	-13 ↓	-12 ↓	-11 ↓	
	My supervisor is invested in my development	80	10 10	80%	+26 ↑	+2	+2	+4	
	My supervisor ensures that my workgroup delivers on what we are responsible for	90		90%	+5 ↑	+2	+2	+3	
Other similar questions									
	My supervisor provides me with helpful feedback to improve my performance	75	15 10	75%	+6 ↑	-4	-3	-3	
	My immediate supervisor encourages me	75	25	75%	+6 ↑	-3	-4	-3	
	My supervisor actively ensures that everyone can be included in workplace activities	90		90%	+21 ↑	+5 ↑	+5 ↑	+6 ↑	
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	80	20	80%	+18 ↑	-1	-2	0	
Key		At least 5 percentage points greater than comparator			At least 5 percentage points less than comparator			Positive Neutral Negative 	

Leadership - SES Manager



SES Manager

The SES Manager Index assesses how employees view the leadership behaviours of their immediate SES manager in line with the *APS Leadership Capability Framework*.

Your SES Manager Index score	<h1>76</h1>	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies

SES Manager	Statement	Score		% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
		Agree	Disagree					
	My SES manager clearly articulates the direction and priorities for our area	68	26	68%	+18 ⬆	-3	-3	-3
	My SES manager presents convincing arguments and persuades others towards an outcome	74	21	74%	+24 ⬆	+10 ⬆	+7 ⬆	+4
	My SES manager promotes cooperation within and between agencies	84	11	84%	+1	+15 ⬆	+13 ⬆	+8 ⬆
	My SES manager encourages innovation and creativity	84	11	84%	+1	+16 ⬆	+16 ⬆	+12 ⬆
	My SES manager creates an environment that enables us to deliver our best	74	21	74%	-1	+6 ⬆	+5 ⬆	+3
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	84	11	84%	+1	+8 ⬆	+6 ⬆	+4

Other similar questions

	In my agency, the SES work as a team	71	24	71%	+15 ⬆	+12 ⬆	+15 ⬆	+8 ⬆
	In my agency, the SES clearly articulate the direction and priorities for our agency	78	17	78%	+8 ⬆	+11 ⬆	+14 ⬆	+9 ⬆
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	79	21	79%	+4	+10 ⬆	+8 ⬆	+5 ⬆

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	72	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
				+4	+2	+2	+3

Communication	My supervisor communicates effectively	75	25	75%	+13 ⬆️	-6 ⬇️	-7 ⬇️	-4
	My SES manager communicates effectively	68	26	68%	+2	-3	-4	-3
	Internal communication within my agency is effective	75	15	10	75%	-2	+13 ⬆️	+15 ⬆️

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	75	15	10	75%	-2	+8 ⬆️	+7 ⬆️	+6 ⬆️
	Staff are consulted about change at work	65	35	65%	-12 ⬇️	+13 ⬆️	+15 ⬆️	+14 ⬆️	
	Change is managed well in my agency	65	25	10	65%	+19 ⬆️	+17 ⬆️	+21 ⬆️	+18 ⬆️

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative

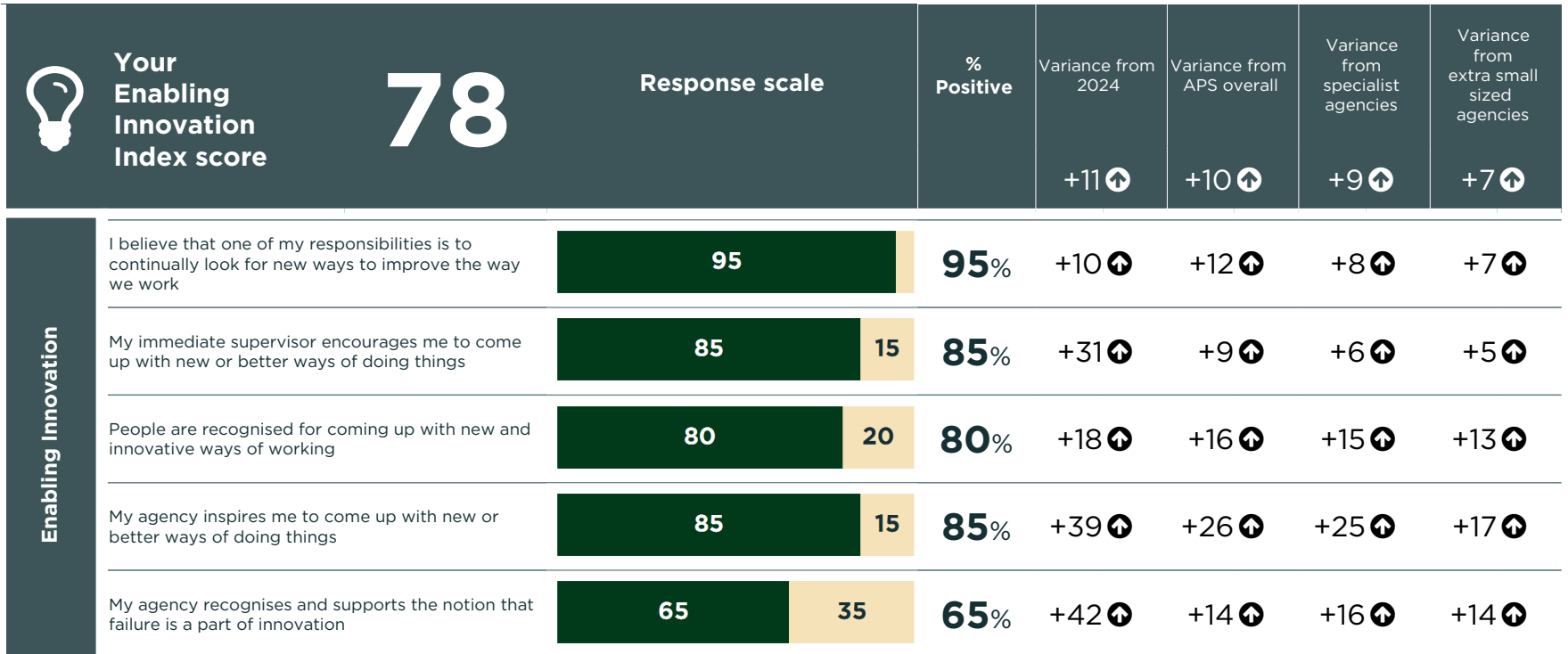


Enabling Innovation



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.



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		79	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
					+6 ↑	+7 ↑	+5 ↑	+4

Wellbeing Policies and Support	Score	Target	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
I am satisfied with the policies/practices in place to help me manage my health and wellbeing	80	15	80%	-5 ↓	+7 ↑	+6 ↑	+4
My agency does a good job of communicating what it can offer me in terms of health and wellbeing	80	20	80%	-5 ↓	+10 ↑	+7 ↑	+4
My agency does a good job of promoting health and wellbeing	75	20	75%	-2	+4	+3	+2
I think my agency cares about my health and wellbeing	80	15	80%	-5 ↓	+11 ↑	+7 ↑	+4
I believe my immediate supervisor cares about my health and wellbeing	85	15	85%	+8 ↑	-2	-4	-2

Other similar questions

Wellbeing	Score	Target	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	80	15	80%	+11 ↑	+4	+3	+2
I receive the respect I deserve from my colleagues at work	90		90%	+5 ↑	+8 ↑	+8 ↑	+8 ↑
My agency supports and actively promotes an inclusive workplace culture	85	10	85%	+8 ↑	+1	+2	+4

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 specialist agencies	Variance from extra small sized agencies
In general, would you say that your health is:						
Excellent		15%	+7	+3	+2	+1
Very good		45%	+22	+10	+8	+7
Good		20%	-26	-17	-15	-14
Fair		15%	-8	+2	+3	+4
Poor		5%	+5	+2	+2	+3
What best describes your current workload?						
Well above capacity - too much work		10%	-5	-7	-8	-7
Slightly above capacity - lots of work to do		40%	-22	+1	0	0
At capacity - about the right amount of work to do		45%	+22	+8	+12	+11
Slightly below capacity - available for more work		5%	+5	-1	-2	-3
Well below capacity - not enough work		0%	0	-1	-1	-1

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Wellbeing

Response scale	%	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
How often do you find your work stressful?					
Always	0%	0	-5 ↓	-4	-3
Often	5%	-10 ↓	-18 ↓	-17 ↓	-13 ↓
Sometimes	75%	-10 ↓	+25 ↑	+24 ↑	+24 ↑
Rarely	20%	+20 ↑	0	-2	-6 ↓
Never	0%	0	-2	-2	-2
To what extent is your work emotionally demanding?					
To a very large extent	0%	0	-7 ↓	-6 ↓	-4
To a large extent	5%	-10 ↓	-15 ↓	-12 ↓	-8 ↓
Somewhat	45%	+7 ↑	+6 ↑	+7 ↑	+6 ↑
To a small extent	35%	-3	+11 ↑	+8 ↑	+4
To a very small extent	15%	+7 ↑	+5 ↑	+3	+2
I feel burned out by my work					
Strongly agree	0%	0	-7 ↓	-7 ↓	-6 ↓
Agree	10%	-5 ↓	-11 ↓	-10 ↓	-7 ↓
Neither agree nor disagree	35%	-3	+2	+5 ↑	+7 ↑
Disagree	45%	+7 ↑	+14 ↑	+11 ↑	+9 ↑
Strongly disagree	10%	+2	+2	0	-2

Key

↑ At least 5 percentage points greater than comparator

↓ At least 5 percentage points less than comparator

Flexible work



	Response scale	%	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	<div style="width: 90%; background-color: #004d00; color: white; display: flex; justify-content: space-between; padding: 2px;">9010</div>	90%	-10 ↓	+4	+2	+1
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		0%	-23 ↓	-13 ↓	-13 ↓	-13 ↓
Flexible hours of work	<div style="width: 45%; background-color: #003333; height: 15px;"></div>	45%	+7 ↑	+15 ↑	+8 ↑	+13 ↑
Compressed work week		0%	-8 ↓	-5 ↓	-4	-5 ↓
Job sharing		0%	0	0	0	-1
Working away from the office/working from home	<div style="width: 90%; background-color: #003333; height: 15px;"></div>	90%	+21 ↑	+22 ↑	+16 ↑	+18 ↑
None of the above		0%	-8 ↓	-20 ↓	-15 ↓	-15 ↓
Working away from the office						
All of the time	<div style="width: 10%; background-color: #003333; height: 15px;"></div>	10%	+2	+3	+4	+3
Some of the time as a regular arrangement	<div style="width: 65%; background-color: #003333; height: 15px;"></div>	65%	+27 ↑	+13 ↑	+10 ↑	+14 ↑
Only on an irregular basis	<div style="width: 15%; background-color: #003333; height: 15px;"></div>	15%	-8 ↓	+6 ↑	+2	0
None of the time	<div style="width: 10%; background-color: #003333; height: 15px;"></div>	10%	-21 ↓	-22 ↓	-16 ↓	-17 ↓
Did not disclose their arrangement		0%	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 2024	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
I am supported to use my expertise to provide frank and fearless advice		75%	-2	+5 	+5 	+4
The people in my workgroup demonstrate stewardship		85%	0	+8 	+5 	+2
The culture in my agency supports people to act with integrity		90%	+5 	+9 	+8 	+10 
I believe strongly in the purpose and objectives of the APS		90%	-10 	+1	+2	+5 
I feel a strong personal attachment to the APS		70%	+1	+2	+6 	+9 
My workgroup considers the people and businesses affected by what we do		90%	-2	+5 	+3	-1
The people in my workgroup value others' individual skills and talents		95%	-	+12 	+9 	+6 
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something		95%	-	+6 	+5 	+4
The people in my workgroup are able to bring up problems and tough issues		90%	+13 	+10 	+8 	+7 
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)		80%	-	+13 	+7 	+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 specialist agencies	Variance from extra small sized agencies
I am satisfied with the recognition I receive for doing a good job	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #1a4d2e; color: white; align-items: center;">75</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; align-items: center;">15</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #c0004d; align-items: center;">10</div>	75%	+6 ⬆️	+6 ⬆️	+4	+1
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #1a4d2e; color: white; align-items: center;">75</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; align-items: center;">15</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #c0004d; align-items: center;">10</div>	75%	-10 ⬇️	+9 ⬆️	+9 ⬆️	+2
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #1a4d2e; color: white; align-items: center;">85</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; align-items: center;">15</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #c0004d; align-items: center;"></div>	85%	-15 ⬇️	0	-1	-1
I am satisfied with the stability and security of my job	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #1a4d2e; color: white; align-items: center;">75</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; align-items: center;">15</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #c0004d; align-items: center;">10</div>	75%	-17 ⬇️	-11 ⬇️	-8 ⬇️	-3

Clarity and autonomy

	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #1a4d2e; color: white; align-items: center;">100</div>	100%	+15 ⬆️	+7 ⬆️	+7 ⬆️	+7 ⬆️
I am clear what my duties and responsibilities are	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #1a4d2e; color: white; align-items: center;">85</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; align-items: center;">10</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #c0004d; align-items: center;"></div>	85%	+16 ⬆️	+1	+2	0
I have a choice in deciding how I do my work	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #1a4d2e; color: white; align-items: center;">90</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; align-items: center;">10</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #c0004d; align-items: center;"></div>	90%	+21 ⬆️	+22 ⬆️	+14 ⬆️	+10 ⬆️
Where appropriate, I am able to take part in decisions that affect my job	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #1a4d2e; color: white; align-items: center;">85</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; align-items: center;">10</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #c0004d; align-items: center;"></div>	85%	+8 ⬆️	+13 ⬆️	+10 ⬆️	+9 ⬆️

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 specialist agencies	Variance from extra small sized agencies
In the last month, please rate your workgroup's overall performance						
Excellent		20%	+12 ⬆️	-5 ⬇️	-6 ⬇️	-7 ⬇️
Very good		70%	-7 ⬇️	+13 ⬆️	+14 ⬆️	+13 ⬆️
Average		10%	+2	-6 ⬇️	-5 ⬇️	-4
Below average		0%	-8 ⬇️	-2	-2	-1
Well below average		0%	0	-1	-1	-1

	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well		85%	+8 ⬆️	+6 ⬆️	+4	+3
My workgroup has the tools and resources we need to perform well		70%	+16 ⬆️	+10 ⬆️	+14 ⬆️	+7 ⬆️
The people in my workgroup use time and resources efficiently		85%	+8 ⬆️	+10 ⬆️	+8 ⬆️	+4
My job gives me opportunities to utilise my skills		75%	-10 ⬇️	-4	-7 ⬇️	-8 ⬇️
During the last 12 months, the formal learning I have accessed has improved my performance		8%	-36 ⬇️	-51 ⬇️	-48 ⬇️	-48 ⬇️

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 specialist agencies	Variance from extra small 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	0%	0	-8↓	-7↓	-8↓
I want to leave my position within the next 12 months	10%	-15↓	-11↓	-9↓	-13↓
I want to stay working in my position for the next one to two years	45%	+3	+6↑	+2	+4
I want to stay working in my position for at least the next three years	45%	+12↑	+14↑	+14↑	+17↑
What best describes your plans involved with leaving your current position?					
I am planning to retire	<i>The data for this question has been hidden to preserve privacy.</i>				
I am pursuing another position within my agency	<i>The data for this question has been hidden to preserve privacy.</i>				
I am pursuing a position in another agency	<i>The data for this question has been hidden to preserve privacy.</i>				
I am pursuing work outside the APS	<i>The data for this question has been hidden to preserve privacy.</i>				
It is the end of my non-ongoing, casual or contracted employment	<i>The data for this question has been hidden to preserve privacy.</i>				
Other	<i>The data for this question has been hidden to preserve privacy.</i>				

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 specialist agencies	Variance from extra small 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		0%	0	-8 ↓	-6 ↓	-6 ↓
No		100%	0	+8 ↑	+6 ↑	+6 ↑
Did this discrimination occur in your current agency?						
Yes	<i>The data for this question has been hidden to preserve privacy.</i>					
No	<i>The data for this question has been hidden to preserve privacy.</i>					
The discrimination came from: [Multiple Response]						
Within my agency	<i>The data for this question has been hidden to preserve privacy.</i>					
Another agency	<i>The data for this question has been hidden to preserve privacy.</i>					
A customer, stakeholder or member of the public	<i>The data for this question has been hidden to preserve privacy.</i>					
Other	<i>The data for this question has been hidden to preserve privacy.</i>					
Did you report the discrimination?						
I reported the discrimination in accordance with my agency's policies and procedures	<i>The data for this question has been hidden to preserve privacy.</i>					
It was reported by someone else	<i>The data for this question has been hidden to preserve privacy.</i>					
I did not report the discrimination	<i>The data for this question has been hidden to preserve privacy.</i>					

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 specialist agencies	Variance from extra small sized agencies
During the last 12 months, have you been subjected to bullying or harassment in your current workplace?						
Yes		10%	-5	+1	+2	+1
No		85%	+8	-1	-3	-1
Not sure		5%	-3	0	+1	0
Did you report the bullying or harassment?						
I reported the behaviour in accordance with my agency's policies and procedures	<i>The data for this question has been hidden to preserve privacy.</i>					
It was reported by someone else	<i>The data for this question has been hidden to preserve privacy.</i>					
I did not report the behaviour	<i>The data for this question has been hidden to preserve privacy.</i>					

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 specialist agencies	Variance from extra small 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		0%	0	-2	-2	-3
No		100%	+15	+8	+8	+9
Not sure		0%	-8	-4	-4	-4
Prefer not to answer		0%	-8	-2	-2	-3
Which of the following reflects the conduct you witnessed? [Multiple Response]						
Abuse of office	<i>The data for this question has been hidden to preserve privacy.</i>					
Misuse of information or documents	<i>The data for this question has been hidden to preserve privacy.</i>					
A breach of public trust	<i>The data for this question has been hidden to preserve privacy.</i>					
Adversely affecting the honesty or impartiality of a public official	<i>The data for this question has been hidden to preserve privacy.</i>					
Did you report the conduct?						
I reported the behaviour in accordance with my agency's policies and procedures	<i>The data for this question has been hidden to preserve privacy.</i>					
It was reported by someone else	<i>The data for this question has been hidden to preserve privacy.</i>					
I did not report the behaviour	<i>The data for this question has been hidden to preserve privacy.</i>					

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Agency position



Agency position

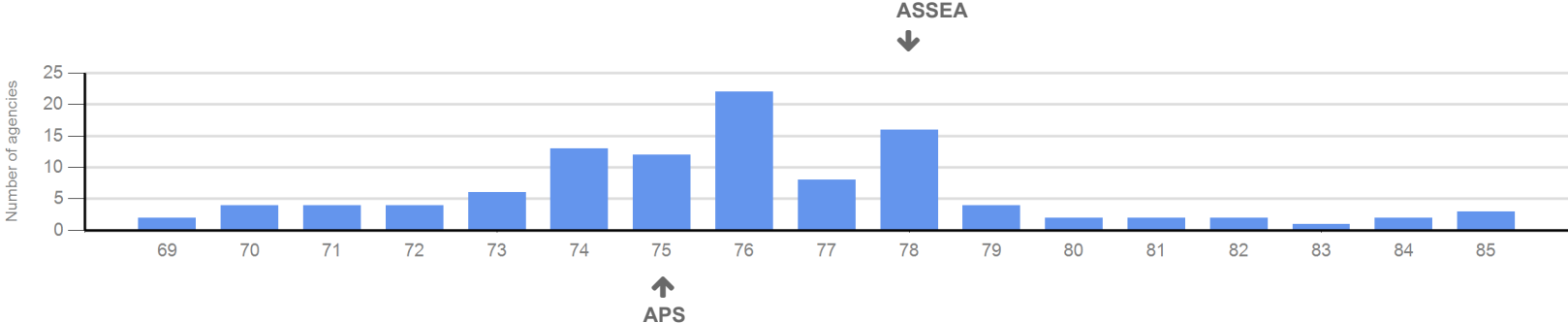
These graphs display the overall index score of each agency for the Employee Engagement, Immediate Supervisor, SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the overall APS index score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

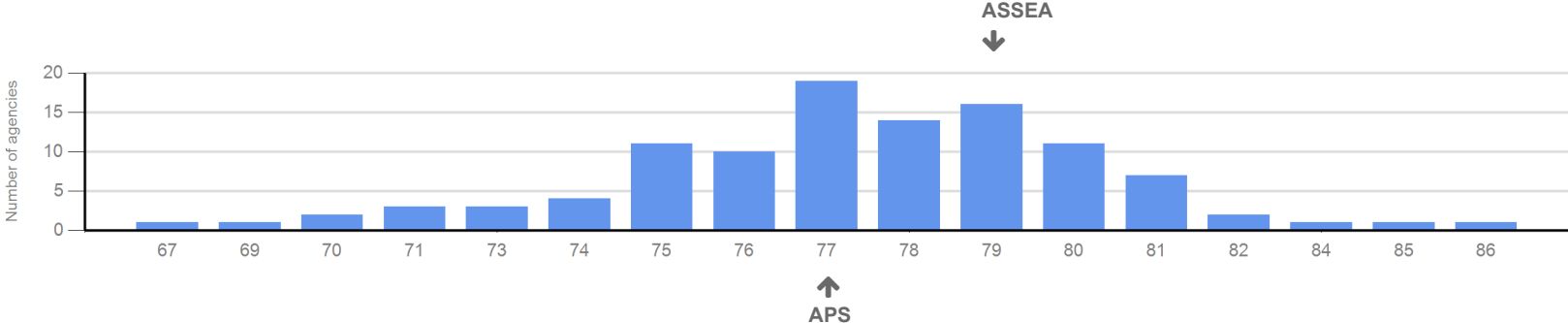
Employee Engagement Index

Ranking : 21st of 107



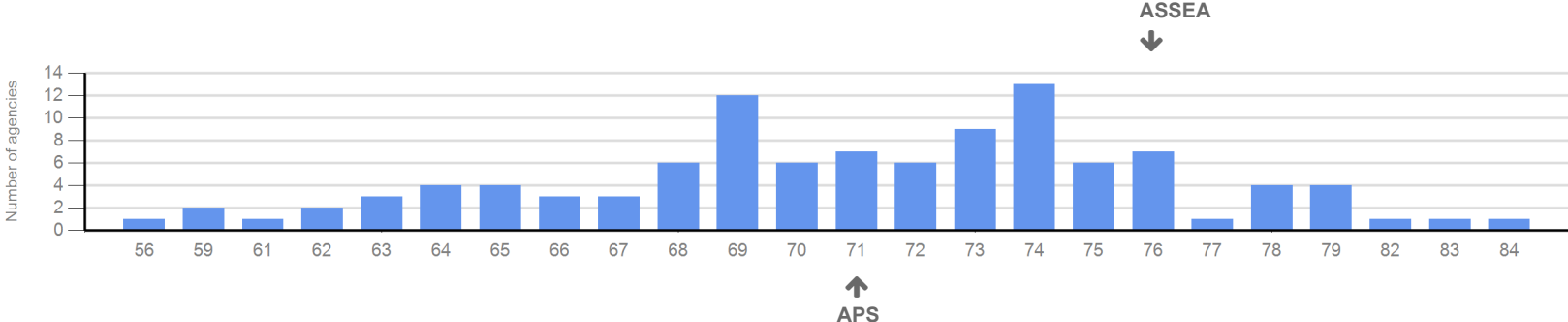
Immediate Supervisor Index

Ranking : 38th of 107



SES Manager Index

Ranking : 14th of 107



Agency position



Agency position

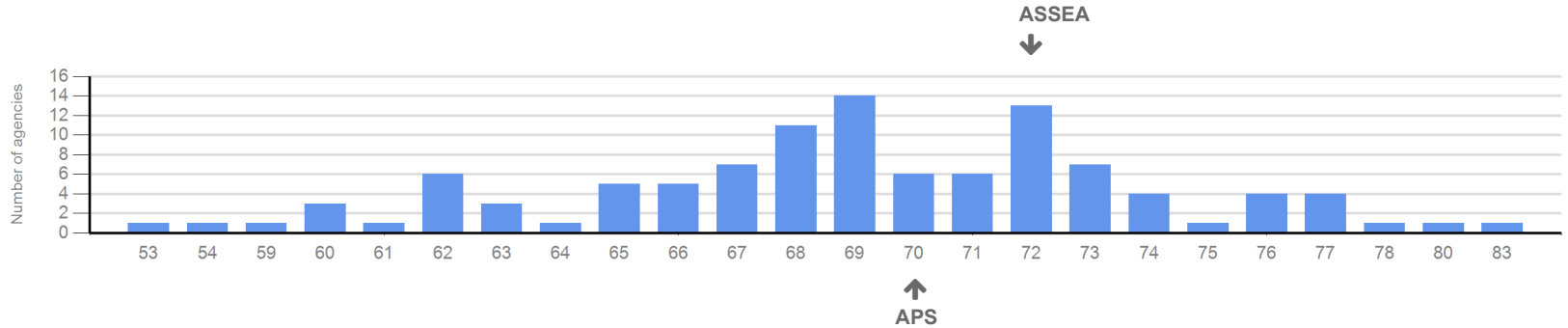
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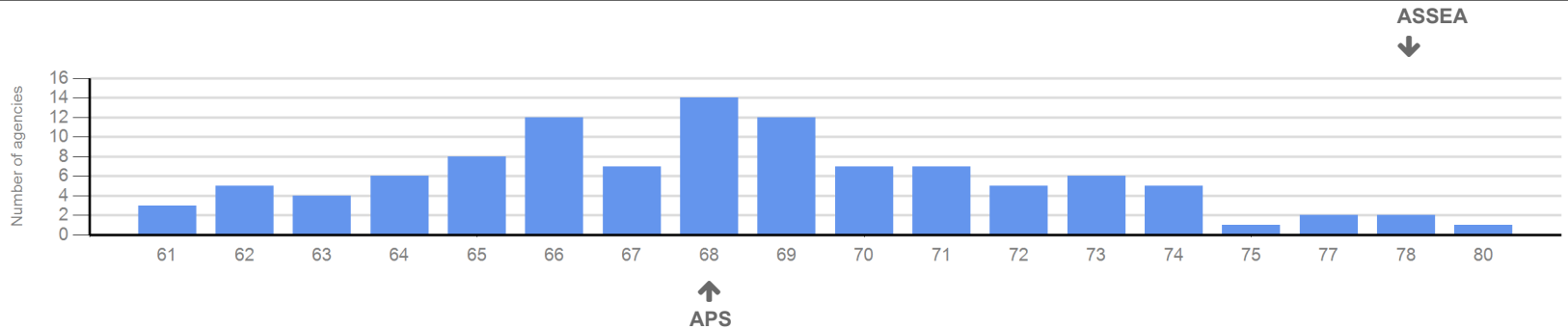
Communication Index

Ranking : 26th of 107



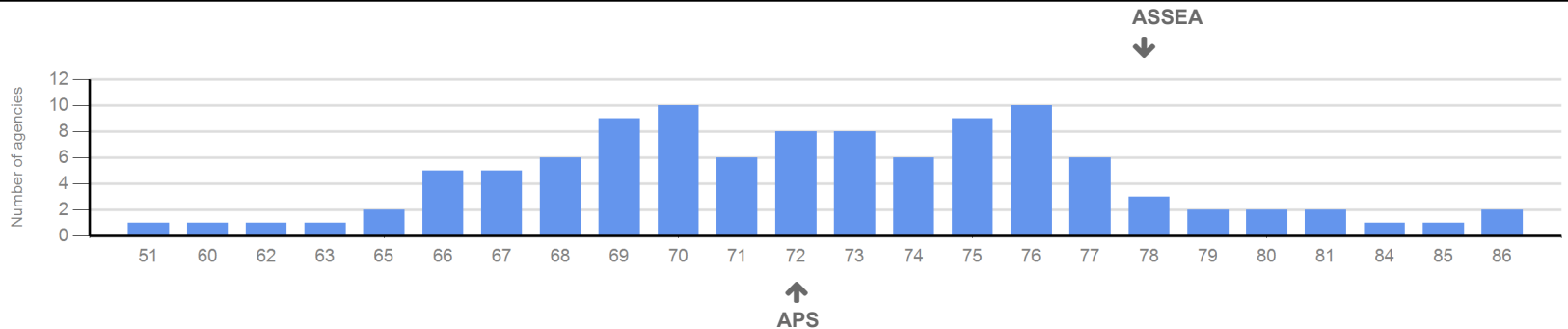
Enabling Innovation Index

Ranking : 3rd of 107



Wellbeing Policies and Support Index

Ranking : 11th 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.







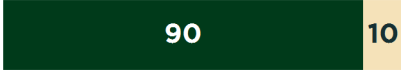



They are not necessarily the questions with the lowest scores.

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 specialist agencies	Variance from extra small sized agencies
.1	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS		84%	+1	+8	+6	+4
.2	The people in my workgroup value others' individual skills and talents		95%	-	+12	+9	+6
.3	My SES manager routinely promotes the use of data and evidence to deliver outcomes		79%	+4	+10	+8	+5
.4	My supervisor is invested in my development		80%	+26	+2	+2	+4
.5	My SES manager creates an environment that enables us to deliver our best		74%	-1	+6	+5	+3
.6	My SES manager promotes cooperation within and between agencies		84%	+1	+15	+13	+8

ASSEA specific questions

	Response scale	% Positive	Variance from 2024
Consultation leads to tangible change		74%	-
I feel my feedback is acted upon		79%	-
I can influence change in ASSEA		65%	-
The staff planning sessions are an effective use of my time		60%	-
ASSEA has undergone positive changes over the last 12 months		50%	-
I am supported to engage with external stakeholders relevant to my work		75%	-
I believe engaging with others across teams achieves better results		90%	-
Collaborations across the Agency are effective		65%	-
My organisation practices respectful and inclusive behaviours		80%	-
I have adequate opportunities for career mentoring and development		40%	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



ASSEA specific questions

	Response scale	% Positive	Variance from 2024
ASSEA has the right mix of capabilities to deliver on our priorities		70%	-
ASSEA is viewed as a credible organisation		90%	-
I believe the organisation makes effective use of data and digital platforms		45%	-
I understand how my work contributes to our Operational Plan		90%	-

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.

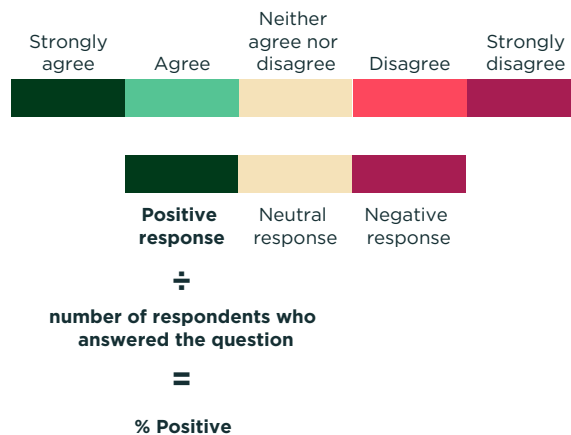
Prioritise 3 areas to take forward

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

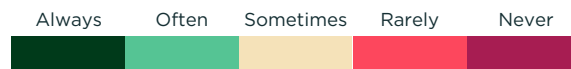
Guide to this report

% 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.

