

## Highlights Report FWC



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Responses:

307 of 357

Response Rate:

86%

# 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		75	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
Say	Overall, I am satisfied with my job	74	13 12	74%	-4	-1	-1	-2
	I am proud to work in my agency	82	15	82%	-2	+4	+4	+1
	I would recommend my agency as a good place to work	74	16 10	74%	0	+3	+4	+2
	I believe strongly in the purpose and objectives of my agency	88	10	88%	0	+2	0	-2
Stay	I feel a strong personal attachment to my agency	65	28	65%	-1	+2	+2	0
	I feel committed to my agency's goals	85	14	85%	-2	-1	-2	-3
Strive	I suggest ideas to improve our way of doing things	83	14	83%	-3	-3	-5 ↓	-6 ↓
	I am happy to go the 'extra mile' at work when required	91		91%	+1	0	-1	-1
	I work beyond what is required in my job to help my agency achieve its objectives	84	13	84%	0	+3	+1	+3
	My agency really inspires me to do my best work every day	61	27 12	61%	-3	+1	0	-2

### 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		77	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	80	11 9	80%	-3	0	0	+1
	My supervisor can deliver difficult advice whilst maintaining relationships	77	15 8	77%	-8 ↓	-2	-1	-2
	My supervisor invites a range of views, including those different to their own	82	11	82%	-7 ↓	0	+1	0
	My supervisor encourages my team to regularly review and improve our work	81	12 8	81%	-3	-2	0	-1
	My supervisor is invested in my development	79	11 10	79%	-3	+1	+3	+1
	My supervisor ensures that my workgroup delivers on what we are responsible for	88	9	88%	-2	0	+1	0
<b>Other similar questions</b>								
	My supervisor provides me with helpful feedback to improve my performance	78	12 10	78%	-2	0	+1	+1
	My immediate supervisor encourages me	77	15 9	77%	-2	-1	0	-1
	My supervisor actively ensures that everyone can be included in workplace activities	81	11 9	81%	-4	-3	-1	-2
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	78	14 8	78%	-	-3	-2	-3
<b>Key</b>	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>	<h1>68</h1>	<b>Response scale</b>	<b>% Positive</b>	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies

SES Manager	Statement	Score			% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
		Agree	Disagree	Strongly Disagree					
	My SES manager clearly articulates the direction and priorities for our area	67	25	8	67%	-4	-3	-3	-3
	My SES manager presents convincing arguments and persuades others towards an outcome	52	43		52%	-10 ↓	-12 ↓	-12 ↓	-14 ↓
	My SES manager promotes cooperation within and between agencies	60	36		60%	-4	-8 ↓	-6 ↓	-9 ↓
	My SES manager encourages innovation and creativity	61	31	8	61%	-8 ↓	-5 ↓	-5 ↓	-6 ↓
	My SES manager creates an environment that enables us to deliver our best	62	28	10	62%	-6 ↓	-3	-3	-4
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	67	29		67%	-9 ↓	-7 ↓	-7 ↓	-9 ↓

### Other similar questions

	In my agency, the SES work as a team	59	32	10	59%	-5 ↓	+3	+2	+5 ↑
	In my agency, the SES clearly articulate the direction and priorities for our agency	68	22	10	68%	-2	+4	+3	+5 ↑
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	60	34		60%	-6 ↓	-7 ↓	-9 ↓	-9 ↓

<b>Key</b>	<b>At least 5 percentage points greater than comparator</b>	<b>At least 5 percentage points less than comparator</b>	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		69	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
					-2	0	+1	+1

Communication	My supervisor communicates effectively	82	9	9	82%	-4	+1	+2	+1
	My SES manager communicates effectively	67	23	10	67%	-2	-3	-3	-3
	Internal communication within my agency is effective	66	16	18	66%	-1	+8 ↑	+9 ↑	+10 ↑

### Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	71	14	15	71%	0	+3	+2	+3
	Staff are consulted about change at work	64	23	13	64%	+5 ↑	+14 ↑	+14 ↑	+13 ↑
	Change is managed well in my agency	52	28	20	52%	-5 ↓	+8 ↑	+7 ↑	+10 ↑

### 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		65			Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	74	18	8	74%	-7 ↓	-5 ↓	-5 ↓	-7 ↓	
	My immediate supervisor encourages me to come up with new or better ways of doing things	73	18	9	73%	-5 ↓	0	0	-2	
	People are recognised for coming up with new and innovative ways of working	59	30	11	59%	-6 ↓	+1	+3	+1	
	My agency inspires me to come up with new or better ways of doing things	55	31	14	55%	+2	+5 ↑	+5 ↑	+4	
	My agency recognises and supports the notion that failure is a part of innovation	41	39	20	41%	-2	0	0	0	

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.

<b>Your Wellbeing Policies and Support Index score</b>	<b>71</b>	<b>Response scale</b>	<b>% Positive</b>	<b>Variance from 2023</b>	<b>Variance from APS overall</b>	<b>Variance from smaller operational agencies</b>	<b>Variance from medium sized agencies</b>

<b>Wellbeing Policies and Support</b>	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	65	24	12	65%	+2	-3	-3	-3
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	68	20	11	68%	+10 ⬆️	+2	+2	+1
	My agency does a good job of promoting health and wellbeing	66	22	12	66%	+6 ⬆️	-1	-1	-1
	I think my agency cares about my health and wellbeing	69	18	12	69%	+1	+5 ⬆️	+3	+2
	I believe my immediate supervisor cares about my health and wellbeing	87	7	6	87%	-1	0	+1	-1

### Other similar questions

<b>Wellbeing</b>	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	77	9	14	77%	-	+3	+4	+3
	The people in my workgroup are able to bring up problems and tough issues	76	14	10	76%	-	-4	-6 ⬇️	-5 ⬇️
	I receive the respect I deserve from my colleagues at work	87	9	6	87%	0	+6 ⬆️	+7 ⬆️	+6 ⬆️
	My agency supports and actively promotes an inclusive workplace culture	83	12	8	83%	+1	+2	+3	+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 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
<b>In general, would you say that your health is:</b>						
Excellent		<b>14%</b>	+3	+4	+3	+3
Very good		<b>36%</b>	-4	+1	-1	0
Good		<b>33%</b>	-1	-5	-4	-4
Fair		<b>12%</b>	+2	-1	0	0
Poor		<b>4%</b>	0	+1	+2	+1
<b>What best describes your current workload?</b>						
Well above capacity - too much work		<b>27%</b>	+1	+5	+2	+4
Slightly above capacity - lots of work to do		<b>43%</b>	-5	+3	+4	+3
At capacity - about the right amount of work to do		<b>25%</b>	+2	-5	-3	-4
Slightly below capacity - available for more work		<b>4%</b>	+1	-2	-3	-2
Well below capacity - not enough work		<b>1%</b>	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 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
<b>How often do you find your work stressful?</b>						
Always		<b>5%</b>	-1	0	0	0
Often		<b>31%</b>	+3	+7 	+7 	+8 
Sometimes		<b>44%</b>	-3	-5 	-6 	-7 
Rarely		<b>18%</b>	0	-1	0	-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>11%</b>	+4	+4	+4	+4
To a large extent		<b>24%</b>	-1	+3	+4	+5 
Somewhat		<b>38%</b>	0	-1	0	0
To a small extent		<b>17%</b>	-4	-7 	-7 	-8 
To a very small extent		<b>10%</b>	+1	+1	0	-1
<b>I feel burned out by my work</b>						
Strongly agree		<b>11%</b>	+3	+3	+3	+4
Agree		<b>24%</b>	-1	+1	+2	+3
Neither agree nor disagree		<b>32%</b>	-3	0	0	+1
Disagree		<b>28%</b>	+2	-2	-2	-4
Strongly disagree		<b>5%</b>	-1	-2	-3	-4

## 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 smaller operational agencies	Variance from medium sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #004d00; position: relative;"> <span style="position: absolute; left: 0; top: 0; bottom: 0; right: 0; color: white; font-weight: bold;">83</span> <span style="position: absolute; right: 0; top: 0; bottom: 0; width: 20px; height: 20px; background-color: #ffc107; border: 1px solid #dc3545;"></span> </div>	<b>83%</b>	-3	0	0	-3
<b>Do you currently access any of the following flexible working arrangements? [Multiple Response]</b>						
Part time	<div style="width: 10%; height: 15px; background-color: #004d00;"></div>	<b>10%</b>	-4	-3	-1	-2
Flexible hours of work	<div style="width: 17%; height: 15px; background-color: #004d00;"></div>	<b>17%</b>	-4	-10 ↓	-9 ↓	-11 ↓
Compressed work week	<div style="width: 2%; height: 15px; background-color: #004d00;"></div>	<b>2%</b>	+1	-3	-2	-3
Job sharing	<div style="width: 1%; height: 15px; background-color: #004d00;"></div>	<b>1%</b>	0	0	0	0
Working away from the office/working from home	<div style="width: 79%; height: 15px; background-color: #004d00;"></div>	<b>79%</b>	0	+17 ↑	+12 ↑	+10 ↑
None of the above	<div style="width: 14%; height: 15px; background-color: #004d00;"></div>	<b>14%</b>	+2	-9 ↓	-6 ↓	-5 ↓
<b>Working away from the office</b>						
None of the time	<div style="width: 21%; height: 15px; background-color: #004d00;"></div>	<b>21%</b>	-	-17 ↓	-12 ↓	-10 ↓
All of the time	<div style="width: 14%; height: 15px; background-color: #004d00;"></div>	<b>14%</b>	-	+9 ↑	+5 ↑	+6 ↑
Some of the time as a regular arrangement	<div style="width: 57%; height: 15px; background-color: #004d00;"></div>	<b>57%</b>	-	+10 ↑	+10 ↑	+7 ↑
Only on an irregular basis	<div style="width: 7%; height: 15px; background-color: #004d00;"></div>	<b>7%</b>	-	-2	-3	-4
Did not disclose their arrangement	<div style="width: 1%; height: 15px; background-color: #004d00;"></div>	<b>1%</b>	-	+1	+1	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 smaller operational agencies	Variance from medium sized agencies
I am supported to use my expertise to provide frank and fearless advice	62	25	13	62%	-	-3	-2	-3
The people in my workgroup demonstrate stewardship	75	21	4	75%	-	-2	-3	-4
The culture in my agency supports people to act with integrity	83	13	4	83%	-	+6 ↑	+6 ↑	+6 ↑
I believe strongly in the purpose and objectives of the APS	88	10	2	88%	+2	+1	+1	+1
I feel a strong personal attachment to the APS	63	28	8	63%	-1	-1	0	+2
My workgroup considers the people and businesses affected by what we do	88	9	3	88%	-	+2	0	0

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



# Job satisfaction

	Response scale			% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
I am satisfied with the recognition I receive for doing a good job	68	19	13	68%	-7↓	-1	+1	-2
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	64	20	16	64%	+3	+1	+3	0
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	82	10	8	82%	+2	+1	+3	0
I am satisfied with the stability and security of my job	78	14	8	78%	-4	-6↓	+1	-4

# Clarity and autonomy

	Response scale			% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	94			94%	+2	+1	+1	+1
I am clear what my duties and responsibilities are	85	12		85%	0	+5↑	+6↑	+7↑
I have a choice in deciding how I do my work	66	21	13	66%	+1	0	-3	-6↓
Where appropriate, I am able to take part in decisions that affect my job	70	15	15	70%	-4	-2	-1	-4

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



# Performance

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
<b>In the last month, please rate your workgroup's overall performance</b>						
Excellent		<b>35%</b>	0	+7	+5	+6
Very good		<b>55%</b>	+3	0	0	0
Average		<b>8%</b>	-2	-7	-5	-6
Below average		<b>1%</b>	-1	-1	-1	-1
Well below average		<b>1%</b>	0	0	0	0

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well		<b>84%</b>	-2	+6	+4	+4
My workgroup has the tools and resources we need to perform well		<b>58%</b>	-6	0	+1	+2
The people in my workgroup use time and resources efficiently		<b>74%</b>	-9	-2	-2	-3
My job gives me opportunities to utilise my skills		<b>78%</b>	-6	-2	-3	-4
In the last 12 months, the formal learning I have accessed has improved my performance		<b>59%</b>	-	+1	+4	+2

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



# Retention



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

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
<b>Which of the following statements best reflects your current thoughts about working in your current position?</b>						
I want to leave my position as soon as possible		9%	+2	0	0	0
I want to leave my position within the next 12 months		28%	+5	+5	+5	+5
I want to stay working in my position for the next one to two years		36%	-5	-2	-3	-5
I want to stay working in my position for at least the next three years		28%	-2	-3	-2	-1
<b>What best describes your plans involved with leaving your current position?</b>						
I am planning to retire		2%	+1	-3	-1	-2
I am pursuing another position within my agency		28%	+11	-15	-3	-2
I am pursuing a position in another agency		26%	-7	-1	-7	-10
I am pursuing work outside the APS		24%	-3	+15	+13	+12
It is the end of my non-ongoing, casual or contracted employment		5%	0	+2	-3	0
Other		16%	-1	+3	+1	+1

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

# Retention



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

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

Response scale	%	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
I wish to pursue a promotion opportunity	18%	-	-	-	-
I have achieved all I can in my current position	14%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	12%	-	-	-	-
I am looking to further my skills in another area	12%	-	-	-	-
There are a lack of future career opportunities in my agency	10%	-	-	-	-

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator



# Unacceptable behaviour



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

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

Discrimination	Response scale	%	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
<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		4%	+1	-6 ↓	-5 ↓	-4
No		96%	-1	+6 ↑	+5 ↑	+4
<b>Did this discrimination occur in your current agency?</b>						
Yes		100%	+100 ↑	+8 ↑	+9 ↑	+8 ↑
No		0%	0	-8 ↓	-9 ↓	-8 ↓
<b>Basis for the discrimination that you experienced (3 highest responses):</b>						
Gender		33%	-	-	-	-
Caring responsibilities		25%	-	-	-	-
Race		17%	-	-	-	-

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

# Unacceptable behaviour



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

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

Harassment and bullying	Response scale	%	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
<b>During the last 12 months, have you been subjected to harassment or bullying in your current workplace?</b>						
Yes		5%	0	-6 ↓	-6 ↓	-6 ↓
No		93%	+1	+8 ↑	+9 ↑	+8 ↑
Not sure		3%	-1	-3	-3	-2
<b>Types of harassment or bullying experienced (3 highest responses):</b>						
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		43%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		36%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		29%	-	-	-	-
<b>Did you report the harassment or bullying?</b>						
I reported the behaviour in accordance with my agency's policies and procedures		38%	0	+2	-3	+2
It was reported by someone else		0%	-8 ↓	-7 ↓	-9 ↓	-8 ↓
I did not report the behaviour		62%	+8 ↑	+5 ↑	+12 ↑	+6 ↑

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

# Unacceptable behaviour



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

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

Corruption	Response scale	%	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
<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		0%	-1	-3	-3	-3
No		96%	+2	+6	+7	+5
Not sure		2%	-1	-2	-2	-1
Would prefer not to answer		1%	0	-1	-1	-1

## 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	38%
Woman or female	53%
Non-binary	1%
I use a different term	0%
Prefer not to say	8%

Do you identify as an Aboriginal and/or Torres Strait Islander person?	Responses
Yes	1%
No	99%

Do you have an ongoing disability?	Responses
Yes	9%
No	91%

Do you have carer responsibilities?	Responses
Yes	32%
No	68%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	14%
No	86%

Do you identify as culturally and 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)	63%
Australian Aboriginal and/or Torres Strait Islander	1%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	18%
North-West European (excluding Anglo-European)	3%
Southern and Eastern European	9%
South-East Asian	10%
North-East Asian	3%
Southern and Central Asian	6%
North American	1%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	1%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	10%
No	70%
Maybe	13%
I am unsure what neurodivergent means	7%

# Agency position



## Agency position

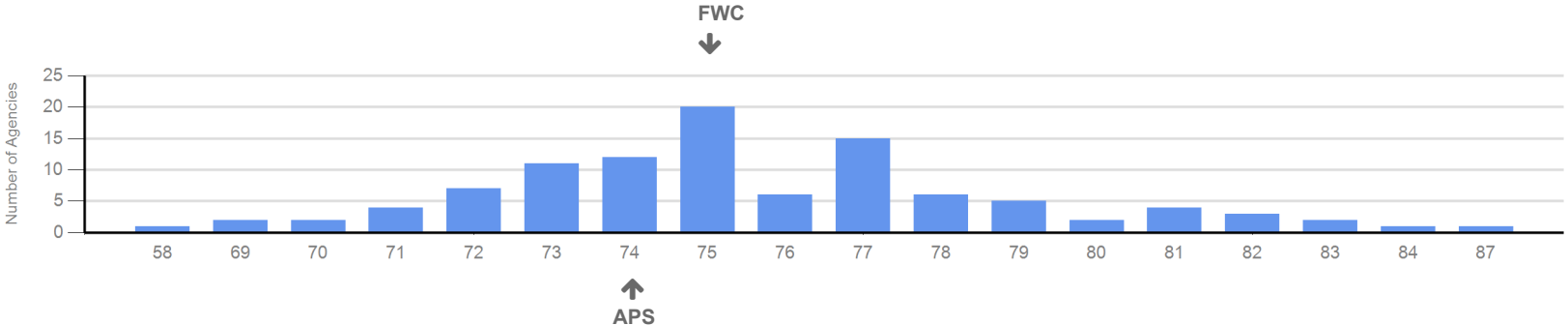
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

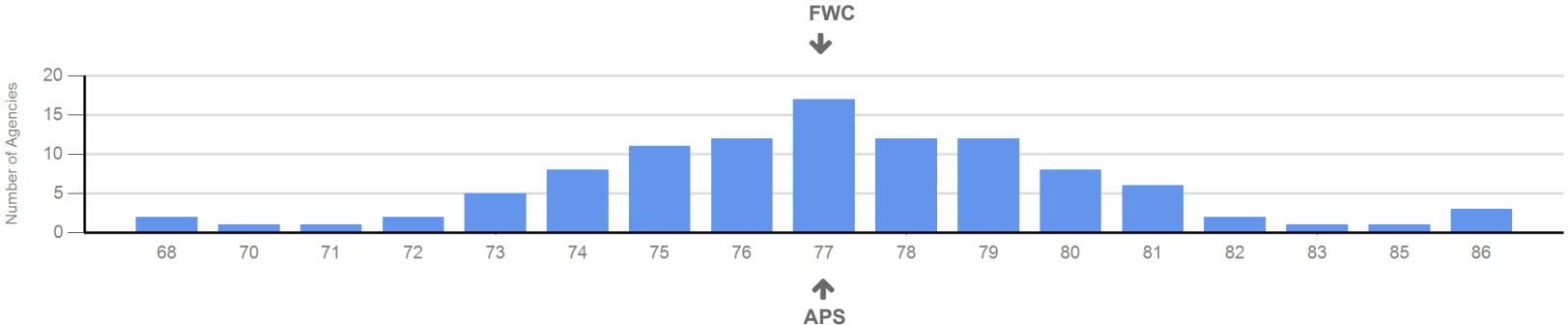
**Employee Engagement Index**

Ranking : 57th of 104



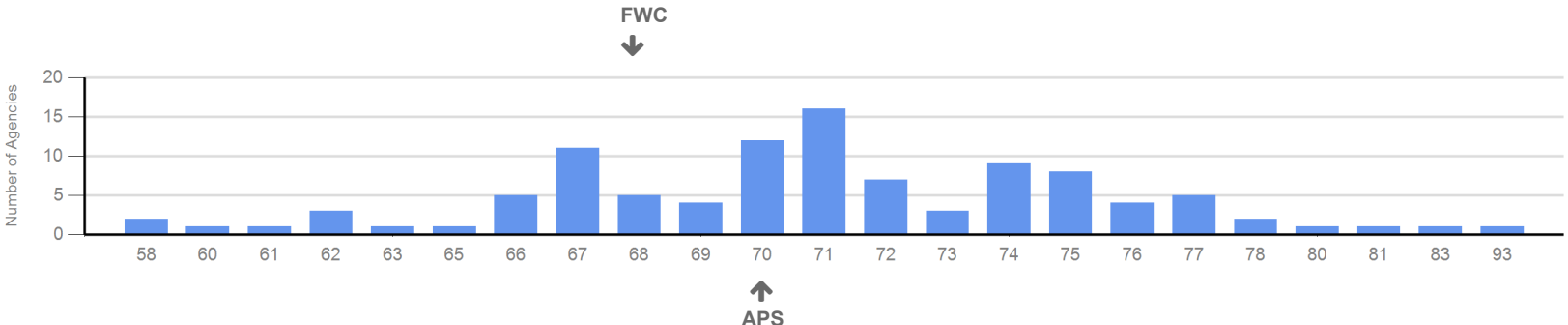
**Leadership – Immediate Supervisor Index**

Ranking : 59th of 104



**Leadership – SES Manager Index**

Ranking : 77th of 104



# Agency position



## Agency position

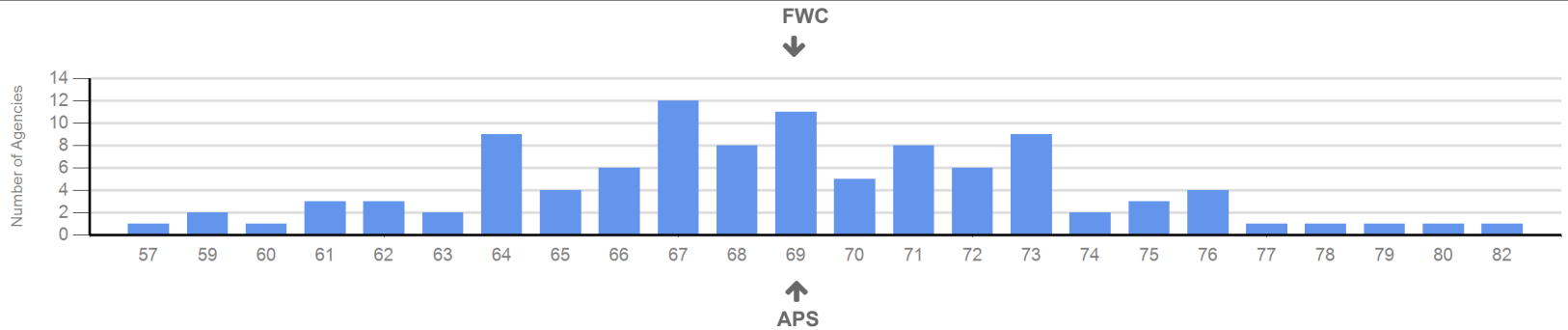
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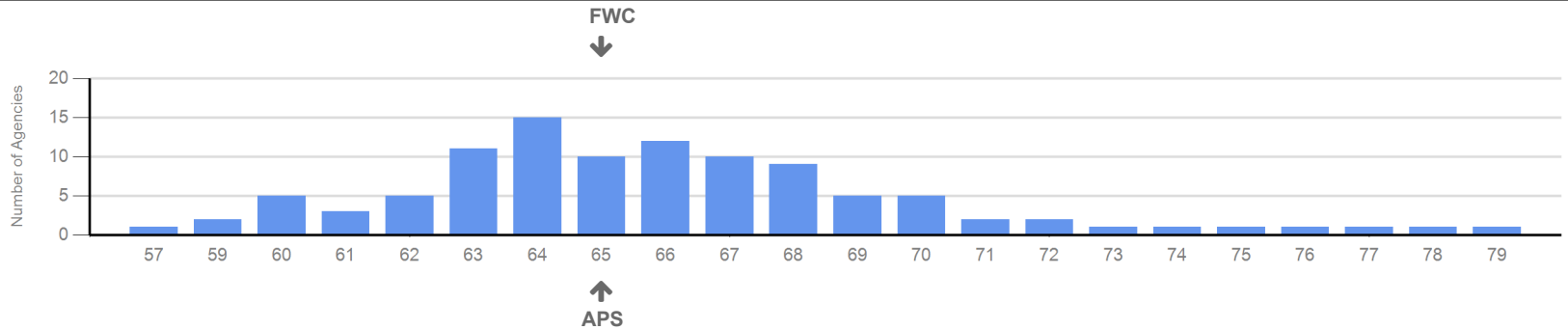
### Communication Index

Ranking : 43rd of 104



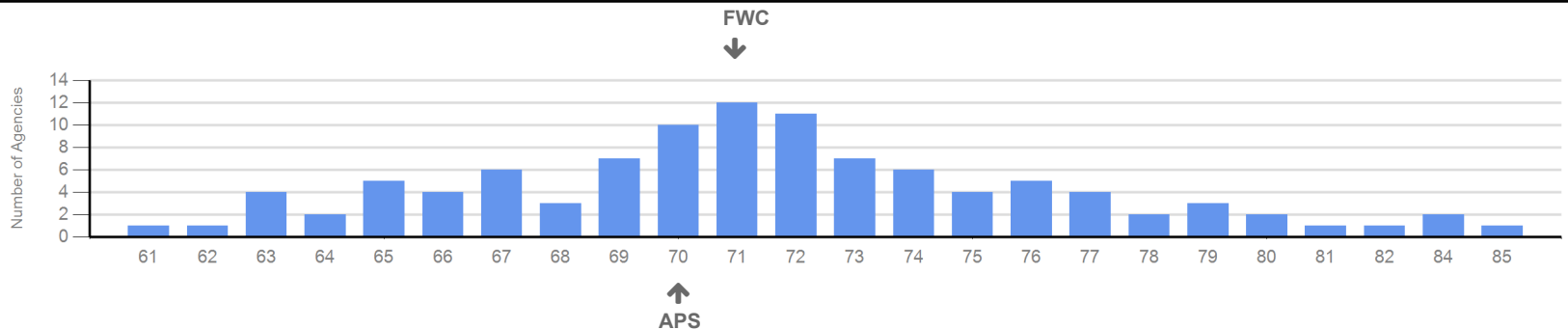
### Enabling Innovation Index

Ranking : 55th of 104



### Wellbeing Policies and Support Index

Ranking : 58th of 104



# Suggested questions to focus on



## What to focus on?

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


They are not necessarily the questions with the lowest scores.

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

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

	At least 5 percentage points greater than comparator	At least 5 percentage points less than comparator	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
<b>.1</b> The culture in my agency supports people to act with integrity			<b>83%</b>	-	+6	+6	+6
<b>.2</b> I am supported to use my expertise to provide frank and fearless advice			<b>62%</b>	-	-3	-2	-3
<b>.3</b> My agency inspires me to come up with new or better ways of doing things			<b>55%</b>	+2	+5	+5	+4
<b>.4</b> Internal communication within my agency is effective			<b>66%</b>	-1	+8	+9	+10
<b>.5</b> I think my agency cares about my health and wellbeing			<b>69%</b>	+1	+5	+3	+2
<b>.6</b> My agency supports and actively promotes an inclusive workplace culture			<b>83%</b>	+1	+2	+3	+4

# Time to take action



## Celebrate

What things do we do well?

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Think about how we can build on our strengths and learn from what we are good at.



## Investigate further with our teams

Are there any other opportunities coming out of the results that we want to explore further?

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How could we investigate? Through looking at the data in more detail or through discussions with staff?



## Opportunities

Areas we need to focus on and turn into action plans:

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What are the key things we need to improve to make working here better?

 **Use this page to start your local action plans**

Identify areas to celebrate, opportunities for improvement and areas which you need to investigate further.

Prioritise 3 areas to take forward

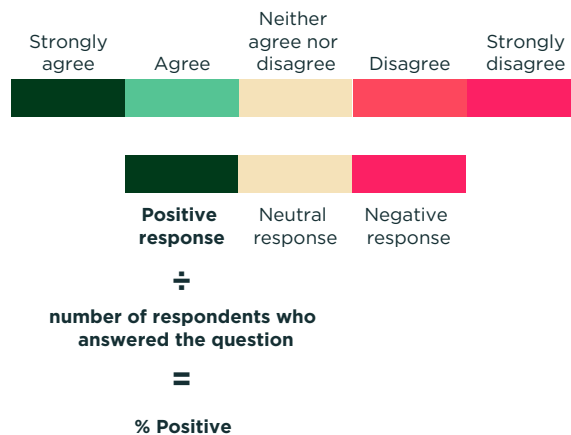
	Prioritise 3 areas for action	Timescales	Owner	Resources required	Target/Success measure
1					
2					
3					



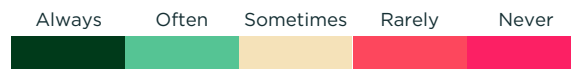
# Guide to this report

## % Positive

Where results are shown as positive percentages (% positive), these are calculated by adding together positive responses ("strongly agree" + "agree" or "always" + "often") and dividing by the number of respondents who answered the question.



For 5 point scale questions not asked on the *agree to disagree* scale the same rules apply, the green percent represents a **positive response** (unless the question is negatively worded).



## Rounding

Results are presented as whole numbers for ease of reading, with rounding performed at the last stage of calculation for maximum accuracy. Values from x.00 to x.49 are rounded down and values from x.50 to x.99 are rounded up. Therefore in some instances, results may not total 100%.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Total
Number of responses	151	166	176	96	24	613
Percentage	24.63%	27.08%	28.71%	15.66%	3.92%	100%
Rounded percentage	25%	27%	29%	16%	4%	101%
Number of positive	151 + 166 = 317					
% Positive	317 ÷ 613 = 52%					

## Anonymity

It is best practice not to display the results of groups of respondents to the extent where the anonymity of individuals may be compromised. Results will not be shown where there are less than 10 respondents in a group.

## Comparisons

Comparisons to other similarly sized agencies are used through this report. To see how agencies are categorised visit:

<https://www.apsc.gov.au/aps-agencies-size-and-function>

## Comparisons to previous years

The method of analysing and reporting specific results may be periodically reviewed and revised. Such improvements are applied to current data and that of previous years. For this reason the current report is always the most accurate data source for APS Employee Census results, including comparisons with time series data.

