

Highlights Report MoAD



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Responses:

79 of 94

Response Rate:

84%

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		78	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from extra small sized agencies
Say	Overall, I am satisfied with my job	81	13	81%	+4	+6 ↑	+2	+4
	I am proud to work in my agency	87	10	87%	-8 ↓	+9 ↑	+4	+3
	I would recommend my agency as a good place to work	79	16	79%	-8 ↓	+8 ↑	+10 ↑	+7 ↑
	I believe strongly in the purpose and objectives of my agency	88	10	88%	-4	+2	+2	-3
Stay	I feel a strong personal attachment to my agency	74	22	74%	-10 ↓	+11 ↑	+4	+9 ↑
	I feel committed to my agency's goals	87	12	87%	-6 ↓	+2	+2	-3
Strive	I suggest ideas to improve our way of doing things	96		96%	+5 ↑	+10 ↑	+5 ↑	+3
	I am happy to go the 'extra mile' at work when required	92	8	92%	+1	+1	+3	-1
	I work beyond what is required in my job to help my agency achieve its objectives	77	21	77%	-3	-4	-3	-6 ↓
	My agency really inspires me to do my best work every day	69	23	69%	-13 ↓	+8 ↑	+8 ↑	+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		80	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from extra small sized agencies
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	81	14	81%	-1	+1	+3	+3
	My supervisor can deliver difficult advice whilst maintaining relationships	84	13	84%	+4	+4	+6 ⬆️	+4
	My supervisor invites a range of views, including those different to their own	85	10	85%	+7 ⬆️	+3	+4	+3
	My supervisor encourages my team to regularly review and improve our work	85	14	85%	+3	+2	+8 ⬆️	+2
	My supervisor is invested in my development	80	16	80%	-2	+2	+2	+2
	My supervisor ensures that my workgroup delivers on what we are responsible for	92		92%	0	+5 ⬆️	+5 ⬆️	+4
Other similar questions								
	My supervisor provides me with helpful feedback to improve my performance	80	16	80%	+2	+1	+3	+2
	My immediate supervisor encourages me	79	19	79%	-5 ⬇️	+1	+2	0
	My supervisor actively ensures that everyone can be included in workplace activities	86	13	86%	-3	+2	+3	+2
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	78	18	78%	-	-2	0	-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*.

Your SES Manager Leadership Index score	71	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from extra small sized agencies
				-5 ↓	+1	+2	-1

SES Manager	My SES manager clearly articulates the direction and priorities for our area	58	33	9	58%	-11 ↓	-11 ↓	-8 ↓	-11 ↓
	My SES manager presents convincing arguments and persuades others towards an outcome	61	36		61%	-8 ↓	-3	-1	-9 ↓
	My SES manager promotes cooperation within and between agencies	66	30		66%	-21 ↓	-2	+2	-9 ↓
	My SES manager encourages innovation and creativity	67	28		67%	-11 ↓	+1	+2	-2
	My SES manager creates an environment that enables us to deliver our best	70	25		70%	-10 ↓	+4	+7 ↑	+3
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	71	26		71%	-16 ↓	-3	-3	-9 ↓

Other similar questions

In my agency, the SES work as a team	64	24	13	64%	-21 ↓	+8 ↑	+10 ↑	+3
In my agency, the SES clearly articulate the direction and priorities for our agency	49	39	13	49%	-33 ↓	-16 ↓	-12 ↓	-18 ↓
My SES manager routinely promotes the use of data and evidence to deliver outcomes	62	34		62%	+1	-5 ↓	-1	-11 ↓

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	67	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from extra small sized agencies
				-5 ↓	-2	+1	-1

Communication	My supervisor communicates effectively	85	9	85%	+5 ↑	+4	+6 ↑	+6 ↑
	My SES manager communicates effectively	64	25	64%	-16 ↓	-6 ↓	-2	-6 ↓
	Internal communication within my agency is effective	47	29	47%	-17 ↓	-11 ↓	0	-8 ↓

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	75	14	11	75%	-4	+7 ↑	+7 ↑	+3
	Staff are consulted about change at work	37	44	19	37%	-21 ↓	-13 ↓	-9 ↓	-15 ↓
	Change is managed well in my agency	32	34	34	32%	-20 ↓	-11 ↓	-2	-13 ↓

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		66	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from extra 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	79	17	79%	-7 ↓	0	-2	-5 ↓	
	My immediate supervisor encourages me to come up with new or better ways of doing things	76	17	76%	-9 ↓	+3	+1	0	
	People are recognised for coming up with new and innovative ways of working	61	28	11	61%	-17 ↓	+4	+7 ↑	-3
	My agency inspires me to come up with new or better ways of doing things	63	28	9	63%	+3	+13 ↑	+11 ↑	+2
	My agency recognises and supports the notion that failure is a part of innovation	33	43	24	33%	-19 ↓	-8 ↓	-2	-10 ↓

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 national cultural institution agencies	Variance from extra small sized agencies
					-3	+1	+3	-3

Wellbeing Policies and Support	Question	Score	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from extra small sized agencies
	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	61	31 8	61%	-8 ↓	-6 ↓	+3	-8 ↓
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	60	31 9	60%	-10 ↓	-6 ↓	0	-12 ↓
	My agency does a good job of promoting health and wellbeing	51	37 12	51%	-14 ↓	-16 ↓	-7 ↓	-16 ↓
	I think my agency cares about my health and wellbeing	63	35	63%	-19 ↓	-2	+1	-11 ↓
	I believe my immediate supervisor cares about my health and wellbeing	91	8	91%	+5 ↑	+4	+3	+3

Other similar questions

Wellbeing	Question	Score	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution 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	77	15 8	77%	-	+3	+5 ↑	+1
	The people in my workgroup are able to bring up problems and tough issues	89	8	89%	-	+8 ↑	+9 ↑	+5 ↑
	I receive the respect I deserve from my colleagues at work	83	15	83%	+3	+1	+4	+1
	My agency supports and actively promotes an inclusive workplace culture	78	16	78%	-6 ↓	-3	+3	-1

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 national cultural institution agencies	Variance from extra small sized agencies
In general, would you say that your health is:						
Excellent		5%	-2	-5	-4	-9
Very good		35%	0	0	+1	-3
Good		41%	0	+4	+3	+7
Fair		16%	0	+2	+1	+4
Poor		3%	+3	0	-1	+1
What best describes your current workload?						
Well above capacity - too much work		25%	-4	+2	+1	+1
Slightly above capacity - lots of work to do		38%	-7	-2	-3	-4
At capacity - about the right amount of work to do		36%	+17	+5	+6	+8
Slightly below capacity - available for more work		1%	-6	-4	-3	-4
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 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from extra small sized agencies
How often do you find your work stressful?						
Always		4%	+2	-1	0	+1
Often		23%	-5	-2	-1	-1
Sometimes		53%	+8	+4	+2	+4
Rarely		19%	-5	0	0	-4
Never		1%	0	-1	-1	-1
To what extent is your work emotionally demanding?						
To a very large extent		4%	-1	-4	-2	-2
To a large extent		20%	+2	0	0	+5
Somewhat		41%	+5	+3	+2	+3
To a small extent		27%	-2	+2	+1	-1
To a very small extent		8%	-3	-1	-1	-5
I feel burned out by my work						
Strongly agree		7%	-2	-1	-1	0
Agree		16%	-2	-7	-7	-4
Neither agree nor disagree		32%	-6	0	0	+5
Disagree		40%	+18	+10	+11	+7
Strongly disagree		5%	-7	-2	-3	-7

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 national cultural institution agencies	Variance from extra small 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;"> 81 10 9 </div>	81%	-10 ↓	-2	+2	-5 ↓
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time	<div style="width: 22%; height: 15px; background-color: #004d00;"></div>	22%	-1	+9 ↑	+8 ↑	+8 ↑
Flexible hours of work	<div style="width: 29%; height: 15px; background-color: #004d00;"></div>	29%	+3	+3	-3	+2
Compressed work week	<div style="width: 4%; height: 15px; background-color: #004d00;"></div>	4%	+2	0	+2	-1
Job sharing	<div style="width: 0%; height: 15px; background-color: #004d00;"></div>	0%	0	0	0	0
Working away from the office/working from home	<div style="width: 40%; height: 15px; background-color: #004d00;"></div>	40%	+8 ↑	-22 ↓	-4	-28 ↓
None of the above	<div style="width: 40%; height: 15px; background-color: #004d00;"></div>	40%	+4	+16 ↑	+7 ↑	+21 ↑
Working away from the office						
None of the time	<div style="width: 60%; height: 15px; background-color: #004d00;"></div>	60%	-	+22 ↑	+4	+28 ↑
All of the time	<div style="width: 1%; height: 15px; background-color: #004d00;"></div>	1%	-	-4	0	-5 ↓
Some of the time as a regular arrangement	<div style="width: 26%; height: 15px; background-color: #004d00;"></div>	26%	-	-21 ↓	-1	-21 ↓
Only on an irregular basis	<div style="width: 13%; height: 15px; background-color: #004d00;"></div>	13%	-	+4	-3	-2
Did not disclose their arrangement	<div style="width: 0%; height: 15px; background-color: #004d00;"></div>	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 national cultural institution agencies	Variance from extra small sized agencies
I am supported to use my expertise to provide frank and fearless advice	62	23	14	62%	-	-3	+3	-6 ↓
The people in my workgroup demonstrate stewardship	90			90%	-	+13 ↑	+8 ↑	+6 ↑
The culture in my agency supports people to act with integrity	78	16		78%	-	+1	+8 ↑	-2
I believe strongly in the purpose and objectives of the APS	81	19		81%	+2	-6 ↓	+3	-4
I feel a strong personal attachment to the APS	40	44	16	40%	+4	-24 ↓	-8 ↓	-14 ↓
My workgroup considers the people and businesses affected by what we do	90		8	90%	-	+5 ↑	+2	-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 2023	Variance from APS overall	Variance from national cultural institution 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;">76</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; color: black; align-items: center;">13</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #e91e63; color: white; align-items: center;">11</div>	76%	-4	+7	+7	+2
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;">70</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; color: black; align-items: center;">15</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #e91e63; color: white; align-items: center;">15</div>	70%	+18	+7	+9	-5
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;">80</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; color: black; align-items: center;">11</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #e91e63; color: white; align-items: center;">9</div>	80%	-4	-2	+1	-4
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;">78</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; color: black; align-items: center;">8</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #e91e63; color: white; align-items: center;">14</div>	78%	+9	-6	+4	-3

Clarity and autonomy

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution 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;">94</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; color: black; align-items: center;"></div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #e91e63; color: white; align-items: center;"></div>	94%	+1	+1	0	-1
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;">83</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; color: black; align-items: center;">12</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #e91e63; color: white; align-items: center;"></div>	83%	+5	+3	+3	+2
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;">73</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; color: black; align-items: center;">20</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #e91e63; color: white; align-items: center;"></div>	73%	+9	+8	-1	-4
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;">78</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; color: black; align-items: center;">8</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #e91e63; color: white; align-items: center;">14</div>	78%	-7	+7	+5	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 national cultural institution agencies	Variance from extra small sized agencies
In the last month, please rate your workgroup's overall performance						
Excellent		34%	-6 ⬇️	+6 ⬆️	+3	+2
Very good		57%	+12 ⬆️	+2	+3	+3
Average		5%	-6 ⬇️	-10 ⬇️	-8 ⬇️	-7 ⬇️
Below average		3%	+1	+1	+1	+1
Well below average		1%	-1	+1	0	+1

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from extra small sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well		84%	-6 ⬇️	+5 ⬆️	-1	-2
My workgroup has the tools and resources we need to perform well		67%	+12 ⬆️	+8 ⬆️	+10 ⬆️	+5 ⬆️
The people in my workgroup use time and resources efficiently		89%	+6 ⬆️	+13 ⬆️	+10 ⬆️	+6 ⬆️
My job gives me opportunities to utilise my skills		91%	+2	+11 ⬆️	+7 ⬆️	+6 ⬆️
In the last 12 months, the formal learning I have accessed has improved my performance		63%	-	+5 ⬆️	+6 ⬆️	0

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 national cultural institution agencies	Variance from extra small sized agencies
Which of the following statements best reflects your current thoughts about working in your current position?						
I want to leave my position as soon as possible		8%	+2	-1	+1	0
I want to leave my position within the next 12 months		19%	-2	-4	+1	-4
I want to stay working in my position for the next one to two years		36%	-8 ⬇️	-2	-4	-6 ⬇️
I want to stay working in my position for at least the next three years		37%	+8 ⬆️	+7 ⬆️	+2	+10 ⬆️
What best describes your plans involved with leaving your current position?						
I am planning to retire		15%	+15 ⬆️	+10 ⬆️	+8 ⬆️	+9 ⬆️
I am pursuing another position within my agency		20%	+13 ⬆️	-23 ⬇️	+4	+9 ⬆️
I am pursuing a position in another agency		35%	-8 ⬇️	+8 ⬆️	+1	-13 ⬇️
I am pursuing work outside the APS		0%	-36 ⬇️	-10 ⬇️	-16 ⬇️	-11 ⬇️
It is the end of my non-ongoing, casual or contracted employment		15%	+15 ⬆️	+12 ⬆️	+5 ⬆️	+8 ⬆️
Other		15%	+1	+2	-3	-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 national cultural institution agencies	Variance from extra small 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	27%	-	-	-	-
I am expected to do more work than I reasonably can	18%	-	-	-	-
There are a lack of future career opportunities in my agency	18%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	9%	-	-	-	-
I have achieved all I can in my current position	9%	-	-	-	-

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 national cultural institution agencies	Variance from extra small sized agencies
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?						
Yes		13%	+4	+3	+3	+6
No		87%	-4	-3	-3	-6
Did this discrimination occur in your current agency?						
Yes		80%	+80	-12	-11	-11
No		20%	+20	+12	+11	+11
Basis for the discrimination that you experienced (3 highest responses):						
Age		60%	-	-	-	-
Gender		30%	-	-	-	-
Caring responsibilities		20%	-	-	-	-

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 national cultural institution agencies	Variance from extra small sized agencies
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes		14%	+8	+3	+2	+3
No		85%	-4	+1	+4	0
Not sure		1%	-4	-4	-6	-3
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures		40%	+40	+4	+3	+18
It was reported by someone else		0%	0	-7	-4	-8
I did not report the behaviour		60%	+60	+3	+1	-11

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 national cultural institution agencies	Variance from extra small sized agencies
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?						
Yes		0%	-2	-3	-4	-3
No		95%	-2	+4	+8	+3
Not sure		4%	+2	0	-2	0
Would prefer not to answer		1%	+1	-1	-3	0

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	25%
Woman or female	72%
Non-binary	1%
I use a different term	0%
Prefer not to say	1%

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	10%
No	90%

Do you have carer responsibilities?	Responses
Yes	35%
No	65%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	18%
No	82%

Do you identify as culturally and linguistically diverse?	Responses
Yes	10%
No	90%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	81%
Australian Aboriginal and/or Torres Strait Islander	1%
New Zealander (excluding Maori)	0%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	0%
Anglo-European	20%
North-West European (excluding Anglo-European)	3%
Southern and Eastern European	3%
South-East Asian	3%
North-East Asian	3%
Southern and Central Asian	0%
North American	1%
South and Central American and Caribbean Islander	0%
North African and Middle Eastern	3%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	9%
No	78%
Maybe	12%
I am unsure what neurodivergent means	1%

Agency position



Agency position

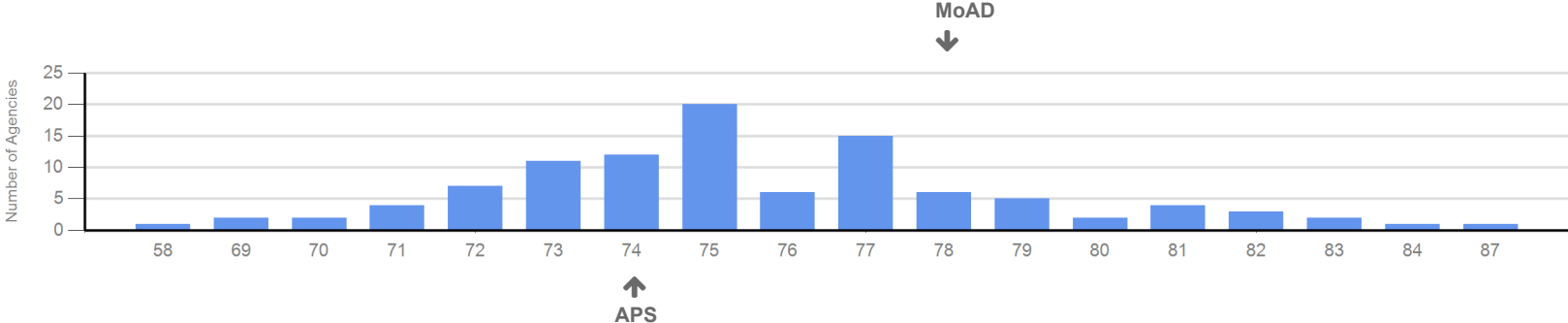
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

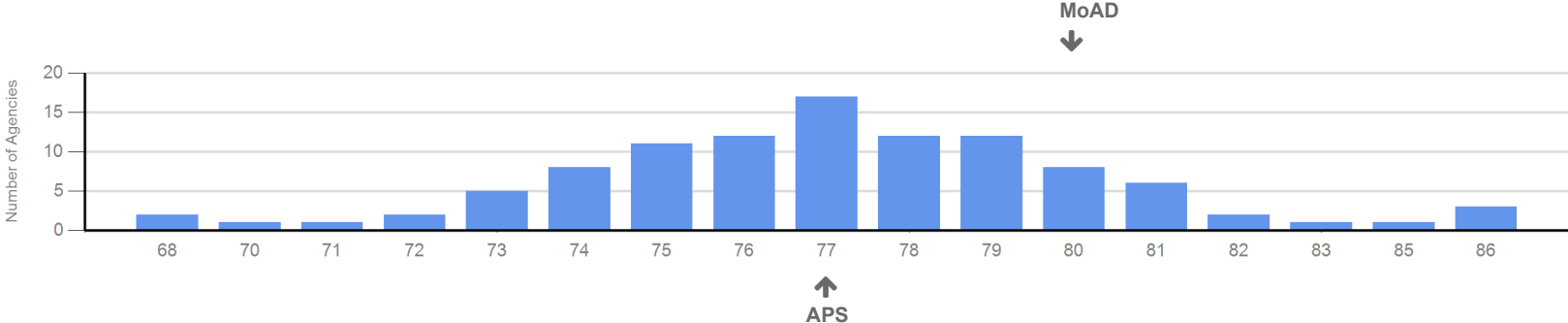
Employee Engagement Index

Ranking : 22nd of 104



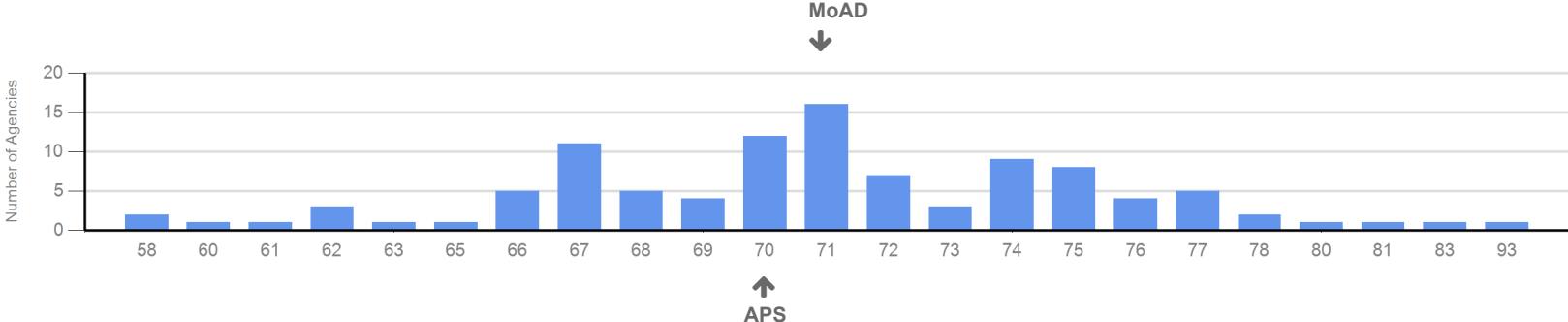
Leadership – Immediate Supervisor Index

Ranking : 18th of 104



Leadership – SES Manager Index

Ranking : 49th of 104



Agency position



Agency position

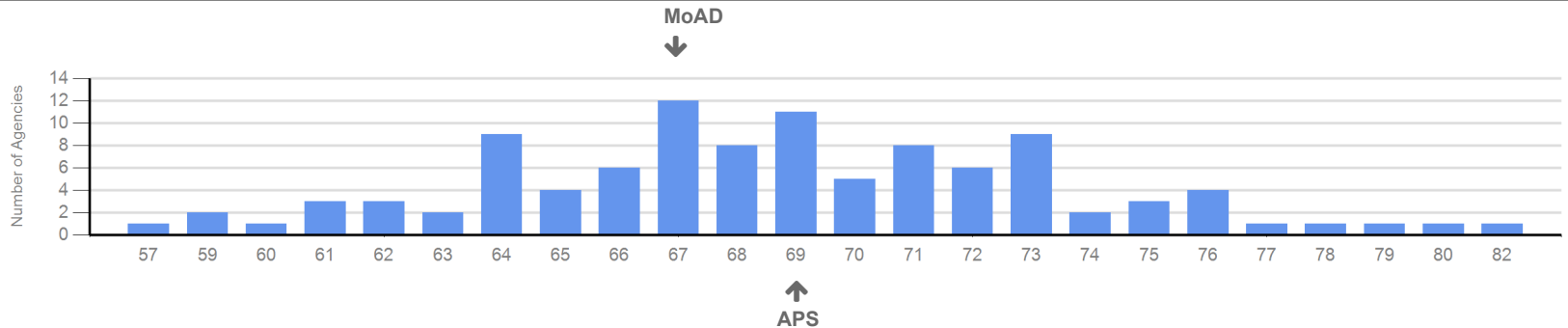
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

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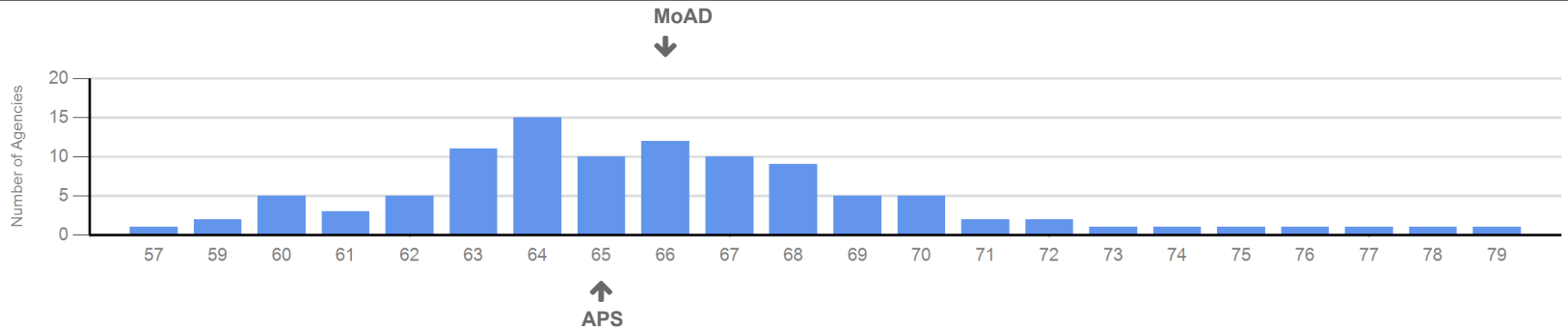
Communication Index

Ranking : 66th of 104



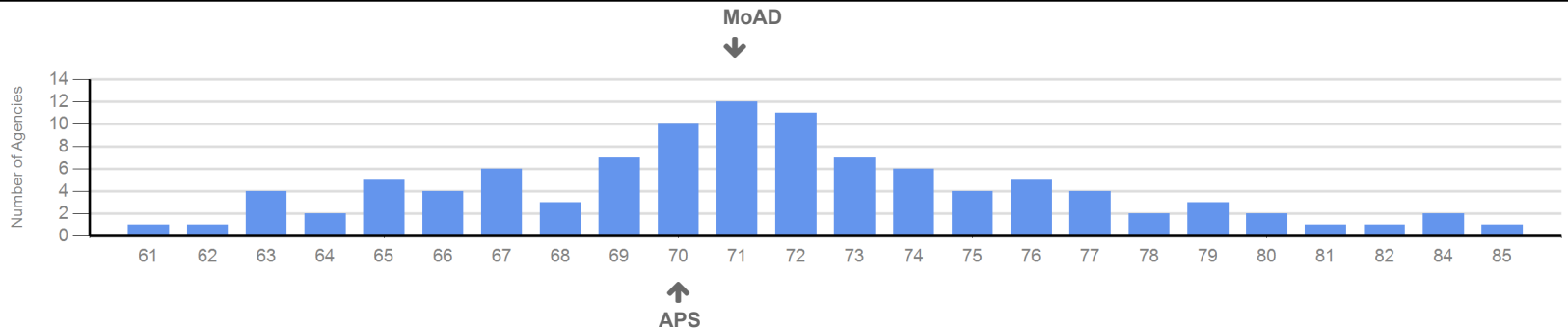
Enabling Innovation Index

Ranking : 47th of 104



Wellbeing Policies and Support Index

Ranking : 61st 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 national cultural institution agencies	Variance from extra small sized agencies
.1	I am satisfied with the policies/practices in place to help me manage my health and wellbeing		61%	-8	-6	+3	-8
.2	My agency inspires me to come up with new or better ways of doing things		63%	+3	+13	+11	+2
.3	My agency does a good job of promoting health and wellbeing		51%	-14	-16	-7	-16
.4	I am satisfied with the recognition I receive for doing a good job		76%	-4	+7	+7	+2
.5	I am supported to use my expertise to provide frank and fearless advice		62%	-	-3	+3	-6
.6	I think my agency cares about my health and wellbeing		63%	-19	-2	+1	-11


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.

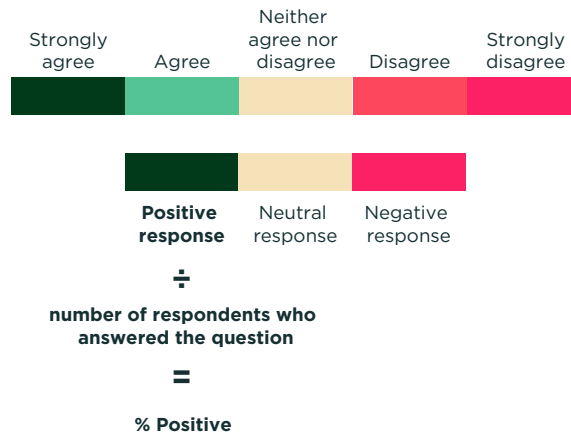
Prioritise 3 areas to take forward

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

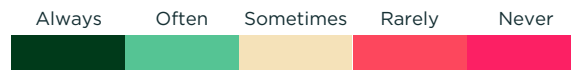
Guide to this report

% 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. 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.

