

Highlights Report TSRA



Content	
	Page
Exploring your results	2
Employee Engagement: Say, Stay, Strive	3
Leadership	4
Communication and change	6
Enabling Innovation	7
Wellbeing Policies and Support	8
Wellbeing	9
Flexible work	11
Working in the APS	12
Performance	14
Retention	15
Unacceptable behaviour	17
Demographics	20
Agency position	21
Suggested questions to focus on	23
Agency specific questions	24
Time to take action	26
Guide to this report	27

Responses:

66 of 150

Response Rate:

44%

Exploring your results



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



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



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



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



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

Employee Engagement: Say, Stay, Strive



How engaged is your team?

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

Your Employee Engagement Index score		72	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
Say	Overall, I am satisfied with my job	73	18 10	73%	+1	-3	-5 ↓	-3
	I am proud to work in my agency	67	23 11	67%	-15 ↓	-11 ↓	-17 ↓	-14 ↓
	I would recommend my agency as a good place to work	63	18 19	63%	+2	-8 ↓	-10 ↓	-6 ↓
	I believe strongly in the purpose and objectives of my agency	84	14	84%	0	-2	-6 ↓	-5 ↓
Stay	I feel a strong personal attachment to my agency	64	25 11	64%	-4	+1	-2	0
	I feel committed to my agency's goals	88	12	88%	+3	+2	0	+1
Strive	I suggest ideas to improve our way of doing things	87	10	87%	-1	0	-3	-3
	I am happy to go the 'extra mile' at work when required	84	13	84%	-3	-7 ↓	-8 ↓	-7 ↓
	I work beyond what is required in my job to help my agency achieve its objectives	82	14	82%	-4	+1	+1	+1
	My agency really inspires me to do my best work every day	58	21 21	58%	-3	-3	-5 ↓	-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		68	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
					-3	-9 ↓	-9 ↓	-8 ↓

Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	61	28	11	61%	-9 ↓	-18 ↓	-18 ↓	-17 ↓
	My supervisor can deliver difficult advice whilst maintaining relationships	67	26		67%	-2	-12 ↓	-12 ↓	-11 ↓
	My supervisor invites a range of views, including those different to their own	71	19	10	71%	-3	-12 ↓	-13 ↓	-11 ↓
	My supervisor encourages my team to regularly review and improve our work	67	26		67%	-3	-15 ↓	-14 ↓	-12 ↓
	My supervisor is invested in my development	66	24	10	66%	-2	-12 ↓	-13 ↓	-11 ↓
	My supervisor ensures that my workgroup delivers on what we are responsible for	76	16	9	76%	+1	-12 ↓	-12 ↓	-11 ↓

Other similar questions

My supervisor provides me with helpful feedback to improve my performance	62	22	16	62%	-11 ↓	-17 ↓	-15 ↓	-14 ↓
My immediate supervisor encourages me	70	18	13	70%	-1	-8 ↓	-8 ↓	-6 ↓
My supervisor actively ensures that everyone can be included in workplace activities	66	21	14	66%	-12 ↓	-19 ↓	-18 ↓	-17 ↓
My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	67	19	14	67%	-	-14 ↓	-14 ↓	-12 ↓

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

SES Manager	Question	Response
	My SES manager clearly articulates the direction and priorities for our area	<i>The data for this question has been hidden for anonymity reasons.</i>
	My SES manager presents convincing arguments and persuades others towards an outcome	<i>The data for this question has been hidden for anonymity reasons.</i>
	My SES manager promotes cooperation within and between agencies	<i>The data for this question has been hidden for anonymity reasons.</i>
	My SES manager encourages innovation and creativity	<i>The data for this question has been hidden for anonymity reasons.</i>
	My SES manager creates an environment that enables us to deliver our best	<i>The data for this question has been hidden for anonymity reasons.</i>
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	<i>The data for this question has been hidden for anonymity reasons.</i>

Other similar questions

In my agency, the SES work as a team	<i>The data for this question has been hidden for anonymity reasons.</i>
In my agency, the SES clearly articulate the direction and priorities for our agency	<i>The data for this question has been hidden for anonymity reasons.</i>
My SES manager routinely promotes the use of data and evidence to deliver outcomes	<i>The data for this question has been hidden for anonymity reasons.</i>

Key

- At least 5 percentage points greater than comparator
- At least 5 percentage points less than comparator

Positive Neutral Negative

Communication and change

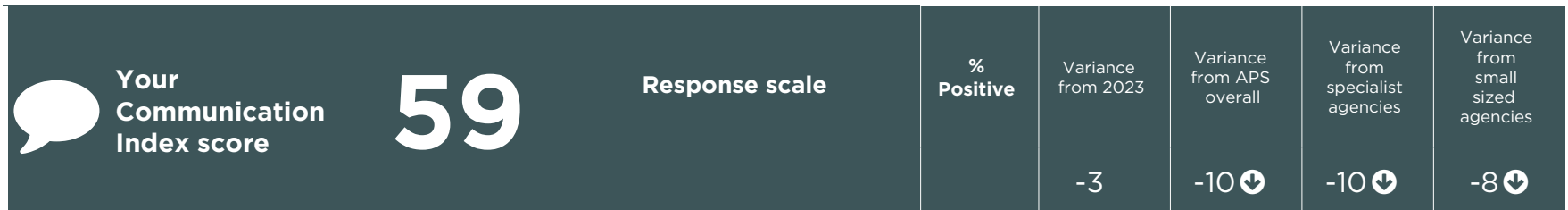


Communication

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.



Communication	My supervisor communicates effectively	69	16	16	69%	+3	-12 ↓	-12 ↓	-11 ↓
	My SES manager communicates effectively	<i>The data for this question has been hidden for anonymity reasons.</i>							
	Internal communication within my agency is effective	44	21	35	44%	-6 ↓	-14 ↓	-14 ↓	-8 ↓

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	53	32	15	53%	-3	-14 ↓	-17 ↓	-14 ↓
	Staff are consulted about change at work	39	38	23	39%	+2	-11 ↓	-11 ↓	-8 ↓
	Change is managed well in my agency	37	26	37	37%	-7 ↓	-7 ↓	-6 ↓	-2



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		61	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies	
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	79	18	79%	+4	0	-4	-2	
	My immediate supervisor encourages me to come up with new or better ways of doing things	61	32	7	61%	-9 ↓	-12 ↓	-14 ↓	-12 ↓
	People are recognised for coming up with new and innovative ways of working	44	38	18	44%	-3	-14 ↓	-16 ↓	-13 ↓
	My agency inspires me to come up with new or better ways of doing things	46	39	14	46%	-2	-4	-6 ↓	-4
	My agency recognises and supports the notion that failure is a part of innovation	38	39	23	38%	-4	-3	-2	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.

Your Wellbeing Policies and Support Index score	61	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies

Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	48	29	23	48%	-12 ↓	-19 ↓	-22 ↓	-18 ↓
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	46	32	21	46%	-12 ↓	-20 ↓	-23 ↓	-20 ↓
	My agency does a good job of promoting health and wellbeing	34	36	30	34%	-13 ↓	-33 ↓	-34 ↓	-31 ↓
	I think my agency cares about my health and wellbeing	55	25	20	55%	-9 ↓	-9 ↓	-14 ↓	-13 ↓
	I believe my immediate supervisor cares about my health and wellbeing	80	13	7	80%	+3	-6 ↓	-8 ↓	-7 ↓

Other similar questions

Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	64	20	16	64%	-	-10 ↓	-11 ↓	-10 ↓
	The people in my workgroup are able to bring up problems and tough issues	63	25	12	63%	-	-17 ↓	-19 ↓	-18 ↓
	I receive the respect I deserve from my colleagues at work	64	29	7	64%	-17 ↓	-17 ↓	-18 ↓	-15 ↓
	My agency supports and actively promotes an inclusive workplace culture	61	21	18	61%	-7 ↓	-20 ↓	-19 ↓	-17 ↓

Key	At least 5 percentage points greater than comparator	At least 5 percentage points less than comparator	Positive Neutral Negative

Wellbeing

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
In general, would you say that your health is:						
Excellent		16%	0	+6	+4	+5
Very good		29%	-1	-5	-8	-8
Good		47%	+7	+10	+11	+11
Fair		5%	-4	-8	-7	-6
Poor		2%	-2	-1	-1	-1
What best describes your current workload?						
Well above capacity - too much work		21%	-13	-2	-1	-5
Slightly above capacity - lots of work to do		42%	+7	+2	+1	+2
At capacity - about the right amount of work to do		32%	+6	+1	+2	+3
Slightly below capacity - available for more work		2%	-4	-3	-5	-4
Well below capacity - not enough work		4%	+4	+3	+2	+3

Key

























































At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Wellbeing

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
How often do you find your work stressful?						
Always		5%	-3	+1	+2	+1
Often		33%	+6 	+8 	+10 	+8 
Sometimes		44%	+8 	-6 	-7 	-6 
Rarely		13%	-12 	-6 	-8 	-7 
Never		5%	+1	+4	+3	+3
To what extent is your work emotionally demanding?						
To a very large extent		15%	+2	+7 	+8 	+9 
To a large extent		18%	-12 	-2	0	0
Somewhat		47%	+10 	+9 	+10 	+8 
To a small extent		16%	+6 	-8 	-11 	-10 
To a very small extent		4%	-5 	-6 	-8 	-7 
I feel burned out by my work						
Strongly agree		5%	-4	-3	-1	-3
Agree		33%	+6 	+10 	+11 	+9 
Neither agree nor disagree		38%	+4	+6 	+8 	+10 
Disagree		13%	-10 	-17 	-20 	-18 
Strongly disagree		11%	+4	+3	+2	+2

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Flexible work



	Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies		
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	72	20	8	72%	+13 ↑	-11 ↓	-15 ↓	-14 ↓
Do you currently access any of the following flexible working arrangements? [Multiple Response]								
Part time		5%	-1	-8 ↓	-9 ↓	-9 ↓		
Flexible hours of work		20%	+1	-6 ↓	-13 ↓	-13 ↓		
Compressed work week		2%	0	-3	-2	-5 ↓		
Job sharing		5%	+2	+4	+4	+4		
Working away from the office/working from home		26%	+12 ↑	-35 ↓	-44 ↓	-43 ↓		
None of the above		54%	-14 ↓	+30 ↑	+36 ↑	+38 ↑		
Working away from the office								
None of the time		74%	-	+35 ↑	+44 ↑	+43 ↑		
All of the time		2%	-	-4	-5 ↓	-7 ↓		
Some of the time as a regular arrangement		9%	-	-38 ↓	-42 ↓	-41 ↓		
Only on an irregular basis		15%	-	+7 ↑	+3	+4		
Did not disclose their arrangement		0%	-	0	0	0		

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

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Working in the APS

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
I am supported to use my expertise to provide frank and fearless advice	<div style="display: flex; justify-content: space-between;"><div style="width: 56%; background-color: #004d00; color: white; text-align: center;">56</div><div style="width: 33%; background-color: #e6c000; color: black; text-align: center;">33</div><div style="width: 11%; background-color: #e91e63; color: white; text-align: center;">11</div></div>	56%	-	-9↓	-11↓	-8↓
The people in my workgroup demonstrate stewardship	<div style="display: flex; justify-content: space-between;"><div style="width: 68%; background-color: #004d00; color: white; text-align: center;">68</div><div style="width: 22%; background-color: #e6c000; color: black; text-align: center;">22</div><div style="width: 10%; background-color: #e91e63; color: white; text-align: center;">10</div></div>	68%	-	-8↓	-11↓	-11↓
The culture in my agency supports people to act with integrity	<div style="display: flex; justify-content: space-between;"><div style="width: 61%; background-color: #004d00; color: white; text-align: center;">61</div><div style="width: 19%; background-color: #e6c000; color: black; text-align: center;">19</div><div style="width: 19%; background-color: #e91e63; color: white; text-align: center;">19</div></div>	61%	-	-15↓	-18↓	-13↓
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; justify-content: space-between;"><div style="width: 79%; background-color: #004d00; color: white; text-align: center;">79</div><div style="width: 21%; background-color: #e6c000; color: black; text-align: center;">21</div></div>	79%	-5↓	-8↓	-7↓	-6↓
I feel a strong personal attachment to the APS	<div style="display: flex; justify-content: space-between;"><div style="width: 56%; background-color: #004d00; color: white; text-align: center;">56</div><div style="width: 33%; background-color: #e6c000; color: black; text-align: center;">33</div><div style="width: 11%; background-color: #e91e63; color: white; text-align: center;">11</div></div>	56%	-18↓	-8↓	-3	-1
My workgroup considers the people and businesses affected by what we do	<div style="display: flex; justify-content: space-between;"><div style="width: 75%; background-color: #004d00; color: white; text-align: center;">75</div><div style="width: 20%; background-color: #e6c000; color: black; text-align: center;">20</div><div style="width: 5%; background-color: #e91e63; color: white; text-align: center;">5</div></div>	75%	-	-10↓	-13↓	-13↓

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Job satisfaction

	Response scale			% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
I am satisfied with the recognition I receive for doing a good job	61	19	19	61%	-3	-7↓	-10↓	-9↓
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	76	16	8	76%	+5↑	+13↑	+12↑	+13↑
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	75	18		75%	+3	-6↓	-9↓	-10↓
I am satisfied with the stability and security of my job	79	11	10	79%	+10↑	-6↓	-3	0

Clarity and autonomy

	Response scale			% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	90			90%	+5↑	-3	-3	-3
I am clear what my duties and responsibilities are	79	14	7	79%	+1	-1	-1	0
I have a choice in deciding how I do my work	61	36		61%	-3	-5↓	-14↓	-13↓
Where appropriate, I am able to take part in decisions that affect my job	65	29		65%	-9↓	-7↓	-10↓	-8↓

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Performance

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
In the last month, please rate your workgroup's overall performance						
Excellent		28%	+1	0	-2	-3
Very good		46%	+6	-8	-8	-6
Average		20%	-4	+5	+7	+6
Below average		4%	-2	+2	+2	+2
Well below average		2%	-2	+1	+1	+1

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well		72%	-2	-7	-10	-9
My workgroup has the tools and resources we need to perform well		52%	-16	-7	-7	0
The people in my workgroup use time and resources efficiently		67%	+1	-9	-12	-10
My job gives me opportunities to utilise my skills		75%	-10	-5	-7	-7
In the last 12 months, the formal learning I have accessed has improved my performance		52%	-	-6	-5	-3

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Retention



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

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
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		9%	+4	0	+1	+1
I want to leave my position within the next 12 months		15%	+2	-8 ⬇️	-7 ⬇️	-6 ⬇️
I want to stay working in my position for the next one to two years		24%	-12 ⬇️	-14 ⬇️	-17 ⬇️	-16 ⬇️
I want to stay working in my position for at least the next three years		53%	+5 ⬆️	+22 ⬆️	+22 ⬆️	+20 ⬆️
What best describes your plans involved with leaving your current position?						
I am planning to retire		0%	-14 ⬇️	-5 ⬇️	-4	-5 ⬇️
I am pursuing another position within my agency		31%	+24 ⬆️	-12 ⬇️	+3	+15 ⬆️
I am pursuing a position in another agency		23%	-13 ⬇️	-3	-13 ⬇️	-20 ⬇️
I am pursuing work outside the APS		23%	+2	+14 ⬆️	+9 ⬆️	+7 ⬆️
It is the end of my non-ongoing, casual or contracted employment		8%	+8 ⬆️	+5 ⬆️	+3	+2
Other		15%	-6 ⬇️	+2	+2	+2

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Retention



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

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

Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
Senior leadership is of a poor quality	30%	-	-	-	-
I am expected to do more work than I reasonably can	20%	-	-	-	-
I am looking to further my skills in another area	20%	-	-	-	-
My expectations for work in my current position have not been met	10%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	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 specialist agencies	Variance from 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		25%	+9	+15	+17	+16
No		75%	-9	-15	-17	-16
Did this discrimination occur in your current agency?						
Yes		85%	-8	-7	-8	-6
No		15%	+8	+7	+8	+6
Basis for the discrimination that you experienced (3 highest responses):						
Race		67%	-	-	-	-
Identification as an Aboriginal and/or Torres Strait Islander person		42%	-	-	-	-
Gender		42%	-	-	-	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



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

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

Harassment and bullying	Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes		19%	+3	+8	+10	+9
No		72%	0	-12	-14	-11
Not sure		9%	-4	+4	+4	+3
Types of harassment or bullying experienced (3 highest responses):						
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		70%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		50%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		50%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures		30%	-20	-6	-3	-5
It was reported by someone else		10%	-7	+3	+3	+3
I did not report the behaviour		60%	+27	+3	0	+1

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



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

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

Corruption	Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
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		17%	-1	+14	+14	+13
No		53%	+1	-38	-39	-35
Not sure		13%	-7	+9	+10	+9
Would prefer not to answer		17%	+6	+15	+15	+14

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	27%
Woman or female	67%
Non-binary	2%
I use a different term	0%
Prefer not to say	5%

Do you identify as an Aboriginal and/or Torres Strait Islander person?	Responses
Yes	80%
No	20%

Do you have an ongoing disability?	Responses
Yes	6%
No	94%

Do you have carer responsibilities?	Responses
Yes	55%
No	45%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	2%
No	98%

Do you identify as culturally and linguistically diverse?	Responses
Yes	67%
No	33%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	27%
Australian Aboriginal and/or Torres Strait Islander	76%
New Zealander (excluding Maori)	0%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	6%
Anglo-European	2%
North-West European (excluding Anglo-European)	0%
Southern and Eastern European	2%
South-East Asian	2%
North-East Asian	0%
Southern and Central Asian	0%
North American	0%
South and Central American and Caribbean Islander	0%
North African and Middle Eastern	0%
Sub-Saharan African	0%

Do you consider yourself to be neurodivergent?	Responses
Yes	5%
No	42%
Maybe	8%
I am unsure what neurodivergent means	46%

Agency position



Agency position

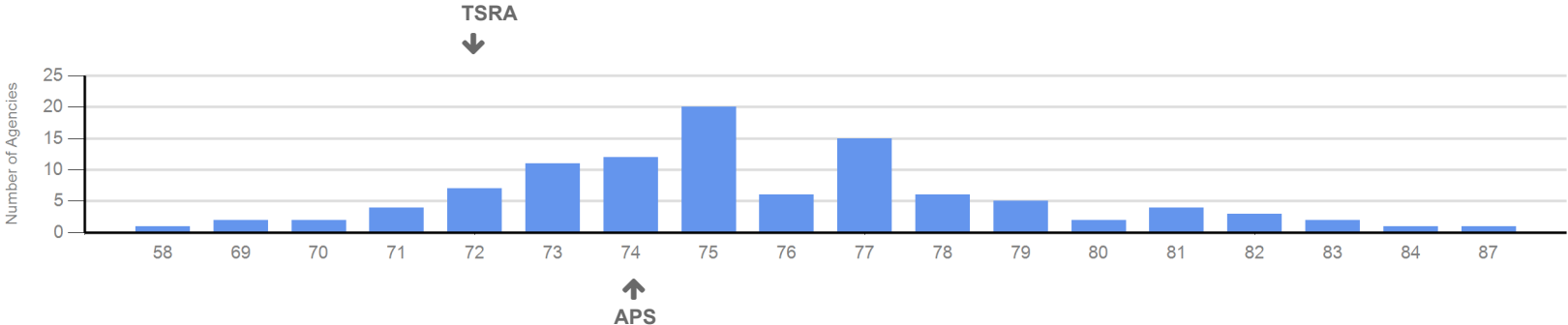
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

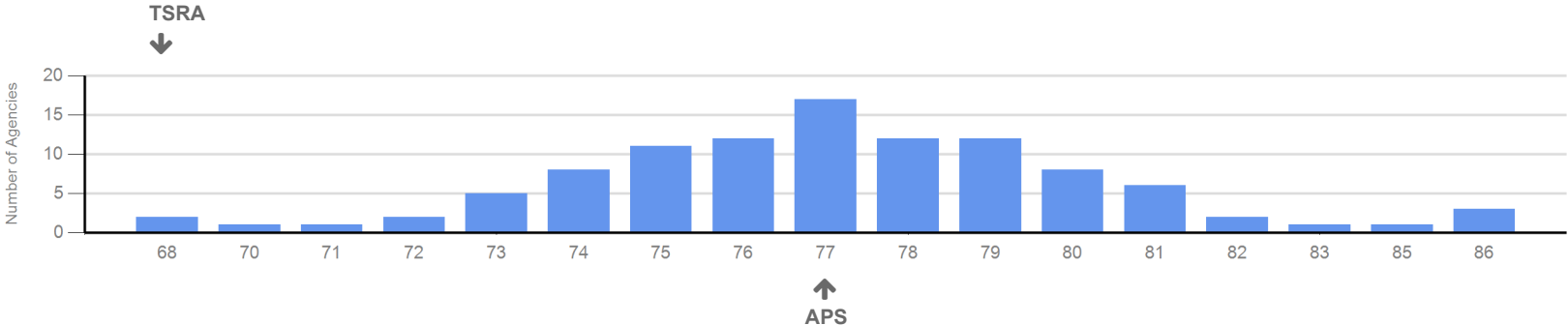
Employee Engagement Index

Ranking : 90th of 104



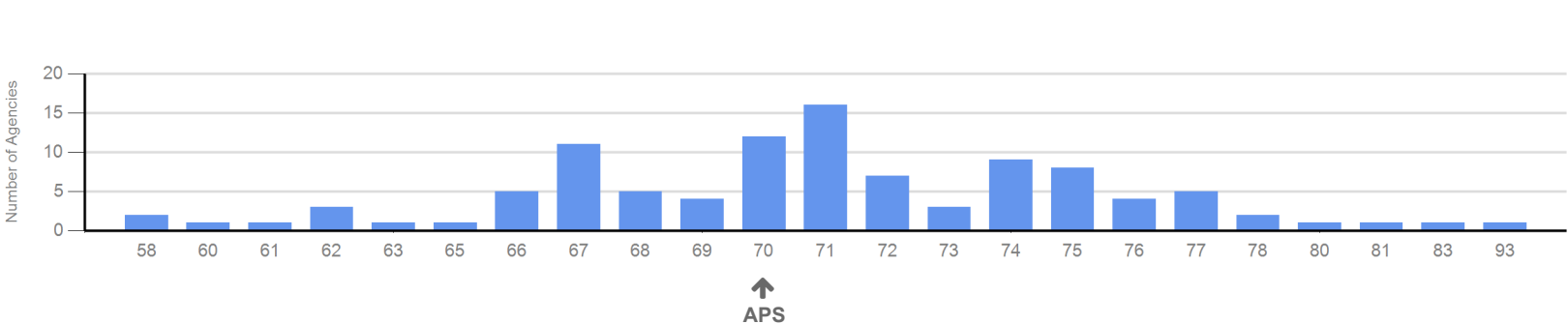
Leadership – Immediate Supervisor Index

Ranking : 103rd of 104



Leadership – SES Manager Index

The agency data for this index has been hidden for anonymity reasons.



Agency position



Agency position

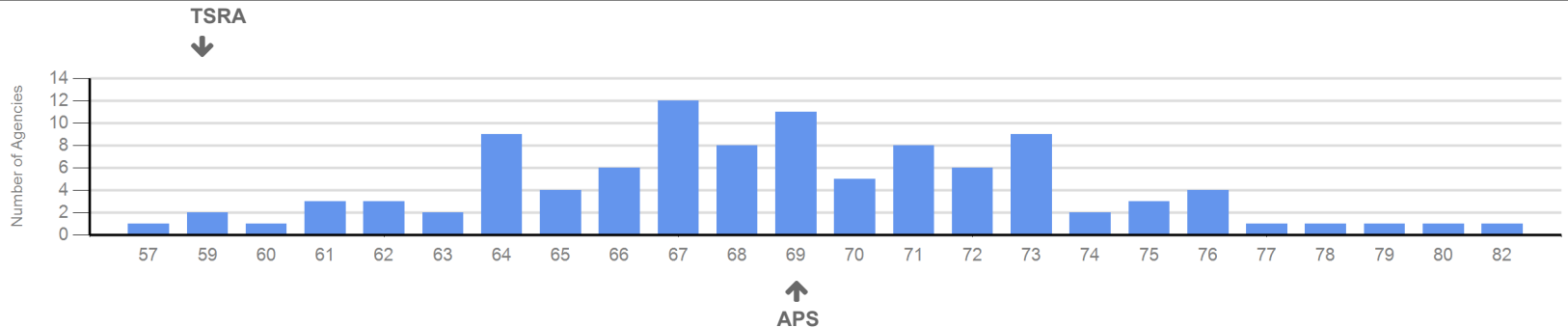
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

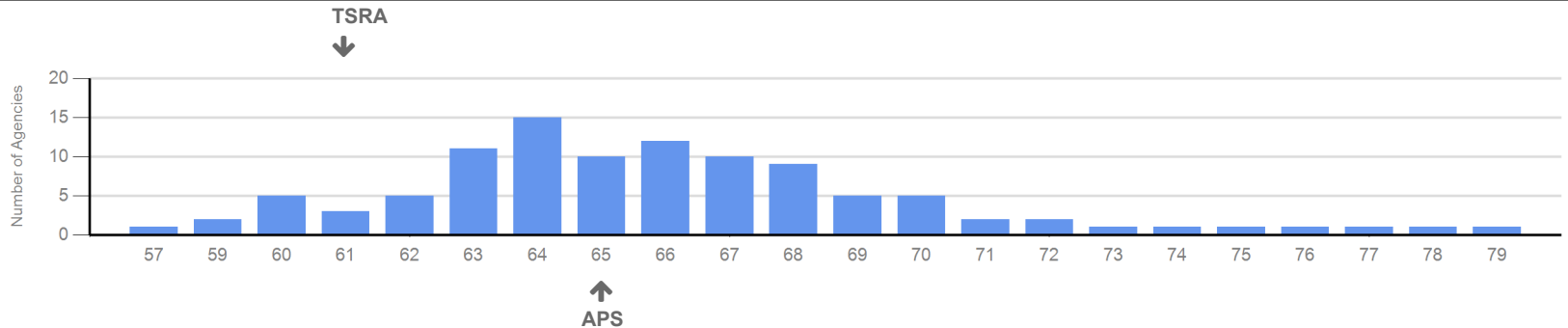
Communication Index

Ranking : 103rd of 104



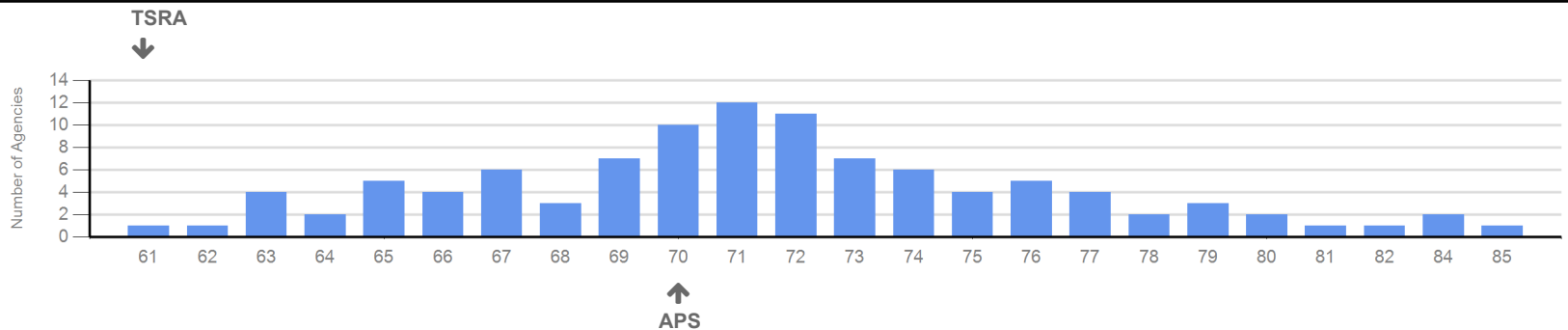
Enabling Innovation Index

Ranking : 94th of 104



Wellbeing Policies and Support Index

Ranking : 104th of 104



Suggested questions to focus on



What to focus on?

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

They are not necessarily the questions with the lowest scores.

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

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

	At least 5 percentage points greater than comparator	At least 5 percentage points less than comparator	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
.1	I am supported to use my expertise to provide frank and fearless advice		56%	-	-9	-11	-8
.2	The culture in my agency supports people to act with integrity		61%	-	-15	-18	-13
.3	In my agency, the SES clearly articulate the direction and priorities for our agency		<i>The data for this question has been hidden for anonymity reasons.</i>				
.4	My SES manager clearly articulates the direction and priorities for our area		<i>The data for this question has been hidden for anonymity reasons.</i>				
.5	Change is managed well in my agency		37%	-7	-7	-6	-2
.6	My agency supports and actively promotes an inclusive workplace culture		61%	-7	-20	-19	-17

TSRA specific questions

	Response scale			% Positive	Variance from 2023
People at all levels of the TSRA proactively contribute to a positive, accountable and inclusive culture	46	35	19	46%	-5 ↓
People in my workgroup reach out to others in TSRA to collaborate and share information	71	18	11	71%	-2
People in my Programme behave with a strong sense of personal responsibility and accountability for achieving results	78	13	9	78%	+9 ↑
I actively seek feedback to improve my performance at work	65	31		65%	-7 ↓
I make time to learn and develop my skills and knowledge	75	20		75%	-6 ↓
My supervisor gives me responsibility and holds me to account for what I deliver	78	18		78%	-6 ↓
I have found the performance discussions with my manager highly effective	58	31	11	58%	-3
As a supervisor, I feel supported to manage the performance of my team	53	34	13	53%	-8 ↓
My immediate work area manages underperformance effectively	40	34	26	40%	-9 ↓
The TSRA listens to and works well with external stakeholders when developing projects, policies and programs	62	23	15	62%	+7 ↑

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative




TSRA specific questions


	Response scale			% Positive	Variance from 2023
The TSRA communicates organisational matters and decisions to staff in an open and transparent way	40	27	33	40%	-6 ↓
I understand how my work connects with and contributes to the TSRA's objectives	83	13		83%	-3
I have the necessary information and support to manage my work responsibilities	70	24		70%	+2
My immediate manager applies policies and guidelines consistently when making decisions	68	25	8	68%	-3
The TSRA actively encourages a pro-integrity culture which values, acknowledges and champions doing the right thing	54	28	19	54%	-2

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.

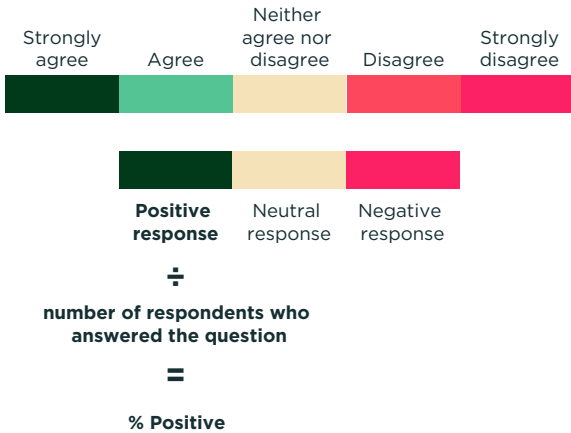
Prioritise 3 areas to take forward

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

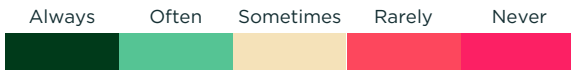
Guide to this report

% 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. 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.

