

2025 APS Employee Census

5 May - 6 June

Highlights Report

TSRA

Responses:

66 of 154

Response rate:

43%



Exploring your results



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



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



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



Identify areas that need improvement. These tend to be the low results, which are notably below comparisons.



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

Employee Engagement: Say, Stay, Strive



Employee Engagement

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

Your Employee Engagement Index score		77	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
Say	Overall, I am satisfied with my job	76	22	76%	+4	-1	-1	+3
	I am proud to work in my agency	91	8	91%	+24↑	+9↑	+6↑	+12↑
	I would recommend my agency as a good place to work	72	20	72%	+9↑	-5↓	-5↓	+4
	I believe strongly in the purpose and objectives of my agency	89	9	89%	+5↑	+1	-1	+1
Stay	I feel a strong personal attachment to my agency	73	25	73%	+9↑	+8↑	+6↑	+11↑
	I feel committed to my agency's goals	91	8	91%	+3	+3	+2	+4
Strive	I suggest ideas to improve our way of doing things	90	10	90%	+4	+4	+1	0
	I am happy to go the 'extra mile' at work when required	94		94%	+10↑	+3	+2	+5↑
	I work beyond what is required in my job to help my agency achieve its objectives	86	14	86%	+4	+8↑	+7↑	+8↑
	My agency really inspires me to do my best work every day	63	30	63%	+5↑	-4	-6↓	+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		71		Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	69	26		69%	+7 ↑	-12 ↓	-12 ↓	-9 ↓
	My supervisor can deliver difficult advice whilst maintaining relationships	66	25	10	66%	-2	-14 ↓	-14 ↓	-12 ↓
	My supervisor invites a range of views, including those different to their own	69	26		69%	-2	-14 ↓	-15 ↓	-13 ↓
	My supervisor encourages my team to regularly review and improve our work	68	26		68%	+1	-15 ↓	-15 ↓	-12 ↓
	My supervisor is invested in my development	77	16		77%	+12 ↑	-1	-1	+2
	My supervisor ensures that my workgroup delivers on what we are responsible for	73	26		73%	-3	-16 ↓	-16 ↓	-13 ↓
Other similar questions									
	My supervisor provides me with helpful feedback to improve my performance	62	34		62%	0	-17 ↓	-15 ↓	-12 ↓
	My immediate supervisor encourages me	72	20	8	72%	+2	-6 ↓	-7 ↓	-4
	My supervisor actively ensures that everyone can be included in workplace activities	66	26	8	66%	0	-19 ↓	-19 ↓	-16 ↓
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	76	24		76%	+9 ↑	-5 ↓	-6 ↓	-4
Key		↑	At least 5 percentage points greater than comparator			↓	At least 5 percentage points less than comparator		
		Positive			Neutral			Negative	

Leadership - SES Manager



SES Manager

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

Your SES Manager Index score	64	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
				+4	-6 ↓	-7 ↓	-4

SES Manager	My SES manager clearly articulates the direction and priorities for our area	56	31	13	56%	+5 ↑	-15 ↓	-15 ↓	-9 ↓
	My SES manager presents convincing arguments and persuades others towards an outcome	48	41	11	48%	-16 ↓	-16 ↓	-18 ↓	-15 ↓
	My SES manager promotes cooperation within and between agencies	69	20	11	69%	+12 ↑	-1	-3	-1
	My SES manager encourages innovation and creativity	61	32	7	61%	+1	-7 ↓	-7 ↓	-3
	My SES manager creates an environment that enables us to deliver our best	58	30	12	58%	+2	-10 ↓	-10 ↓	-6 ↓
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	68	21	11	68%	+6 ↑	-8 ↓	-10 ↓	-6 ↓

Other similar questions

In my agency, the SES work as a team	53	32	16	53%	+9 ↑	-6 ↓	-3	+1
In my agency, the SES clearly articulate the direction and priorities for our agency	54	30	16	54%	+5 ↑	-13 ↓	-11 ↓	-4
My SES manager routinely promotes the use of data and evidence to deliver outcomes	54	36	11	54%	-5 ↓	-15 ↓	-18 ↓	-14 ↓

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		62	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
					+3	-8 ↓	-8 ↓	-5 ↓

Communication	My supervisor communicates effectively	68	19	13	68%	-1	-14 ↓	-14 ↓	-10 ↓
	My SES manager communicates effectively	55	35	11	55%	-4	-17 ↓	-17 ↓	-12 ↓
	Internal communication within my agency is effective	44	28	28	44%	0	-17 ↓	-15 ↓	-8 ↓

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	53	32	15	53%	0	-14 ↓	-15 ↓	-13 ↓
	Staff are consulted about change at work	37	55	8	37%	-3	-15 ↓	-13 ↓	-9 ↓
	Change is managed well in my agency	38	35	27	38%	+1	-9 ↓	-5 ↓	0

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative

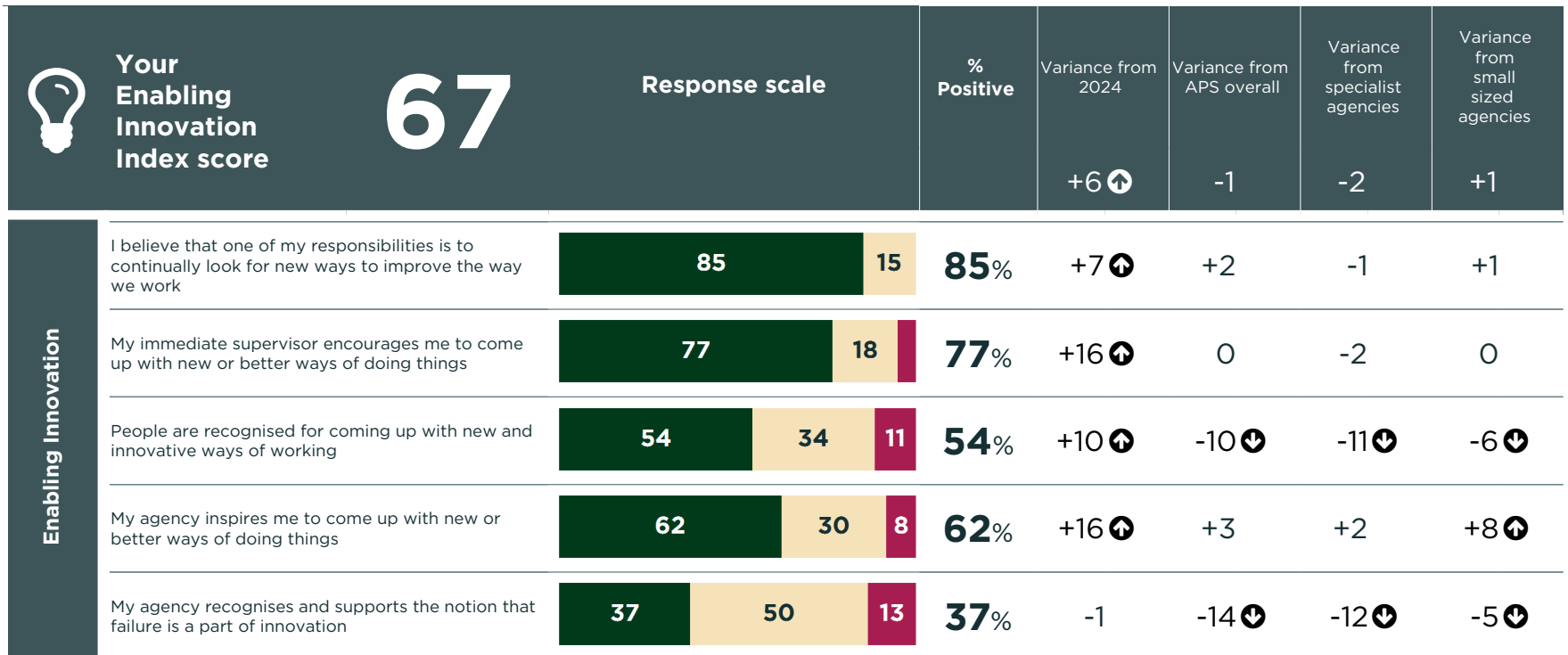


Enabling Innovation



Enabling Innovation

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



Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Wellbeing Policies and Support



Wellbeing

The Wellbeing Policies and Support Index provides a measure of the practical and cultural elements that allow for a sustainable and healthy working environment.

+	Your Wellbeing Policies and Support Index score	63	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
					+2	-8 ↓	-10 ↓	-7 ↓

Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	52	31	16	52%	+4	-20 ↓	-22 ↓	-18 ↓
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	53	32	15	53%	+7 ↑	-17 ↓	-20 ↓	-16 ↓
	My agency does a good job of promoting health and wellbeing	35	50	15	35%	+1	-36 ↓	-37 ↓	-32 ↓
	I think my agency cares about my health and wellbeing	57	30	13	57%	+2	-11 ↓	-15 ↓	-10 ↓
	I believe my immediate supervisor cares about my health and wellbeing	77	22		77%	-4	-11 ↓	-13 ↓	-11 ↓

Other similar questions

Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	65	13	22	65%	+1	-11 ↓	-12 ↓	-9 ↓
	I receive the respect I deserve from my colleagues at work	80	20		80%	+16 ↑	-1	-2	+2
	My agency supports and actively promotes an inclusive workplace culture	65	25	10	65%	+4	-19 ↓	-18 ↓	-12 ↓

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Wellbeing

	Response scale	%	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
In general, would you say that your health is:						
Excellent		12%	-5⬇️	0	-1	-1
Very good		30%	+1	-5⬇️	-7⬇️	-7⬇️
Good		42%	-6⬇️	+5⬆️	+6⬆️	+6⬆️
Fair		13%	+8⬆️	+1	+2	+1
Poor		3%	+2	0	0	0
What best describes your current workload?						
Well above capacity - too much work		21%	+1	+5⬆️	+3	-1
Slightly above capacity - lots of work to do		43%	+1	+3	+3	+1
At capacity - about the right amount of work to do		34%	+2	-2	+1	+5⬆️
Slightly below capacity - available for more work		0%	-2	-6⬇️	-7⬇️	-6⬇️
Well below capacity - not enough work		2%	-2	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 2024	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
How often do you find your work stressful?						
Always		2%	-4	-3	-2	-3
Often		23%	-10⬇️	0	+1	-2
Sometimes		46%	+2	-4	-5⬇️	-4
Rarely		26%	+14⬆️	+6⬆️	+4	+7⬆️
Never		3%	-2	+1	+1	+1
To what extent is your work emotionally demanding?						
To a very large extent		3%	-11⬇️	-4	-3	-3
To a large extent		23%	+5⬆️	+4	+6⬆️	+5⬆️
Somewhat		48%	+1	+9⬆️	+10⬆️	+7⬆️
To a small extent		22%	+5⬆️	-3	-5⬇️	-3
To a very small extent		3%	0	-6⬇️	-8⬇️	-6⬇️
I feel burned out by my work						
Strongly agree		7%	+1	-1	0	-2
Agree		22%	-11⬇️	+1	+2	-1
Neither agree nor disagree		39%	+1	+6⬆️	+9⬆️	+8⬆️
Disagree		27%	+14⬆️	-4	-6⬇️	-3
Strongly disagree		5%	-6⬇️	-3	-4	-3

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Flexible work



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.

	Response scale	%	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	76 16 8	76%	+4	-10 ↓	-12 ↓	-11 ↓
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		5%	0	-8 ↓	-8 ↓	-7 ↓
Flexible hours of work		17%	-3	-13 ↓	-19 ↓	-19 ↓
Compressed work week		2%	0	-4	-3	-6 ↓
Job sharing		3%	-1	+3	+3	+2
Working away from the office/working from home		38%	+11 ↑	-30 ↓	-36 ↓	-36 ↓
None of the above		53%	-1	+34 ↑	+38 ↑	+39 ↑
Working away from the office						
All of the time		0%	-2	-7 ↓	-6 ↓	-8 ↓
Some of the time as a regular arrangement		8%	-1	-44 ↓	-47 ↓	-44 ↓
Only on an irregular basis		30%	+14 ↑	+21 ↑	+17 ↑	+17 ↑
None of the time		63%	-11 ↓	+30 ↑	+36 ↑	+36 ↑
Did not disclose their arrangement		0%	0	0	0	0

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Working in the APS

	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
I am supported to use my expertise to provide frank and fearless advice	70 25	70%	+14 ⬆	0	0	+5 ⬆
The people in my workgroup demonstrate stewardship	70 26	70%	+2	-6 ⬇	-9 ⬇	-8 ⬇
The culture in my agency supports people to act with integrity	61 28 11	61%	-1	-21 ⬇	-22 ⬇	-14 ⬇
I believe strongly in the purpose and objectives of the APS	84 16	84%	+5 ⬆	-5 ⬇	-4	-4
I feel a strong personal attachment to the APS	70 27	70%	+14 ⬆	+2	+6 ⬆	+10 ⬆
My workgroup considers the people and businesses affected by what we do	65 29	65%	-10 ⬇	-20 ⬇	-23 ⬇	-22 ⬇
The people in my workgroup value others' individual skills and talents	74 18 8	74%	-	-9 ⬇	-12 ⬇	-10 ⬇
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	73 24	73%	-	-16 ⬇	-18 ⬇	-17 ⬇
The people in my workgroup are able to bring up problems and tough issues	68 19 13	68%	+4	-12 ⬇	-14 ⬇	-13 ⬇
If you make a mistake in my workgroup, it tends to be held against you (reverse scored : positive scores represent those who disagreed, or strongly disagreed with this statement)	58 24 18	58%	-	-9 ⬇	-15 ⬇	-14 ⬇

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Job satisfaction

	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
I am satisfied with the recognition I receive for doing a good job	68 24 8	68%	+7 ⬆	0	-3	+1
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	73 14 13	73%	-3	+7 ⬆	+7 ⬆	+7 ⬆
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	89 10	89%	+13 ⬆	+4	+3	+3
I am satisfied with the stability and security of my job	87 8	87%	+9 ⬆	+1	+4	+8 ⬆

Clarity and autonomy

	Response scale	% Positive	Variance from 2024	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	93	93%	+3	+1	+1	+3
I am clear what my duties and responsibilities are	85 15	85%	+7 ⬆	+1	+2	+3
I have a choice in deciding how I do my work	72 27	72%	+11 ⬆	+4	-4	-2
Where appropriate, I am able to take part in decisions that affect my job	73 17 10	73%	+8 ⬆	+1	-2	+3

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Performance

	Response scale	%	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
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In the last month, please rate your workgroup's overall performance

Excellent		25%	-3	0	-2	-1
Very good		46%	0	-11⬇️	-11⬇️	-8⬇️
Average		21%	+1	+5⬆️	+6⬆️	+5⬆️
Below average		8%	+4	+6⬆️	+6⬆️	+6⬆️
Well below average		0%	-2	-1	-1	-1

	Response scale	% Positive	Variance from 2024	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	68 18 15	68%	-4	-11⬇️	-13⬇️	-11⬇️
My workgroup has the tools and resources we need to perform well	53 26 21	53%	+2	-7⬇️	-3	+4
The people in my workgroup use time and resources efficiently	61 24 15	61%	-5⬇️	-13⬇️	-16⬇️	-14⬇️
My job gives me opportunities to utilise my skills	84 14	84%	+9⬆️	+5⬆️	+3	+5⬆️
During the last 12 months, the formal learning I have accessed has improved my performance	60 30 9	60%	+8⬆️	+1	+4	+6⬆️

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Retention



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

	Response scale	%	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
Which of the following statements best reflects your thoughts about working in your current position?						
I want to leave my position as soon as possible		3%	-6 ⬇	-5 ⬇	-4	-6 ⬇
I want to leave my position within the next 12 months		13%	-1	-8 ⬇	-6 ⬇	-6 ⬇
I want to stay working in my position for the next one to two years		28%	+5 ⬆	-11 ⬇	-14 ⬇	-12 ⬇
I want to stay working in my position for at least the next three years		55%	+2	+24 ⬆	+24 ⬆	+24 ⬆
What best describes your plans involved with leaving your current position?						
I am planning to retire		0%	0	-5 ⬇	-4	-3
I am pursuing another position within my agency		0%	-31 ⬇	-46 ⬇	-28 ⬇	-16 ⬇
I am pursuing a position in another agency		30%	+7 ⬆	+5 ⬆	-6 ⬇	-19 ⬇
I am pursuing work outside the APS		0%	-23 ⬇	-9 ⬇	-14 ⬇	-14 ⬇
It is the end of my non-ongoing, casual or contracted employment		10%	+2	+8 ⬆	+5 ⬆	+5 ⬆
Other		60%	+45 ⬆	+46 ⬆	+46 ⬆	+48 ⬆

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



Employees who had perceived discrimination in the last 12 months in the course of their employment were asked where the discrimination came from and if they reported it.

Discrimination	Response scale	%	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
During the last 12 months, and in connection with your work, have you experienced discrimination on the basis of your background or a personal characteristic?						
Yes		19%	-6 ↓	+11 ↑	+13 ↑	+11 ↑
No		81%	+6 ↑	-11 ↓	-13 ↓	-11 ↓
Did this discrimination occur in your current agency?						
Yes		82%	-3	-12 ↓	-12 ↓	-10 ↓
No		18%	+3	+12 ↑	+12 ↑	+10 ↑
The discrimination came from: [Multiple Response]						
Within my agency		91%	-	-1	-3	-4
Another agency		9%	-	+5 ↑	+4	+4
A customer, stakeholder or member of the public		27%	-	+19 ↑	+22 ↑	+23 ↑
Other		9%	-	+5 ↑	+7 ↑	+7 ↑
Did you report the discrimination?						
I reported the discrimination in accordance with my agency's policies and procedures		36%	-	+18 ↑	+18 ↑	+16 ↑
It was reported by someone else		0%	-	-4	-4	-3
I did not report the discrimination		64%	-	-13 ↓	-15 ↓	-12 ↓
Key ↑ At least 5 percentage points greater than comparator ↓ At least 5 percentage points less than comparator						

Unacceptable behaviour



In 2025, the survey used an expanded definition of harassment. Comparing results to 2024 should take this change in definition in context.

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

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

Bullying and harassment	Response scale	%	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
During the last 12 months, have you been subjected to bullying or harassment in your current workplace?						
Yes		11%	-7↓	+2	+3	+1
No		77%	+5↑	-8↓	-10↓	-7↓
Not sure		11%	+2	+7↑	+7↑	+6↑
Did you report the bullying or harassment?						
I reported the behaviour in accordance with my agency's policies and procedures	The data for this question has been hidden to preserve privacy.					
It was reported by someone else	The data for this question has been hidden to preserve privacy.					
I did not report the behaviour	The data for this question has been hidden to preserve privacy.					

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



In 2025, the survey used an updated definition of corruption to align with the *National Anti-Corruption Commission Act 2022* and the Commonwealth Fraud and Corruption Control Framework.

Comparing results to 2024 should take this change in definition in context.

Corruption

Response scale

%

Variance from 2024

Variance from APS overall

Variance from specialist agencies

Variance from small sized agencies

During the last 12 months, excluding behaviour reported to you as part of your duties, have you observed a public official engaging in conduct in your agency that you would consider to be corruption?

Yes		11%	-6 ↓	+10 ↑	+9 ↑	+7 ↑
No		62%	+9 ↑	-30 ↓	-30 ↓	-25 ↓
Not sure		15%	+2	+11 ↑	+11 ↑	+8 ↑
Prefer not to answer		11%	-6 ↓	+10 ↑	+10 ↑	+9 ↑

Which of the following reflects the conduct you witnessed? [Multiple Response]

Abuse of office	The data for this question has been hidden to preserve privacy.
Misuse of information or documents	The data for this question has been hidden to preserve privacy.
A breach of public trust	The data for this question has been hidden to preserve privacy.
Adversely affecting the honesty or impartiality of a public official	The data for this question has been hidden to preserve privacy.

Did you report the conduct?

I reported the behaviour in accordance with my agency's policies and procedures	The data for this question has been hidden to preserve privacy.
It was reported by someone else	The data for this question has been hidden to preserve privacy.
I did not report the behaviour	The data for this question has been hidden to preserve privacy.

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	24%
Woman or female	71%
Non-binary	0%
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	82%
No	18%

Do you have an ongoing disability?	Responses
Yes	8%
No	92%

Do you have carer responsibilities?	Responses
Yes	47%
No	53%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	6%
No	94%

Do you identify as culturally or linguistically diverse?	Responses
Yes	60%
No	40%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	18%
Australian Aboriginal and/or Torres Strait Islander	82%
New Zealander (excluding Maori)	0%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	6%
Anglo-European	3%
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	47%
Maybe	6%
I am unsure what neurodivergent means	42%

Agency position



Agency position

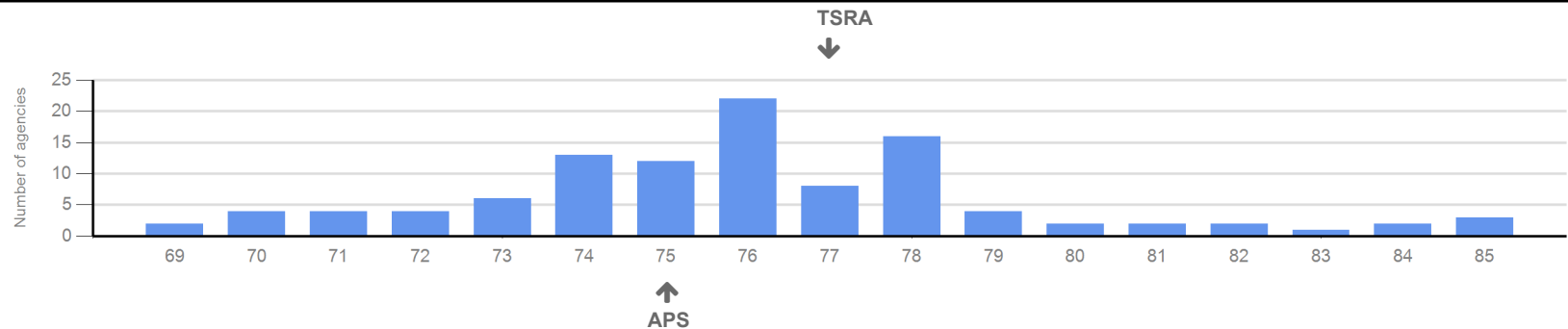
These graphs display the overall index score of each agency for the Employee Engagement, Immediate Supervisor, SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the overall APS index score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

Along the bottom line (x-axis) are the index scores. The height of the bar (y-axis) is how many agencies have that index score.

Please note, the x-axis values are not consecutive as only index scores received by an agency are represented.

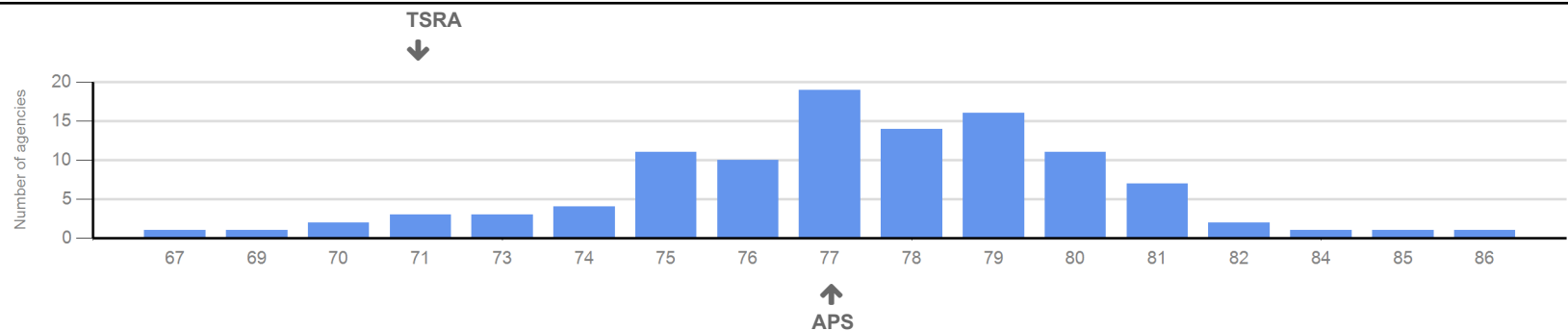
Employee Engagement Index

Ranking : 34th of 107



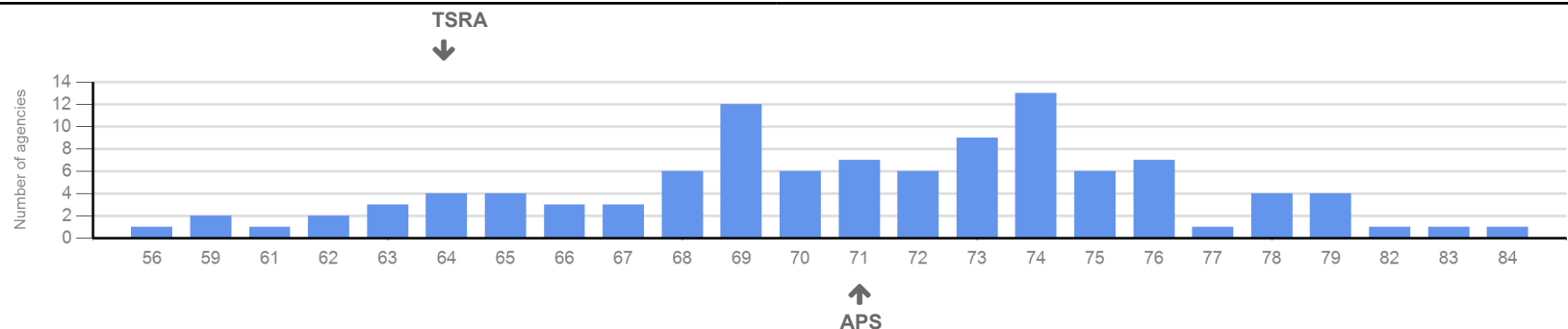
Immediate Supervisor Index

Ranking : 101st of 107



SES Manager Index

Ranking : 95th of 107



Agency position



Agency position

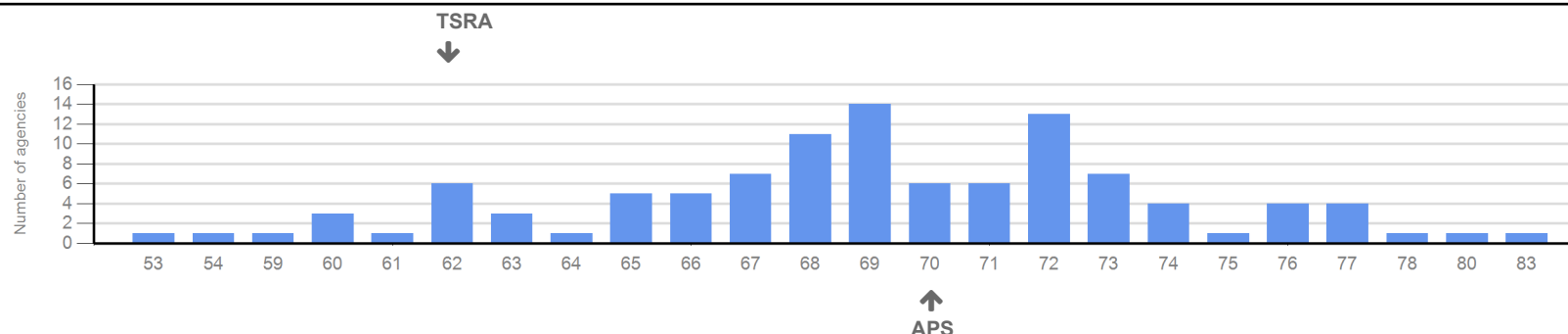
These graphs display the overall index score of each agency for the Employee Engagement, Immediate Supervisor, SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the overall APS index score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

Along the bottom line (x-axis) are the index scores. The height of the bar (y-axis) is how many agencies have that index score.

Please note, the x-axis values are not consecutive as only index scores received by an agency are represented.

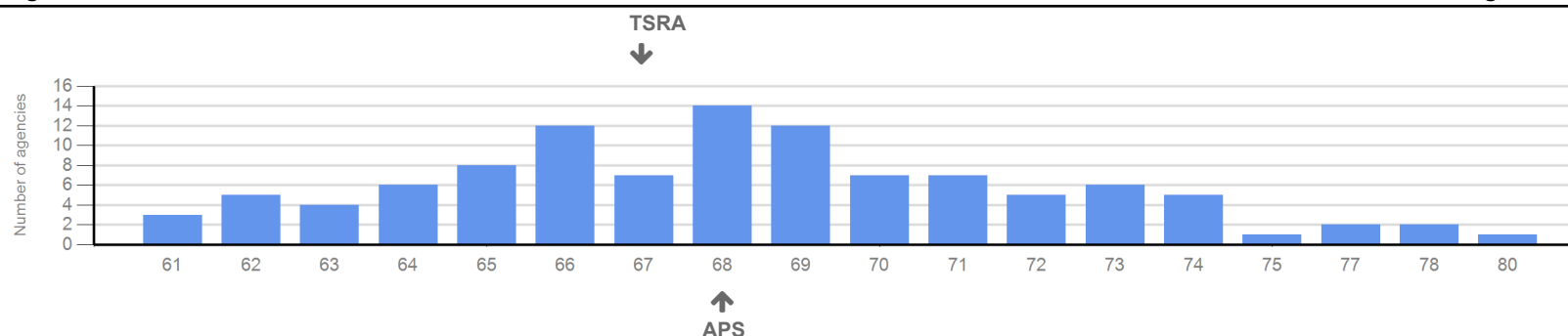
Communication Index

Ranking : 98th of 107



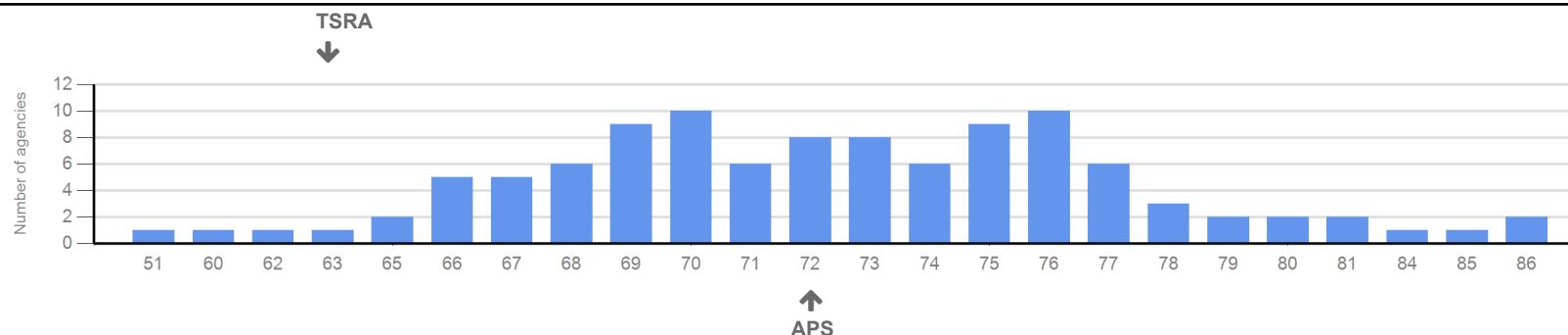
Enabling Innovation Index

Ranking : 64th of 107



Wellbeing Policies and Support Index

Ranking : 104th of 107



Suggested questions to focus on



What to focus on?

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

They are not necessarily the questions with the lowest scores.

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

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



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

%
Positive

Variance from
2024

Variance from
APS overall

Variance from
specialist
agencies

Variance from
small
sized agencies

.1	I am satisfied with the recognition I receive for doing a good job	68%	+7↑	0	-3	+1
.2	I feel I have the same opportunities as anyone else of my ability or experience	68%	+10↑	0	-2	+2
.3	The culture in my agency supports people to act with integrity	61%	-1	-21↓	-22↓	-14↓
.4	I am supported to use my expertise to provide frank and fearless advice	70%	+14↑	0	0	+5↑
.5	My SES manager presents convincing arguments and persuades others towards an outcome	48%	-16↓	-16↓	-18↓	-15↓
.6	Change is managed well in my agency	38%	+1	-9↓	-5↓	0

TSRA specific questions

	Response scale			% Positive	Variance from 2024
People at all levels of the TSRA proactively contribute to a positive, accountable and inclusive culture	53	30	17	53%	+7 ⬆
People in my workgroup reach out to others in TSRA to collaborate and share information	68	24	8	68%	-3
People in my Programme behave with a strong sense of personal responsibility and accountability for achieving results	73	20		73%	-5 ⬇
I actively seek feedback to improve my performance at work	77	18		77%	+11 ⬆
I make time to learn and develop my skills and knowledge	85	10		85%	+10 ⬆
My supervisor gives me responsibility and holds me to account for what I deliver	78	22		78%	0
I have found the performance discussions with my manager highly effective	61	31	8	61%	+3
As a supervisor, I feel supported to manage the performance of my team	60	28	13	60%	+7 ⬆
My immediate work area manages underperformance effectively	36	29	34	36%	-3
The TSRA listens to and works well with external stakeholders when developing projects, policies and programs	69	25		69%	+8 ⬆

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 2024
The TSRA communicates organisational matters and decisions to staff in an open and transparent way	49	32	19	49%	+9 ⬆
I understand how my work connects with and contributes to the TSRA's objectives	95			95%	+12 ⬆
I have the necessary information and support to manage my work responsibilities	71	17	12	71%	+1
My immediate manager applies policies and guidelines consistently when making decisions	74	19		74%	+6 ⬆
The TSRA actively encourages a pro-integrity culture which values, acknowledges and champions doing the right thing	66	27		66%	+12 ⬆

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Time to take action



Celebrate

What things do we do well?

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



Investigate further with our teams

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

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



Opportunities

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

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



Use this page to start your local action plans

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

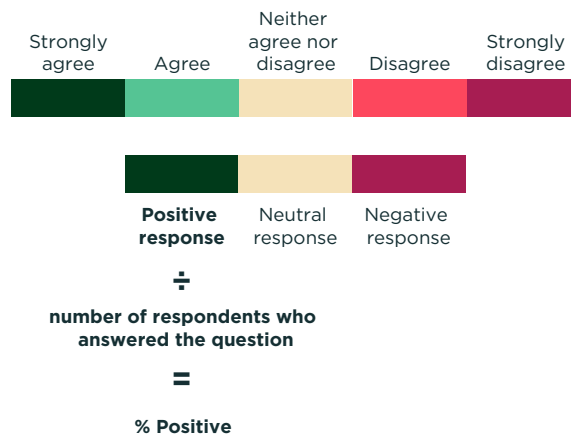
Prioritise 3 areas to take forward

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

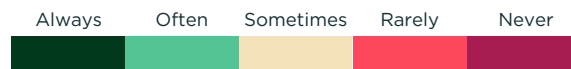
Guide to this report

% Positive

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



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



Rounding

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

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

Anonymity

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

Comparisons

Comparisons to other similarly sized agencies are used through this report.

Comparisons to previous years

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

