

2025 APS Employee Census

5 May - 6 June

Highlights Report

NIAA

Responses:

1,266 of 1,432

Response rate:

88%



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			75	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
						+2	0	-1	-1
Say	Overall, I am satisfied with my job	73 16 11	73%	+3	-4	-4	-4		
	I am proud to work in my agency	79 15	79% ⬆️	+6	-2	-3	-4		
	I would recommend my agency as a good place to work	68 19 13	68% ⬆️	+10	-8 ⬇️	-12 ⬇️	-11 ⬇️		
	I believe strongly in the purpose and objectives of my agency	91	91%	+2	+3	+3	+3		
Stay	I feel a strong personal attachment to my agency	62 27 11	62%	+2	-3	-1	-2		
	I feel committed to my agency's goals	92	92%	+2	+4	+4	+4		
Strive	I suggest ideas to improve our way of doing things	90 9	90%	+2	+3	0	+1		
	I am happy to go the 'extra mile' at work when required	92	92%	0	+2	0	+1		
	I work beyond what is required in my job to help my agency achieve its objectives	78 19	78%	-3	0	+1	+1		
	My agency really inspires me to do my best work every day	62 25 13	62% ⬆️	+9	-4	-4	-4		

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					76	Response scale		% Positive	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
									0	-1	-1	-1
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	78	13	9	78%	0	-2	-3	-3			
	My supervisor can deliver difficult advice whilst maintaining relationships	78	14	7	78%	0	-2	-2	-2			
	My supervisor invites a range of views, including those different to their own	82	10	8	82%	-1	-1	-2	-2			
	My supervisor encourages my team to regularly review and improve our work	79	14	7	79%	+1	-4	-4	-4			
	My supervisor is invested in my development	79	14	7	79%	+2	+1	0	0			
	My supervisor ensures that my workgroup delivers on what we are responsible for	87	9		87%	+1	-1	-2	-2			
Other similar questions												
	My supervisor provides me with helpful feedback to improve my performance	76	14	10	76%	0	-3	-2	-2			
	My immediate supervisor encourages me	78	16		78%	0	0	-1	-1			
	My supervisor actively ensures that everyone can be included in workplace activities	84	9		84%	+1	0	0	0			
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	82	12		82%	0	0	0	0			
Key												
⬆ At least 5 percentage points greater than comparator ⬇ At least 5 percentage points less than comparator Positive Neutral Negative												

Leadership - SES Manager



SES Manager

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

Your SES Manager Index score	73	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
				+4	+2	0	+1

SES Manager	My SES manager clearly articulates the direction and priorities for our area	75	15	10	75%	+7 ⬆	+4	+1	+3
	My SES manager presents convincing arguments and persuades others towards an outcome	69	22	9	69%	+5 ⬆	+5 ⬆	-1	+1
	My SES manager promotes cooperation within and between agencies	77	18		77%	+8 ⬆	+8 ⬆	+1	+4
	My SES manager encourages innovation and creativity	71	19	10	71%	+7 ⬆	+3	0	+1
	My SES manager creates an environment that enables us to deliver our best	70	19	11	70%	+7 ⬆	+2	-2	0
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	84	12		84%	+8 ⬆	+8 ⬆	+3	+5 ⬆

Other similar questions

	In my agency, the SES work as a team	51	31	18	51%	+7 ⬆	-7 ⬇	-10 ⬇	-7 ⬇
	In my agency, the SES clearly articulate the direction and priorities for our agency	61	24	15	61%	+6 ⬆	-5 ⬇	-7 ⬇	-5 ⬇
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	73	19	8	73%	+6 ⬆	+4	+1	+2

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	69	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
				+4	-2	-2	-2

Communication	My supervisor communicates effectively	78	12	10	78%	0	-3	-3	-3
	My SES manager communicates effectively	74	15	11	74%	+7 ↑	+3	-1	+1
	Internal communication within my agency is effective	52	27	21	52%	+9 ↑	-10 ↓	-11 ↓	-10 ↓

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	61	20	19	61%	+3	-6 ↓	-6 ↓	-6 ↓
	Staff are consulted about change at work	46	38	16	46%	+4	-6 ↓	-5 ↓	-5 ↓
	Change is managed well in my agency	35	34	31	35%	+8 ↑	-13 ↓	-13 ↓	-11 ↓

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.

Your Enabling Innovation Index score		66		Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
						+4	-2	-2	-2
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	85		11	85%	+5 ⬆	+2	-1	0
	My immediate supervisor encourages me to come up with new or better ways of doing things	76		15	9	76%	+3	-1	-2
	People are recognised for coming up with new and innovative ways of working	56		29	15	56%	+6 ⬆	-8 ⬇	-7 ⬇
	My agency inspires me to come up with new or better ways of doing things	52		33	15	52%	+10 ⬆	-7 ⬇	-5 ⬇
	My agency recognises and supports the notion that failure is a part of innovation	40		40	20	40%	+11 ⬆	-11 ⬇	-8 ⬇

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		71	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
					+3	0	0	-1
Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	71	18 11	71%	+7 ⬆	-2	-2	-2
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	70	19 11	70%	+6 ⬆	0	0	0
	My agency does a good job of promoting health and wellbeing	68	21 11	68%	+6 ⬆	-2	-2	-2
	I think my agency cares about my health and wellbeing	66	19 14	66%	+6 ⬆	-2	-3	-3
	I believe my immediate supervisor cares about my health and wellbeing	88	7	88%	-1	+1	-1	-1
Other similar questions								
Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	77	9 14	77%	+2	+1	0	0
	I receive the respect I deserve from my colleagues at work	79	17	79%	+1	-2	-4	-3
	My agency supports and actively promotes an inclusive workplace culture	81	11 8	81%	+5 ⬆	-3	-4	-4
Key		At least 5 percentage points greater than comparator At least 5 percentage points less than comparator						
		Positive Neutral Negative						

Wellbeing

	Response scale	%	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
In general, would you say that your health is:						
Excellent		10%	+2	-1	-2	-2
Very good		34%	+2	-1	-3	-2
Good		36%	-3	-1	0	0
Fair		16%	-1	+3	+4	+4
Poor		4%	0	+1	+1	+1
What best describes your current workload?						
Well above capacity - too much work		23%	-5⬇️	+6⬆️	+6⬆️	+6⬆️
Slightly above capacity - lots of work to do		39%	-1	0	+1	0
At capacity - about the right amount of work to do		29%	+5⬆️	-8⬇️	-6⬇️	-6⬇️
Slightly below capacity - available for more work		8%	+1	+1	-1	0
Well below capacity - not enough work		1%	0	0	0	0

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Wellbeing

	Response scale	%	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
How often do you find your work stressful?						
Always		4%	-1	0	+1	+1
Often		27%	-1	+4	+5⬆	+5⬆
Sometimes		49%	0	-2	-3	-3
Rarely		18%	+2	-2	-3	-3
Never		2%	+1	0	0	0
To what extent is your work emotionally demanding?						
To a very large extent		8%	0	+1	+3	+3
To a large extent		21%	-3	+1	+4	+4
Somewhat		40%	-1	+1	+1	+1
To a small extent		23%	+3	-1	-4	-4
To a very small extent		8%	+1	-2	-4	-4
I feel burned out by my work						
Strongly agree		8%	-1	+1	+1	+1
Agree		22%	-3	+1	+2	+2
Neither agree nor disagree		33%	+1	0	+2	+1
Disagree		30%	+2	-1	-3	-3
Strongly disagree		7%	0	-1	-1	-1

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 policy agencies	Variance from large sized agencies
I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	90	90%	+2	+3	+1	+2
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		13%	0	0	0	0
Flexible hours of work		23%	+3	-7⬇️	-4	-6⬇️
Compressed work week		7%	+1	+1	+1	+1
Job sharing		0%	0	0	0	0
Working away from the office/working from home		73%	+7⬆️	+6⬆️	+1	0
None of the above		18%	-4	-1	0	+2
Working away from the office						
All of the time		10%	+2	+3	+1	+1
Some of the time as a regular arrangement		52%	+2	+1	-2	-3
Only on an irregular basis		11%	+2	+2	+2	+2
None of the time		27%	-7⬇️	-6⬇️	-1	0
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 policy agencies	Variance from large sized agencies
I am supported to use my expertise to provide frank and fearless advice	64 20 16	64%	+6 ↑	-6 ↓	-7 ↓	-6 ↓
The people in my workgroup demonstrate stewardship	75 18	75%	+3	-1	-3	-3
The culture in my agency supports people to act with integrity	74 14 11	74%	+9 ↑	-7 ↓	-8 ↓	-7 ↓
I believe strongly in the purpose and objectives of the APS	88 10	88%	+3	-1	-1	-1
I feel a strong personal attachment to the APS	63 26 11	63%	+4	-5 ↓	-5 ↓	-4
My workgroup considers the people and businesses affected by what we do	83 10	83%	0	-1	-3	-3
The people in my workgroup value others' individual skills and talents	81 12	81%	-	-2	-3	-3
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	87 8	87%	-	-2	-2	-3
The people in my workgroup are able to bring up problems and tough issues	74 15 11	74%	-1	-5 ↓	-6 ↓	-6 ↓
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)	70 19 11	70%	-	+3	-1	-1

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 policy agencies	Variance from large sized agencies
I am satisfied with the recognition I receive for doing a good job	71 17 13	71%	0	+2	-2	-1
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	83 11	83%	+4	+17⬆	+7⬆	+10⬆
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	88	88%	+2	+3	+1	+1
I am satisfied with the stability and security of my job	86 8	86%	+5⬆	0	0	+1

Clarity and autonomy

	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	91	91%	+2	-1	0	-1
I am clear what my duties and responsibilities are	79 15	79%	+9⬆	-5⬆	-3	-4
I have a choice in deciding how I do my work	72 22	72%	+4	+4	-2	-1
Where appropriate, I am able to take part in decisions that affect my job	72 16 13	72%	+2	0	-3	-2

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 policy agencies	Variance from large sized agencies
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In the last month, please rate your workgroup's overall performance

Excellent		21%	+2	-3	-3	-4
Very good		56%	0	-1	-1	-1
Average		19%	+1	+3	+4	+4
Below average		3%	-2	+1	+1	+1
Well below average		0%	-1	0	0	0

	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well	74 16 10	74%	+1	-5⬇️	-6⬇️	-6⬇️
My workgroup has the tools and resources we need to perform well	56 21 23	56%	+4	-4	-4	-3
The people in my workgroup use time and resources efficiently	68 22 11	68%	0	-7⬇️	-7⬇️	-7⬇️
My job gives me opportunities to utilise my skills	78 12 10	78%	0	-1	-2	-2
During the last 12 months, the formal learning I have accessed has improved my performance	54 34 12	54%	0	-6⬇️	-3	-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 2024	Variance from APS overall	Variance from policy agencies	Variance from large 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		10%	-2	+2	+1	+2
I want to leave my position within the next 12 months		23%	-4	+2	-3	0
I want to stay working in my position for the next one to two years		42%	+5	+3	-2	-1
I want to stay working in my position for at least the next three years		25%	+1	-6	+3	-1
What best describes your plans involved with leaving your current position?						
I am planning to retire		5%	+1	0	+2	+2
I am pursuing another position within my agency		35%	+5	-10	-7	-7
I am pursuing a position in another agency		33%	-3	+8	+4	+6
I am pursuing work outside the APS		9%	-2	0	0	-1
It is the end of my non-ongoing, casual or contracted employment		2%	-2	0	0	0
Other		16%	+1	+2	+1	+1

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Retention



Employees who indicated that they were pursuing another position within their agency, another agency, or outside the APS were asked for the primary reason behind their desire to leave. They could select one response from a list of 18 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, therefore those comparisons are not included.

	Response scale	%	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large 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		16%	-	-	-	-
I want to try a different type of work or I'm seeking a career change		12%	-	-	-	-
I am looking to further my skills in another area		11%	-	-	-	-
Senior leadership is of a poor quality		10%	-	-	-	-
My immediate supervisor's leadership is of a poor quality		8%	-	-	-	-

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 policy agencies	Variance from large 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		13%	-3	+5	+5	+6
No		87%	+3	-5	-5	-6
Did this discrimination occur in your current agency?						
Yes		94%	+4	+1	+1	0
No		6%	-4	-1	-1	0
The discrimination came from: [Multiple Response]						
Within my agency		93%	-	+1	0	0
Another agency		4%	-	0	-1	-1
A customer, stakeholder or member of the public		5%	-	-3	-1	-1
Other		4%	-	0	+1	+1
Did you report the discrimination?						
I reported the discrimination in accordance with my agency's policies and procedures		14%	-	-5	-2	-2
It was reported by someone else		6%	-	+1	+2	+1
I did not report the discrimination		80%	-	+3	0	+1
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 policy agencies	Variance from large sized agencies
During the last 12 months, have you been subjected to bullying or harassment in your current workplace?						
Yes		12%	-3	+3	+3	+4
No		83%	+4	-2	-3	-4
Not sure		4%	-1	0	0	0
Types of bullying or harassment experienced (3 highest responses):						
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		59%	-	-	-	-
Deliberate exclusion from work-related activities		35%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		33%	-	-	-	-
Did you report the bullying or harassment?						
I reported the behaviour in accordance with my agency's policies and procedures		34%	0	-3	+1	0
It was reported by someone else		8%	+1	+1	+1	+1
I did not report the behaviour		57%	-1	+2	-2	-1

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 policy agencies

Variance from large 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		3%	-1	+1	+1	+1
No		89%	0	-3	-5 ↓	-4
Not sure		6%	+1	+2	+2	+2
Prefer not to answer		3%	0	+1	+1	+1

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

Abuse of office		58%	-	-	-	-
Adversely affecting the honesty or impartiality of a public official		39%	-	-	-	-
Misuse of information or documents		30%	-	-	-	-
A breach of public trust		24%	-	-	-	-

Did you report the conduct?

I reported the behaviour in accordance with my agency's policies and procedures		30%	+1	+5 ↑	+7 ↑	+7 ↑
It was reported by someone else		21%	-1	+4	+6 ↑	+5 ↑
I did not report the behaviour		48%	0	-9 ↓	-14 ↓	-12 ↓

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	28%
Woman or female	67%
Non-binary	1%
I use a different term	0%
Prefer not to say	4%

Do you identify as an Aboriginal and/or Torres Strait Islander person?	Responses
Yes	24%
No	76%

Do you have an ongoing disability?	Responses
Yes	15%
No	85%

Do you have carer responsibilities?	Responses
Yes	48%
No	52%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	12%
No	88%

Do you identify as culturally or linguistically diverse?	Responses
Yes	21%
No	79%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	66%
Australian Aboriginal and/or Torres Strait Islander	24%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	3%
Anglo-European	15%
North-West European (excluding Anglo-European)	4%
Southern and Eastern European	5%
South-East Asian	4%
North-East Asian	2%
Southern and Central Asian	2%
North American	1%
South and Central American and Caribbean Islander	0%
North African and Middle Eastern	1%
Sub-Saharan African	2%

Do you consider yourself to be neurodivergent?	Responses
Yes	14%
No	68%
Maybe	13%
I am unsure what neurodivergent means	6%

Agency position



Agency position

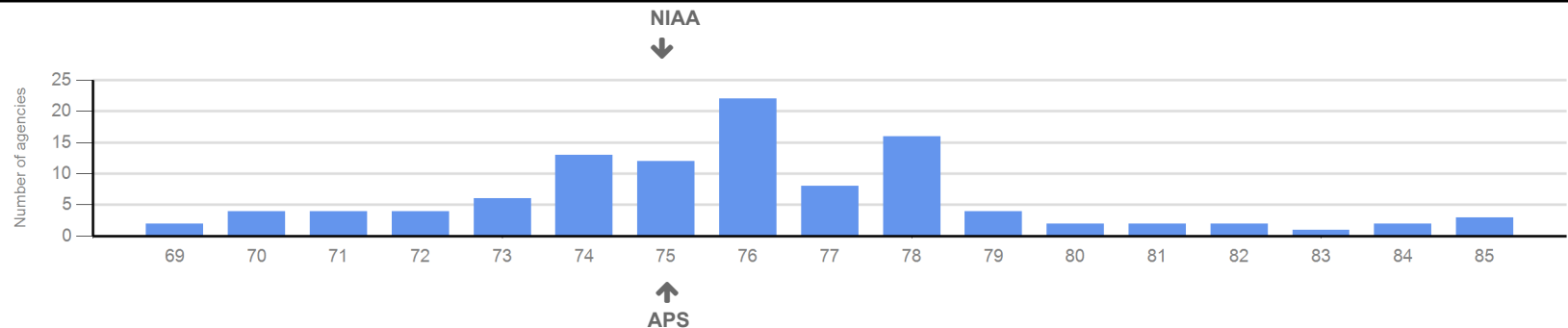
These graphs display the overall index score of each agency for the Employee Engagement, Immediate Supervisor, SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the overall APS index score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

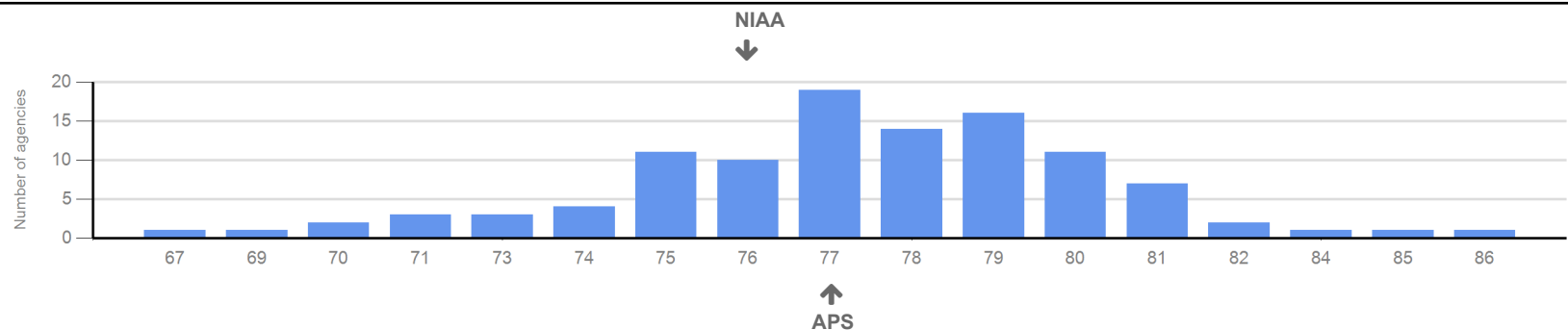
Employee Engagement Index

Ranking : 69th of 107



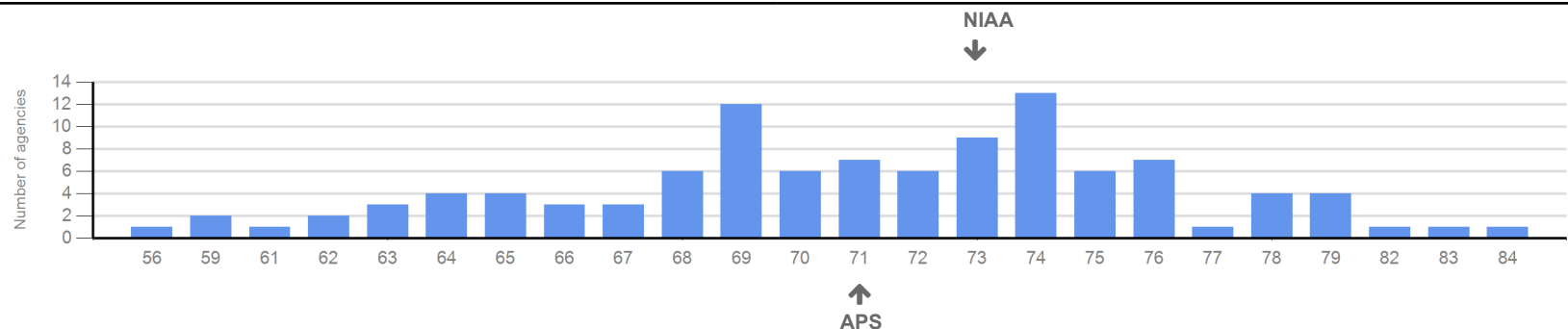
Immediate Supervisor Index

Ranking : 74th of 107



SES Manager Index

Ranking : 42nd of 107



Agency position



Agency position

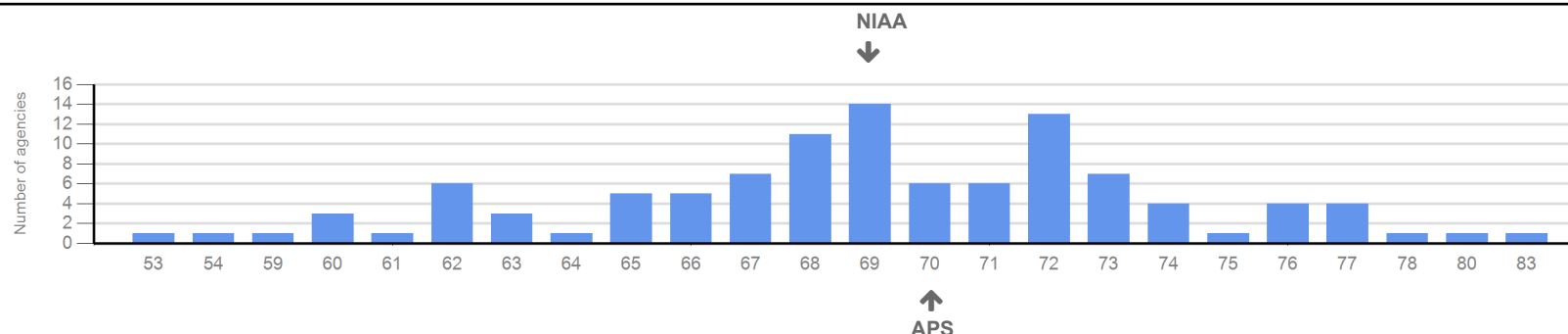
These graphs display the overall index score of each agency for the Employee Engagement, Immediate Supervisor, SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the overall APS index score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

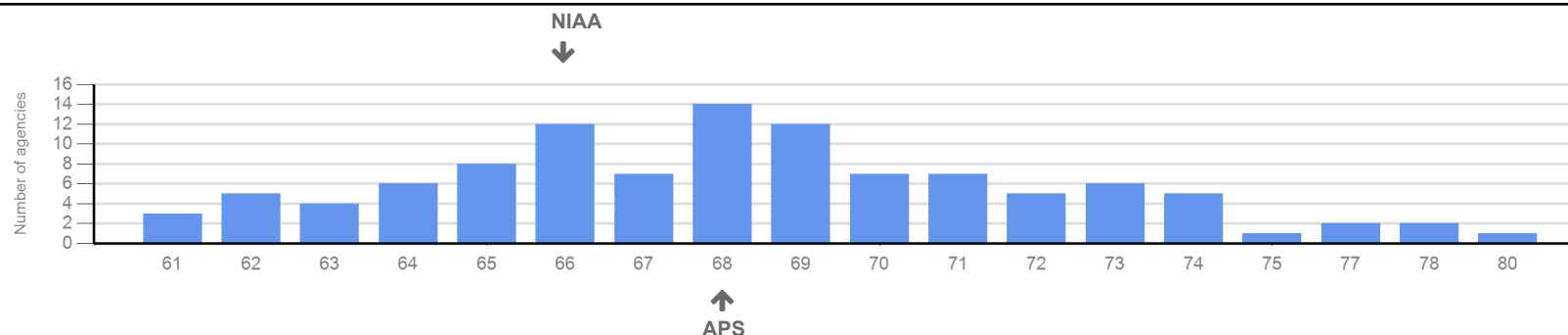
Communication Index

Ranking : 61st of 107



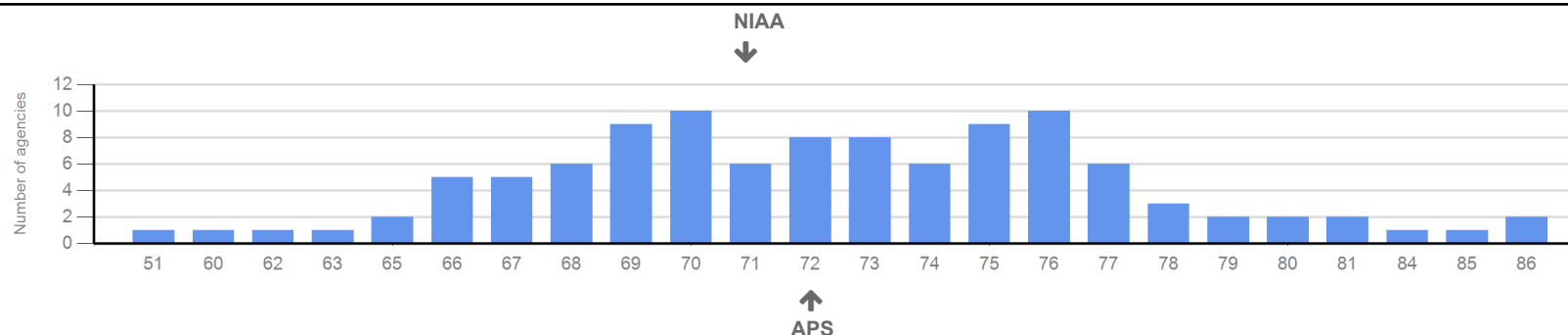
Enabling Innovation Index

Ranking : 79th of 107



Wellbeing Policies and Support Index

Ranking : 61st 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
policy
agencies

Variance from
large
sized agencies

.1	I am satisfied with the recognition I receive for doing a good job	71%	0	+2	-2	-1
.2	The culture in my agency supports people to act with integrity	74%	+9↑	-7↓	-8↓	-7↓
.3	My agency inspires me to come up with new or better ways of doing things	52%	+10↑	-7↓	-5↓	-5↓
.4	My agency supports and actively promotes an inclusive workplace culture	81%	+5↑	-3	-4	-4
.5	Where appropriate, I am able to take part in decisions that affect my job	72%	+2	0	-3	-2
.6	I am supported to use my expertise to provide frank and fearless advice	64%	+6↑	-6↓	-7↓	-6↓

NIAA specific questions

	Response scale			% Positive	Variance from 2024
The NIAA is transforming the way it works to improve accountability and respond to the needs of Aboriginal and Torres Strait Islander people	62	24	13	62%	-
I understand NIAA's transformation program 'Galambany'	55	24	21	55%	+4
I understand my role and contribution within the Agency's transformation program, Galambany	50	27	23	50%	+8 ⬆
I am aware of recent initiatives the NIAA has progressed under the Agency's transformation program, Galambany	53	28	20	53%	-
When I share my expertise on relevant matters, I feel my views, perceptions and opinions are considered in decision-making	72	18	10	72%	0
In my workgroup, I see data being used in decision making	65	22	12	65%	+4
In the past 12 months, I have actively collaborated with other work areas to improve a work-related outcome	84	12		84%	-
My branch or region has embedded our 2024 localised Census Action Plan into the way we work	61	29	11	61%	-
I believe my SES manager is committed to taking action in response to our Census results	78	15	7	78%	-
I am confident my direct manager would take my concerns seriously if I raised an issue of concern or problem in the workplace	85	9		85%	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



NIAA specific questions

	Response scale			% Positive	Variance from 2024
Discussions about appropriate and ethical behaviour occur in my work group	70	22	9	70%	-
I have engaged with the NIAA's Capability Framework	59	27	14	59%	-
Excluding mandatory training, in the last 12 months, I have undertaken professional development to build my capability to perform my role	62	16	23	62%	-
The people in my workgroup are comfortable talking openly and honestly about risk, using commonly understood risk terms and language	67	21	12	67%	-

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.

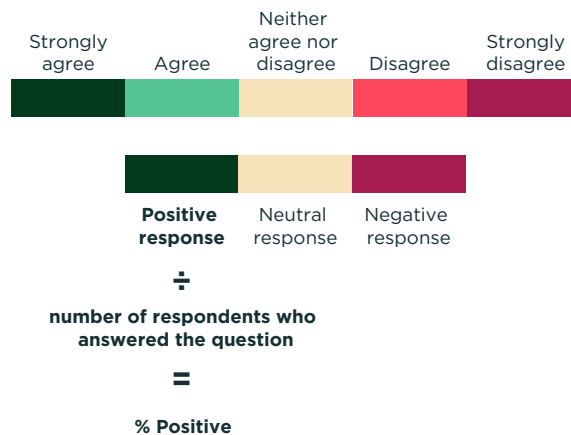
Prioritise 3 areas to take forward

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

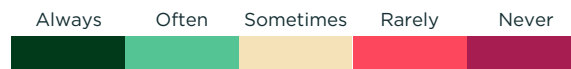
Guide to this report

% 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.

