Australian Government
Australian Public Service Commission

Highlights Report

NIAA

Responses:
1,210 of 1,480

Response rate:
82%



2026 APS
Employee Census
4 May–5 June

Highest positive and highest negative questions

Highest positive scoring questions

This table displays the questions with the highest % Positive scores.

	% Positive
I believe strongly in the purpose and objectives of my agency	91%
I understand how my role contributes to achieving an outcome for the Australian public	90%
I suggest ideas to improve our way of doing things	89%
I am happy to go the 'extra mile' at work when required	89%
I feel committed to my agency's goals	89%

Highest negative scoring questions

This table displays the questions with the highest % Negative scores.

	% Negative
Change is managed well in my agency	46%
Barrier to you performing at your best: Multiple layers of decision making within my agency *[Reverse scored: % Negative score represents those who responded this is a barrier to a great or very great extent]*	45%
Barrier to you performing at your best: Administrative processes within my agency *[Reverse scored: % Negative score represents those who responded this is a barrier to a great or very great extent]*	40%
Barrier to you performing at your best: Authority for decision making is at a higher level than required *[Reverse scored: % Negative score represents those who responded this is a barrier to a great or very great extent]*	34%
Barrier to you performing at your best: Too many competing priorities *[Reverse scored: % Negative score represents those who responded this is a barrier to a great or very great extent]*	33%

Most and least improved questions

This table displays the questions that have had the highest change in the % Positive score compared to the previous Census.

Most improved questions	% Positive	Difference from **2025**
I have unrealistic time pressures *[Reverse scored: % Positive score represents those who responded Rarely or Never]*	32%	+5
I am expected to do too many different tasks in too little time *[Reverse scored: % Positive score represents those who responded Rarely or Never]*	31%	+5
Barrier to you performing at your best: The technology within my agency *[Reverse scored: % Positive score represents those who responded this is not at all a barrier or is to a very little extent]*	45%	+3
Barrier to you performing at your best: Too many competing priorities *[Reverse scored: % Positive score represents those who responded this is not at all a barrier or is to a very little extent]*	26%	+2
If you make a mistake in my workgroup, it tends to be held against you *[Reverse scored: % Positive score represents those who responded Disagree or Strongly disagree]*	71%	+2

This table displays the questions that have had the lowest change in the % Positive score compared to the previous Census.

Least improved questions	% Positive	Difference from **2025**
I am satisfied with the stability and security of my job	67%	-19
Where appropriate, I am able to take part in decisions that affect my job	62%	-10
Internal communication within my agency is effective	43%	-9
Change is managed well in my agency	26%	-9
I feel I have the same opportunities as anyone else of my ability or experience	59%	-8

Agency index scores

This table displays the overall index scores for your agency compared to the overall index scores for the APS. The ranks are to assist you to see where your agency sits in comparison to the overall APS index score and the scores of other agencies. E.g. a rank of 1 would indicate the highest score of all participating agencies.

	2026 Score	APS Overall	Agency Rank
Employee Engagement Index	73	74	**81** of 112
Immediate Supervisor Index	76	77	**76** of 112
SES Manager Index	71	69	**50** of 112
Communication Index	65	69	**84** of 112
Enabling Innovation Index	63	67	**99** of 112
Speak Up Culture Index	73	74	**86** of 112
Wellbeing Policies and Support Index	69	70	**77** of 112

Employee Engagement Index Score:	73	Difference in % positive from **2025**	Difference in % positive from **APS overall**	Difference in % positive from **Policy agencies**	Difference in % positive from **Large sized agencies**
		-2	**-1**	**-1**	**-2**

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.

		% Positive	% Neutral	% Negative				
Say	Overall, I am satisfied with my job	**68%**	**17%**	**15%**	-5	-6	-6	-7
Say	I am proud to work in my agency	**75%**	**19%**	**7%**	-5	-4	-5	-6
Say	I would recommend my agency as a good place to work	**60%**	**23%**	**17%**	-8	-14	-16	-16
Say	I believe strongly in the purpose and objectives of my agency	**91%**	**7%**	**2%**	0	+4	+5	+4
Stay	I feel a strong personal attachment to my agency	**60%**	**28%**	**12%**	-2	-3	0	-2
Stay	I feel committed to my agency's goals	**89%**	**9%**	**3%**	-3	+3	+5	+3
Strive	I suggest ideas to improve our way of doing things	**89%**	**9%**	**2%**	-1	+2	0	0
Strive	I am happy to go the 'extra mile' at work when required	**89%**	**8%**	**3%**	-3	0	-2	-1
Strive	I work beyond what is required in my job to help my agency achieve its objectives	**73%**	**23%**	**4%**	-5	-4	-4	-3
Strive	My agency really inspires me to do my best work every day	**56%**	**27%**	**18%**	-6	-8	-6	-7

Key drivers of employee engagement index

Drivers of Employee Engagement

Through driver analysis, these questions have been identified as being most strongly associated with employee engagement scores.

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

		% Positive	Difference in % positive from **2025**	Difference in % positive from **APS overall**	Difference in % positive from **Policy agencies**	Difference in % positive from **Large sized agencies**
1.	My agency inspires me to come up with new or better ways of doing things	45%	-6	-12	-9	-10
2.	My job gives me opportunities to utilise my skills	72%	-6	-5	-7	-6
3.	The culture in my agency supports people to act with integrity	69%	-5	-10	-10	-10
4.	I think my agency cares about my health and wellbeing	59%	-7	-6	-4	-6
5.	I am supported to use my expertise to provide frank and fearless advice	60%	-4	-8	-8	-8
6.	My agency supports and actively promotes an inclusive workplace culture	76%	-5	-6	-7	-7

Leadership - immediate supervisor

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Policy agencies	Difference in % positive from Large sized agencies
Immediate Supervisor Index Score:	**76**			**0**	**-1**	**-1**	**-1**

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*.

	% Positive	% Neutral	% Negative				
My supervisor engages with staff on how to respond to future challenges	**76%**	**14%**	**9%**	-2	-3	-3	-3
My supervisor can deliver difficult advice whilst maintaining relationships	**76%**	**16%**	**8%**	-2	-3	-4	-3
My supervisor invites a range of views, including those different to their own	**82%**	**10%**	**8%**	0	-1	-2	-1
My supervisor encourages my team to regularly review and improve our work	**77%**	**15%**	**8%**	-2	-6	-5	-5
My supervisor is invested in my development	**75%**	**15%**	**10%**	-4	-2	-2	-2
My supervisor ensures that my workgroup delivers on what we are responsible for	**86%**	**9%**	**5%**	-1	-1	-3	-2

Other similar questions

My supervisor provides me with helpful feedback to improve my performance	**72%**	**15%**	**12%**	-4	-6	-5	-5
My immediate supervisor encourages me	**76%**	**16%**	**8%**	-2	-1	-2	-1
My supervisor actively ensures that everyone can be included in workplace activities	**83%**	**10%**	**6%**	-1	-1	-1	-1
My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	**78%**	**13%**	**9%**	-3	-2	-3	-3

Leadership - SES manager

SES Manager Index Score: **71**

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*.

	% Positive	% Neutral	% Negative	Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Policy agencies	Difference in % positive from Large sized agencies
				-2	**+1**	**-1**	**0**
My SES manager clearly articulates the direction and priorities for our area	**72%**	**16%**	**13%**	-3	+2	0	+1
My SES manager presents convincing arguments and persuades others towards an outcome	**64%**	**25%**	**11%**	-5	+2	-4	-2
My SES manager promotes cooperation within and between agencies	**73%**	**21%**	**6%**	-4	+5	-2	+2
My SES manager encourages innovation and creativity	**65%**	**25%**	**11%**	-6	-2	-4	-3
My SES manager creates an environment that enables us to deliver our best	**67%**	**18%**	**15%**	-3	+2	-2	0
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	**79%**	**14%**	**7%**	-5	+5	0	+2

Other similar questions

In my agency, the SES work as a team	**44%**	**33%**	**23%**	-8	-11	-13	-12
In my agency, the SES clearly articulate the direction and priorities for our agency	**54%**	**23%**	**22%**	-7	-10	-9	-9
My SES manager routinely promotes the use of data and evidence to deliver outcomes	**66%**	**24%**	**10%**	-8	-3	-6	-5

Communication

Communication Index Score: **65**

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Policy agencies	Difference in % positive from Large sized agencies
				-3	**-4**	**-4**	**-4**
	% Positive	% Neutral	% Negative				
My supervisor communicates effectively	77%	12%	11%	-1	-4	-3	-4
My SES manager communicates effectively	71%	16%	13%	-4	+1	-2	-1
Internal communication within my agency is effective	43%	25%	32%	-9	-16	-15	-15

Communication

The Communication Index measures communication at the individual, group and agency level.

Change

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Policy agencies	Difference in % positive from Large sized agencies
	% Positive	% Neutral	% Negative				
When changes occur, the impacts are communicated well within my workgroup	57%	20%	23%	-4	-8	-7	-7
Staff are consulted about change at work	40%	36%	24%	-6	-9	-8	-8
Change is managed well in my agency	26%	27%	46%	-9	-17	-15	-15

Change

Effective communication is an important part of any change process. Note these questions do not contribute to the above index score.

Enabling innovation

Enabling Innovation Index Score: 63

	Difference in % positive from **2025**	Difference in % positive from **APS overall**	Difference in % positive from **Policy agencies**	Difference in % positive from **Large sized agencies**
	-2	**-4**	**-4**	**-4**

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.

	% Positive	% Neutral	% Negative				
I believe that one of my responsibilities is to continually look for new ways to improve the way we work	**83%**	**11%**	**5%**	-2	0	-3	-1
My immediate supervisor encourages me to come up with new or better ways of doing things	**73%**	**17%**	**10%**	-3	-3	-5	-4
People are recognised for coming up with new and innovative ways of working	**50%**	**32%**	**18%**	-6	-13	-12	-12
My agency inspires me to come up with new or better ways of doing things	**45%**	**33%**	**22%**	-6	-12	-9	-10
My agency recognises and supports the notion that failure is a part of innovation	**37%**	**38%**	**25%**	-2	-13	-10	-11

Speak up culture

Speak Up Culture Index Score:	73	Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Policy agencies	Difference in % positive from Large sized agencies
		-	-1	-1	-2

Speak Up Culture

The measure of speak up culture is based on psychological safety, which is the belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes, and the team is safe for interpersonal risk taking.

	% Positive	% Neutral	% Negative	Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Policy agencies	Difference in % positive from Large sized agencies
The people in my workgroup value others' individual skills and talents	80%	13%	7%	-1	-3	-4	-3
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	86%	9%	5%	-1	-2	-3	-3
The people in my workgroup are able to bring up problems and tough issues	75%	14%	11%	+1	-4	-4	-4
If you make a mistake in my workgroup, it tends to be held against you *[Reverse scored: % Positive score represents those who responded Disagree or Strongly disagree]*	71%	18%	10%	+2	+4	+1	+1

Wellbeing policies and support

Wellbeing Policies and Support Index Score: 69

	Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Policy agencies	Difference in % positive from Large sized agencies
	-3	**-1**	**-1**	**-2**

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.

	% Positive	% Neutral	% Negative				
I am satisfied with the policies/practices in place to help me manage my health and wellbeing	**66%**	**20%**	**14%**	-5	-4	-3	-4
My agency does a good job of communicating what it can offer me in terms of health and wellbeing	**67%**	**18%**	**14%**	-3	-1	+1	0
My agency does a good job of promoting health and wellbeing	**64%**	**21%**	**15%**	-4	-4	-1	-2
I think my agency cares about my health and wellbeing	**59%**	**23%**	**18%**	-7	-6	-4	-6
I believe my immediate supervisor cares about my health and wellbeing	**88%**	**7%**	**5%**	0	+1	-1	0

Other similar questions

If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	**76%**	**10%**	**14%**	-1	0	-1	0
I receive the respect I deserve from my colleagues at work	**77%**	**18%**	**6%**	-2	-4	-5	-4
My agency supports and actively promotes an inclusive workplace culture	**76%**	**16%**	**8%**	-5	-6	-7	-7

Wellbeing

	%	Difference from **2025**	Difference from **APS overall**	Difference from **Policy agencies**	Difference from **Large sized agencies**
In general, would you say that your health is:					
Excellent	**10%**	-1	-2	-3	-3
Very good	**34%**	0	0	-2	-2
Good	**37%**	+1	-1	+1	+1
Fair	**15%**	-1	+1	+2	+2
Poor	**5%**	+1	+2	+2	+2
What best describes your current workload?					
Well above capacity – too much work	**18%**	-4	+1	-1	0
Slightly above capacity – lots of work to do	**38%**	-1	-1	-1	-1
At capacity – about the right amount of work to do	**31%**	+2	-5	-2	-3
Slightly below capacity – available for more work	**11%**	+3	+5	+4	+4
Well below capacity – not enough work	**2%**	0	+1	0	0

	%	Difference from **2025**	Difference from **APS overall**	Difference from **Policy agencies**	Difference from **Large sized agencies**
How often do you find your work stressful?					
Always	**5%**	+1	0	+1	+1
Often	**25%**	-3	+1	+1	+2
Sometimes	**50%**	+1	0	-1	-1
Rarely	**19%**	+1	0	-1	-1
Never	**2%**	0	0	0	0
To what extent is your work emotionally demanding?					
To a very large extent	**8%**	0	0	+2	+2
To a large extent	**21%**	0	+1	+3	+3
Somewhat	**40%**	0	+1	+1	+1
To a small extent	**22%**	-1	-2	-5	-5
To a very small extent	**9%**	+2	0	-1	-1
I feel burned out by my work					
Strongly agree	**9%**	+1	0	0	+1
Agree	**23%**	+1	+1	+1	+2
Neither agree nor disagree	**32%**	-1	-1	+1	0
Disagree	**30%**	-1	0	-2	-2
Strongly disagree	**7%**	0	0	0	-1

Flexible work

	% Positive	% Neutral	% Negative	Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Policy agencies	Difference in % positive from Large sized agencies
I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	87%	8%	5%	-2	+1	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.

	%	Difference from 2025	Difference from APS overall	Difference from Policy agencies	Difference from Large sized agencies
Do you currently access any of the following flexible working arrangements? [Multiple Response]					
Part-time	13%	0	0	0	0
Flexible hours of work	24%	+1	-7	-2	-6
Compressed work week	8%	+1	+1	+1	+1
Job sharing	0%	0	0	0	0
Working away from the office/working from home	77%	+3	+7	+4	+3
None of the above	15%	-3	-2	-3	-1
Working away from the office					
All of the time	12%	+2	+3	+2	+2
Some of the time as a regular arrangement	56%	+3	+3	+2	+1
Only on an irregular basis	9%	-2	+1	0	0
None of the time	23%	-3	-7	-4	-3
Did not disclose their arrangement	0%	0	0	0	0

Work environment

	% Positive	% Neutral	% Negative	Difference in % positive from **2025**	Difference in % positive from **APS overall**	Difference in % positive from **Policy agencies**	Difference in % positive from **Large sized agencies**
I am supported to use my expertise to provide frank and fearless advice	**60%**	**21%**	**19%**	-4	-8	-8	-8
The people in my workgroup demonstrate stewardship	**72%**	**20%**	**8%**	-3	-4	-5	-5
The culture in my agency supports people to act with integrity	**69%**	**19%**	**12%**	-5	-10	-10	-10
I believe strongly in the purpose and objectives of the APS	**86%**	**11%**	**2%**	-2	-1	-1	-1
I feel a strong personal attachment to the APS	**60%**	**27%**	**13%**	-4	-7	-6	-6
My workgroup considers the people and businesses affected by what we do	**81%**	**12%**	**8%**	-3	-3	-5	-4

Job satisfaction

	% Positive	% Neutral	% Negative	Difference in % positive from **2025**	Difference in % positive from **APS overall**	Difference in % positive from **Policy agencies**	Difference in % positive from **Large sized agencies**
I am satisfied with the recognition I receive for doing a good job	**68%**	**17%**	**16%**	-3	+2	-2	-1
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	**77%**	**13%**	**10%**	-6	+16	+5	+9
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	**86%**	**9%**	**5%**	-2	+3	0	+1
I am satisfied with the stability and security of my job	**67%**	**15%**	**18%**	-19	-15	-13	-14

Role clarity and autonomy

	% Positive	% Neutral	% Negative	Difference in % positive from **2025**	Difference in % positive from **APS overall**	Difference in % positive from **Policy agencies**	Difference in % positive from **Large sized agencies**
I understand how my role contributes to achieving an outcome for the Australian public	**90%**	**6%**	**4%**	-2	-2	-1	-2
I am clear what my duties and responsibilities are	**75%**	**18%**	**7%**	-4	-8	-6	-7
I have a choice in deciding how I do my work	**68%**	**22%**	**9%**	-3	+2	-4	-3
Where appropriate, I am able to take part in decisions that affect my job	**62%**	**19%**	**19%**	-10	-7	-9	-9

	%	Difference from 2025	Difference from APS overall	Difference from Policy agencies	Difference from Large sized agencies
In the last month, please rate your workgroup's overall performance					
Excellent	19%	-2	-5	-7	-6
Very good	56%	0	+1	+1	+1
Average	21%	+1	+4	+5	+5
Below average	2%	0	0	0	0
Well below average	1%	+1	+1	+1	+1

	% Positive	% Neutral	% Negative	Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Policy agencies	Difference in % positive from Large sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well	71%	16%	14%	-3	-7	-8	-8
My workgroup has the tools and resources we need to perform well	54%	20%	26%	-2	-3	-2	-3
The people in my workgroup use time and resources efficiently	64%	21%	15%	-3	-9	-8	-9
My job gives me opportunities to utilise my skills	72%	14%	14%	-6	-5	-7	-6
During the last 12 months, the formal learning I have accessed has improved my performance	52%	34%	14%	-2	-5	-1	-2

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.

	%	Difference from **2025**	Difference from **APS overall**	Difference from **Policy agencies**	Difference 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	**12%**	+1	+3	+2	+3
I want to leave my position within the next 12 months	**23%**	+1	+3	-1	+1
I want to stay working in my position for the next one to two years	**38%**	-4	0	-4	-3
I want to stay working in my position for at least the next three years	**27%**	+2	-5	+4	-1
What best describes your plans involved with leaving your current position?					
I am planning to retire	**5%**	0	0	+2	+1
I am pursuing another position within my agency	**28%**	-7	-16	-14	-14
I am pursuing a position in another agency	**33%**	0	+8	+5	+6
I am pursuing work outside the Commonwealth public sector	**17%**	+8	+7	+8	+7
It is the end of my non-ongoing, casual or contracted employment	**0%**	-2	-2	-2	-3
Other	**17%**	+2	+3	+2	+2
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
There are a lack of future career opportunities in my agency	**13%**	-	-	-	-
I wish to pursue a promotion opportunity	**13%**	-	-	-	-
I want to try a different type of work or I'm seeking a career change	**10%**	-	-	-	-
I am looking to further my skills in another area	**10%**	-	-	-	-
Senior leadership is of a poor quality	**8%**	-	-	-	-

Unacceptable behaviour - discrimination

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.

	%	Difference from **2025**	Difference from **APS overall**	Difference from **Policy agencies**	Difference 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	**12%**	-1	+4	+5	+5
No	**88%**	+1	-4	-5	-5
Did this discrimination occur in your current agency?					
Yes	**95%**	0	0	0	0
No	**5%**	0	0	0	0
The discrimination came from: [Multiple Response]					
Within my agency	**94%**	+1	+1	0	0
Another agency	**4%**	+1	+1	-1	0
A customer, stakeholder or member of the public	**6%**	+1	-3	0	-1
Other	**1%**	-3	-2	-1	-2
Did you report the discrimination?					
I reported the discrimination in accordance with my agency's policies and procedures	**21%**	+7	+1	+5	+3
It was reported by someone else	**5%**	0	+1	+2	+1
I did not report the discrimination	**74%**	-6	-2	-6	-4

Unacceptable behaviour - bullying and harassment

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.

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.

	%	Difference from **2025**	Difference from **APS overall**	Difference from **Policy agencies**	Difference from **Large sized agencies**
During the last 12 months, have you been subjected to bullying or harassment in your current workplace?					
Yes	**14%**	+2	+4	+5	+5
Not sure	**4%**	0	0	0	0
No	**82%**	-2	-4	-5	-5
Types of bullying or harassment experienced (3 highest responses):					
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	**59%**	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	**36%**	-	-	-	-
Deliberate exclusion from work-related activities	**35%**	-	-	-	-
Did you report the bullying or harassment?					
I reported the behaviour in accordance with my agency's policies and procedures	**42%**	+8	+3	+6	+4
It was reported by someone else	**6%**	-2	-1	0	0
I did not report the behaviour	**52%**	-6	-2	-6	-4

Unacceptable behaviour - corruption

Employees who perceived corruption in the last 12 months were asked what type of conduct they witnessed and if they reported it.

	%	Difference from **2025**	Difference from **APS overall**	Difference from **Policy agencies**	Difference 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%**	0	+1	+1	+1
Prefer not to answer	**2%**	-1	0	0	0
No	**91%**	+2	-1	-2	-1
Not sure	**4%**	-2	0	0	0
Which of the following reflects the conduct you witnessed? [Multiple Response]					
Abuse of office	**65%**	-	-	-	-
Adversely affecting the honesty or impartiality of a public official	**44%**	-	-	-	-
Misuse of information or documents	**41%**	-	-	-	-
A breach of public trust	**29%**	-	-	-	-
Did you report the conduct?					
I reported the behaviour in accordance with my agency's policies and procedures	**41%**	+11	+16	+18	+18
It was reported by someone else	**6%**	-15	-10	-7	-9
I did not report the behaviour	**53%**	+4	-6	-10	-9

How do you describe your gender?	Responses
Man or male	25%
Woman or female	69%
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	16%
No	84%

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	13%
No	87%

Do you identify as culturally or linguistically diverse?	Responses
Yes	22%
No	78%

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	23%
New Zealander (excluding Maori)	2%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	3%
Anglo-European	14%
North-West European (excluding Anglo-European)	3%
Southern and Eastern European	4%
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	17%
No	66%
Maybe	14%
I am unsure what neurodivergent means	3%

NIAA - agency specific questions

	% Positive	% Neutral	% Negative	Difference in % positive from **2025**
The NIAA is transforming the way it works to improve accountability and respond to the needs of Aboriginal and Torres Strait Islander people	56%	29%	16%	-7
When I share my expertise on relevant matters, I feel my views, perceptions and opinions are considered in decision-making	58%	25%	18%	-15
I am confident in my ability to identify and call out racism if this occurs in my workplace	83%	12%	4%	-
My workplace provides an environment where people from all cultural backgrounds feel safe to express their identity, perspectives and culture	73%	18%	9%	-
I am confident my direct manager would take my concerns seriously if I raised an issue of concern or problem in the workplace	86%	9%	6%	+1
If I reported inappropriate behaviour at work, I trust this would be taken seriously	75%	14%	10%	-
During organisational change, I have access to appropriate wellbeing supports	70%	20%	10%	-
The people in my workgroup are comfortable talking openly and honestly about risk, using commonly understood risk terms and language	70%	21%	8%	+3
I have a good understanding of how to identify, report and manage an actual or perceived conflict of interest	90%	8%	3%	-
In my workgroup, I see data being used in decision making	66%	21%	13%	+1

NIAA - agency specific questions

	% Positive	% Neutral	% Negative	Difference in % positive from **2025**
I have engaged with the NIAA's Capability Framework	**65**%	**23**%	**12**%	+6
Excluding mandatory training, in the last 12 months, I have undertaken professional development to build my capability to perform my role	**64**%	**13**%	**23**%	+2
My branch or region has embedded our 2025 localised Census Action Plan into the way we work	**55**%	**35**%	**10**%	-6
I believe my SES manager is committed to taking action in response to our Census results	**73**%	**17**%	**9**%	-5

Taking action on census results

		% Positive	% Neutral	% Negative	Difference in % positive from **2025**	Difference in % positive from **APS overall**	Difference in % positive from **Policy agencies**	Difference in % positive from **Large sized agencies**
Taking action on Census results	I am confident my agency will act on the results of this survey	**43**%	**31**%	**25**%	-	-4	-2	-2

APS Employee Census results are a rich source of workplace information, and action planning is how these results and data are mobilised.

Consider using the guide on the next page to begin your approach to taking action on your Census results.

Time to take action

Use this page to start your local action plans

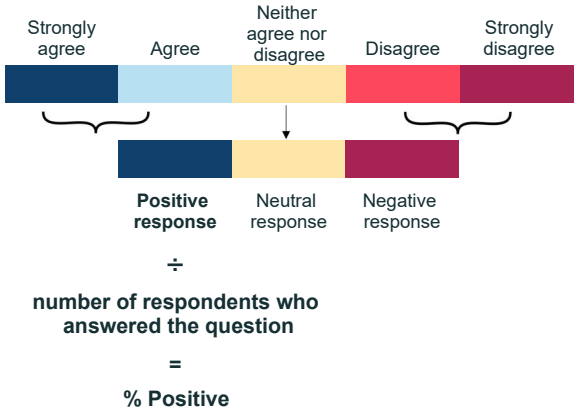
Identify areas to celebrate, areas which you need to investigate further and opportunities for improvement. Prioritise 3 areas to take forward.

Celebrate	Investigate further with our teams	Opportunities
What things do we do well?	Are there any other opportunities coming out of the results that we want to explore further?	Areas we need to focus on and turn into action plans:
Think about how we can build on our strengths and learn from what we are good at.	How could we investigate? Through looking at the data in more detail or through discussions with staff?	What are the key things we need to improve to make working here better?

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

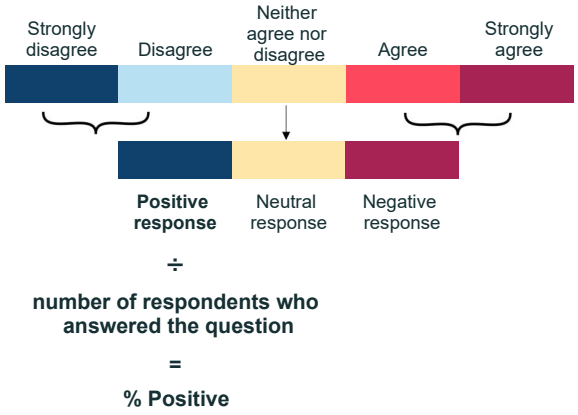
% Positive Score calculation

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.



Reverse Scored questions

For some questions, agreement with the question indicates an unfavourable outcome. For example, agreeing with the question "*I feel burned out by my work*".
In these instances, % Positive is calculated by adding together 'strongly disagree' + 'disagree' responses.



Calculation of index scores

The questions that comprise each index are asked on a five-point scale. To calculate a respondent's index score, their answers are recoded to fall on a scale between 0 and 100 (i.e. coded as 0, 25, 50, 75 or 100) and then averaged across all questions.

Index scores of individual respondents are combined and averaged to form a group score.

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%.

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 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.