

2025 APS Employee Census

5 May - 6 June

Highlights Report

FCA

Responses:

1,019 of 1,681

Response rate:

61%



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		76	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies
Say	Overall, I am satisfied with my job	79	12 9	79%	+2	+2	+2	+1
	I am proud to work in my agency	85	11	85%	+1	+4	0	+2
	I would recommend my agency as a good place to work	75	16 10	75%	+6 ↑	-2	-2	-5 ↓
	I believe strongly in the purpose and objectives of my agency	86	12	86%	+1	-2	-5 ↓	-3
Stay	I feel a strong personal attachment to my agency	63	26 10	63%	+1	-2	-4	-1
	I feel committed to my agency's goals	84	13	84%	0	-4	-5 ↓	-4
Strive	I suggest ideas to improve our way of doing things	78	17	78%	-2	-8 ↓	-11 ↓	-10 ↓
	I am happy to go the 'extra mile' at work when required	91		91%	-3	+1	0	0
	I work beyond what is required in my job to help my agency achieve its objectives	82	15	82%	-3	+4	+3	+5 ↑
	My agency really inspires me to do my best work every day	65	24 11	65%	+5 ↑	-1	-3	-1

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		75	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	76	15 9	76%	+3	-4	-4	-4
	My supervisor can deliver difficult advice whilst maintaining relationships	77	15 8	77%	+3	-3	-3	-3
	My supervisor invites a range of views, including those different to their own	78	14 9	78%	+3	-5 ↓	-6 ↓	-6 ↓
	My supervisor encourages my team to regularly review and improve our work	76	16 8	76%	+3	-7 ↓	-7 ↓	-7 ↓
	My supervisor is invested in my development	70	19 11	70%	+4	-8 ↓	-8 ↓	-8 ↓
	My supervisor ensures that my workgroup delivers on what we are responsible for	85	10	85%	+6 ↑	-3	-4	-4
Other similar questions								
	My supervisor provides me with helpful feedback to improve my performance	71	18 10	71%	+5 ↑	-8 ↓	-7 ↓	-7 ↓
	My immediate supervisor encourages me	74	16 10	74%	+3	-3	-4	-4
	My supervisor actively ensures that everyone can be included in workplace activities	79	14	79%	+4	-5 ↓	-5 ↓	-6 ↓
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	71	19 10	71%	+3	-10 ↓	-10 ↓	-10 ↓
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	67	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies
				+1	-4	-4	-5 ↓

SES Manager	My SES manager clearly articulates the direction and priorities for our area	65	25	10	65%	+3	-6 ↓	-6 ↓	-7 ↓
	My SES manager presents convincing arguments and persuades others towards an outcome	56	35	9	56%	+1	-7 ↓	-10 ↓	-11 ↓
	My SES manager promotes cooperation within and between agencies	60	34		60%	+1	-10 ↓	-12 ↓	-14 ↓
	My SES manager encourages innovation and creativity	57	32	11	57%	+3	-11 ↓	-11 ↓	-12 ↓
	My SES manager creates an environment that enables us to deliver our best	60	29	11	60%	+1	-7 ↓	-8 ↓	-10 ↓
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	65	28		65%	+1	-11 ↓	-13 ↓	-14 ↓

Other similar questions

	In my agency, the SES work as a team	57	32	11	57%	+2	-2	+1	-2
	In my agency, the SES clearly articulate the direction and priorities for our agency	62	27	11	62%	+4	-4	-2	-4
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	59	33	9	59%	-2	-10 ↓	-12 ↓	-12 ↓

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	68	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies
				+2	-2	-2	-2

Communication	My supervisor communicates effectively	80	11	9	80%	+5 ⬆️	-1	-2	-1
	My SES manager communicates effectively	66	21	13	66%	+3	-6 ⬇️	-6 ⬇️	-8 ⬇️
	Internal communication within my agency is effective	59	21	21	59%	+3	-3	-1	-3

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	63	19	18	63%	-2	-4	-5 ⬇️	-4
	Staff are consulted about change at work	42	36	22	42%	+4	-10 ⬇️	-8 ⬇️	-9 ⬇️
	Change is managed well in my agency	45	30	26	45%	+6 ⬆️	-3	+1	-2

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		64	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	76	17 7	76%	+12 ↑	-8 ↓	-11 ↓	-9 ↓
	My immediate supervisor encourages me to come up with new or better ways of doing things	66	22 12	66%	+6 ↑	-10 ↓	-13 ↓	-11 ↓
	People are recognised for coming up with new and innovative ways of working	53	32 14	53%	+12 ↑	-11 ↓	-12 ↓	-10 ↓
	My agency inspires me to come up with new or better ways of doing things	51	33 16	51%	+14 ↑	-7 ↓	-9 ↓	-6 ↓
	My agency recognises and supports the notion that failure is a part of innovation	42	42 17	42%	+12 ↑	-9 ↓	-7 ↓	-6 ↓

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	69	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies

Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	67	21	11	67%	+13	-5	-7	-6
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	65	23	12	65%	+13	-5	-8	-5
	My agency does a good job of promoting health and wellbeing	62	24	14	62%	+13	-9	-10	-8
	I think my agency cares about my health and wellbeing	65	21	14	65%	+12	-3	-7	-4
	I believe my immediate supervisor cares about my health and wellbeing	86	8	8	86%	+7	-1	-3	-3

Other similar questions

Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	71	12	16	71%	+3	-5	-6	-5
	I receive the respect I deserve from my colleagues at work	82	15	3	82%	+2	0	0	0
	My agency supports and actively promotes an inclusive workplace culture	80	15	5	80%	+9	-4	-3	-5

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 large sized agencies
In general, would you say that your health is:						
Excellent		13%	+1	+2	0	+1
Very good		39%	+1	+4	+2	+3
Good		34%	0	-3	-2	-2
Fair		11%	-2	-2	-1	-2
Poor		3%	+1	0	0	0
What best describes your current workload?						
Well above capacity - too much work		19%	-3	+3	+1	+3
Slightly above capacity - lots of work to do		42%	-2	+2	+2	+3
At capacity - about the right amount of work to do		33%	+5	-4	0	-2
Slightly below capacity - available for more work		6%	0	0	-1	-2
Well below capacity - not enough work		1%	-1	-1	-1	-1

Key

































At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Wellbeing

	Response scale	%	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies
How often do you find your work stressful?						
Always		6%	+1	+2	+3	+3
Often		28%	-2	+5 	+6 	+6 
Sometimes		48%	-2	-2	-3	-3
Rarely		16%	+3	-4	-6 	-5 
Never		1%	0	-1	-1	-1
To what extent is your work emotionally demanding?						
To a very large extent		15%	-1	+8 	+9 	+10 
To a large extent		24%	-3	+5 	+7 	+7 
Somewhat		35%	+2	-4	-3	-3
To a small extent		17%	+1	-7 	-10 	-9 
To a very small extent		8%	+2	-2	-4	-4
I feel burned out by my work						
Strongly agree		8%	+1	+1	+1	+1
Agree		18%	-5 	-3	-1	-2
Neither agree nor disagree		34%	+1	+2	+4	+3
Disagree		30%	+1	-1	-3	-3
Strongly disagree		9%	+2	+1	-1	0

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Flexible work



	Response scale	%	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies
I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	79 12 9	79%	+2	-7 ↓	-9 ↓	-9 ↓
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		15%	-1	+2	+2	+2
Flexible hours of work		20%	+3	-11 ↓	-17 ↓	-10 ↓
Compressed work week		2%	0	-4	-3	-4
Job sharing		1%	0	+1	+1	+1
Working away from the office/working from home		66%	+6 ↑	-2	-8 ↓	-8 ↓
None of the above		22%	-4	+2	+6 ↑	+5 ↑
Working away from the office						
All of the time		3%	+1	-4	-3	-5 ↓
Some of the time as a regular arrangement		44%	+3	-7 ↓	-10 ↓	-11 ↓
Only on an irregular basis		18%	+2	+9 ↑	+5 ↑	+9 ↑
None of the time		34%	-6 ↓	+2	+8 ↑	+8 ↑
Did not disclose their arrangement		0%	0	0	0	0

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

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Working in the APS

	Response scale			% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies
I am supported to use my expertise to provide frank and fearless advice	63	25	11	63%	+3	-6⬇️	-7⬇️	-7⬇️
The people in my workgroup demonstrate stewardship	76	19	5	76%	+1	-1	-4	-2
The culture in my agency supports people to act with integrity	80	13	7	80%	+6⬆️	-1	-2	-2
I believe strongly in the purpose and objectives of the APS	85	14	1	85%	+4	-4	-3	-4
I feel a strong personal attachment to the APS	59	31	10	59%	+3	-9⬇️	-4	-8⬇️
My workgroup considers the people and businesses affected by what we do	82	13	5	82%	-1	-2	-5⬇️	-4
The people in my workgroup value others' individual skills and talents	83	12	5	83%	-	0	-3	-1
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	91	7	2	91%	-	+2	+1	+1
The people in my workgroup are able to bring up problems and tough issues	78	14	8	78%	+3	-2	-4	-3
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	-4	-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 specialist agencies	Variance from large sized agencies
I am satisfied with the recognition I receive for doing a good job	63	20	17	63%	+3	-6 ↓	-8 ↓	-9 ↓
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	55	20	25	55%	+5 ↑	-11 ↓	-11 ↓	-18 ↓
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	78	14	8	78%	+3	-6 ↓	-8 ↓	-9 ↓
I am satisfied with the stability and security of my job	73	13	14	73%	+1	-13 ↓	-10 ↓	-12 ↓

Clarity and autonomy

	Response scale			% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	92			92%	-1	0	0	0
I am clear what my duties and responsibilities are	87	10		87%	+5 ↑	+3	+4	+4
I have a choice in deciding how I do my work	60	28	13	60%	-1	-8 ↓	-16 ↓	-14 ↓
Where appropriate, I am able to take part in decisions that affect my job	63	19	18	63%	0	-9 ↓	-11 ↓	-11 ↓

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 large sized agencies
In the last month, please rate your workgroup's overall performance						
Excellent		31%	-2	+7 	+5 	+6 
Very good		54%	0	-3	-3	-3
Average		14%	+1	-2	-1	-2
Below average		1%	0	-1	-1	-1
Well below average		0%	0	0	-1	0

	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well		85%	+2	+7 	+5 	+5 
My workgroup has the tools and resources we need to perform well		62%	-1	+3	+6 	+3
The people in my workgroup use time and resources efficiently		78%	+2	+3	+1	+3
My job gives me opportunities to utilise my skills		80%	+1	+1	-1	0
During the last 12 months, the formal learning I have accessed has improved my performance		54%	-6 	-5 	-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 specialist 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		5%	-2	-4	-3	-4
I want to leave my position within the next 12 months		20%	+2	-1	0	-3
I want to stay working in my position for the next one to two years		36%	+3	-3	-7↓	-7↓
I want to stay working in my position for at least the next three years		40%	-3	+9↑	+9↑	+14↑
What best describes your plans involved with leaving your current position?						
I am planning to retire		6%	0	+1	+3	+3
I am pursuing another position within my agency		14%	-2	-31↓	-14↓	-28↓
I am pursuing a position in another agency		20%	-4	-5↓	-16↓	-7↓
I am pursuing work outside the APS		27%	+3	+18↑	+13↑	+18↑
It is the end of my non-ongoing, casual or contracted employment		21%	+5↑	+19↑	+16↑	+18↑
Other		11%	-2	-2	-2	-4

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 specialist agencies	Variance from large sized agencies
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
I have achieved all I can in my current position	14%	-	-	-	-
I wish to pursue a promotion opportunity	14%	-	-	-	-
Senior leadership is of a poor quality	12%	-	-	-	-
I can receive a higher salary elsewhere	12%	-	-	-	-
There are a lack of future career opportunities in my agency	9%	-	-	-	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



Employees who had perceived discrimination in the last 12 months in the course of their employment were asked 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 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		6%	-3	-2	-1	-2
No		94%	+3	+2	+1	+2
Did this discrimination occur in your current agency?						
Yes		96%	+1	+3	+3	+2
No		4%	-1	-3	-3	-2
The discrimination came from: [Multiple Response]						
Within my agency		91%	-	-2	-3	-3
Another agency		2%	-	-2	-3	-3
A customer, stakeholder or member of the public		13%	-	+5	+7	+7
Other		2%	-	-2	0	-2
Did you report the discrimination?						
I reported the discrimination in accordance with my agency's policies and procedures		26%	-	+7	+8	+9
It was reported by someone else		2%	-	-3	-2	-2
I did not report the discrimination		72%	-	-5	-6	-7

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 large sized agencies
During the last 12 months, have you been subjected to bullying or harassment in your current workplace?						
Yes		7%	-3	-3	-1	-2
No		88%	+4	+2	0	+1
Not sure		6%	-1	+1	+1	+1
Types of bullying or harassment experienced (3 highest responses):						
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		54%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		39%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		31%	-	-	-	-
Did you report the bullying or harassment?						
I reported the behaviour in accordance with my agency's policies and procedures		38%	0	+1	+3	+3
It was reported by someone else		7%	-1	-1	-2	-1
I did not report the behaviour		56%	+1	0	-1	-3

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 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		2%	-2	0	0	+1
No		92%	+2	-1	-1	-2
Not sure		3%	0	-1	-1	0
Prefer not to answer		3%	0	+1	+1	+1
Which of the following reflects the conduct you witnessed? [Multiple Response]						
Abuse of office		87%	-	-	-	-
Adversely affecting the honesty or impartiality of a public official		35%	-	-	-	-
Misuse of information or documents		22%	-	-	-	-
A breach of public trust		22%	-	-	-	-
Did you report the conduct?						
I reported the behaviour in accordance with my agency's policies and procedures		22%	+9	-4	+3	-2
It was reported by someone else		22%	+9	+4	+7	+6
I did not report the behaviour		57%	-17	-1	-10	-4

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	26%
Woman or female	69%
Non-binary	1%
I use a different term	0%
Prefer not to say	3%

Do you identify as an Aboriginal and/or Torres Strait Islander person?	Responses
Yes	3%
No	97%

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

Do you have carer responsibilities?	Responses
Yes	34%
No	66%

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	27%
No	73%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	73%
Australian Aboriginal and/or Torres Strait Islander	3%
New Zealander (excluding Maori)	2%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	2%
Anglo-European	17%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	8%
South-East Asian	9%
North-East Asian	3%
Southern and Central Asian	4%
North American	1%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	2%
Sub-Saharan African	2%

Do you consider yourself to be neurodivergent?	Responses
Yes	9%
No	75%
Maybe	12%
I am unsure what neurodivergent means	4%

Agency position



Agency position

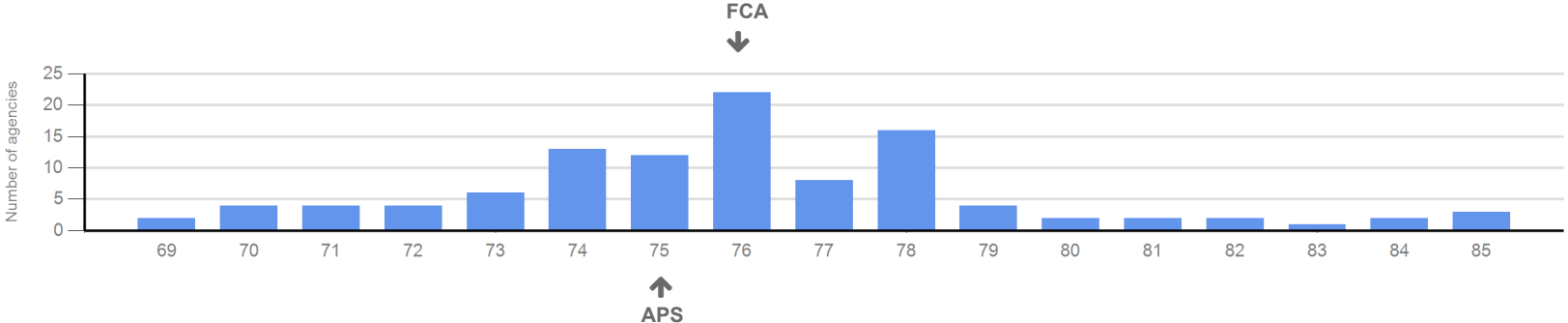
These graphs display the overall index score of each agency for the Employee Engagement, Immediate Supervisor, SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the overall APS index score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

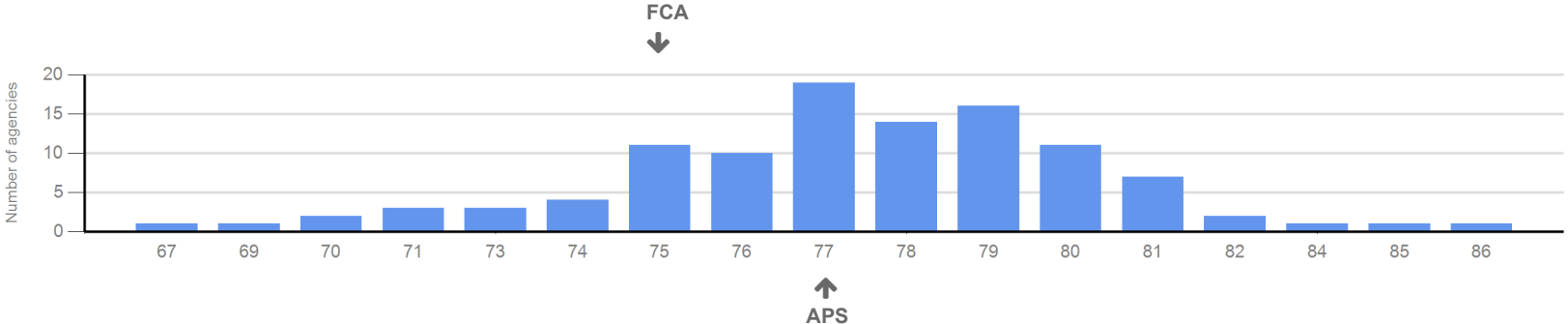
Employee Engagement Index

Ranking : 58th of 107



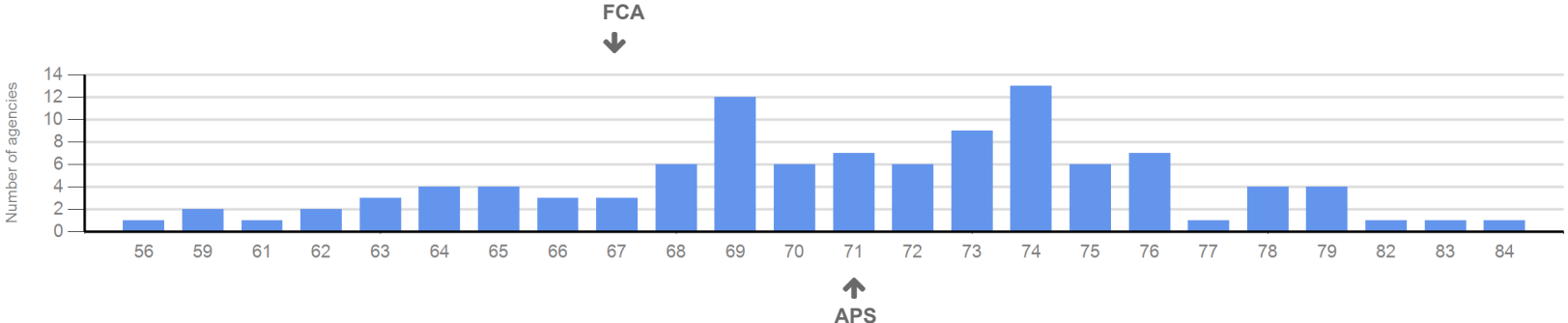
Immediate Supervisor Index

Ranking : 90th of 107



SES Manager Index

Ranking : 86th of 107



Agency position



Agency position

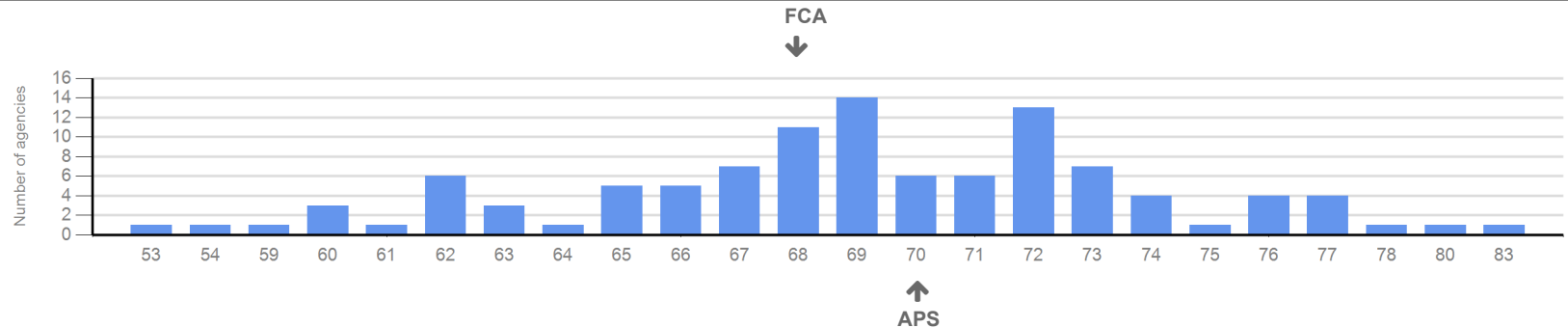
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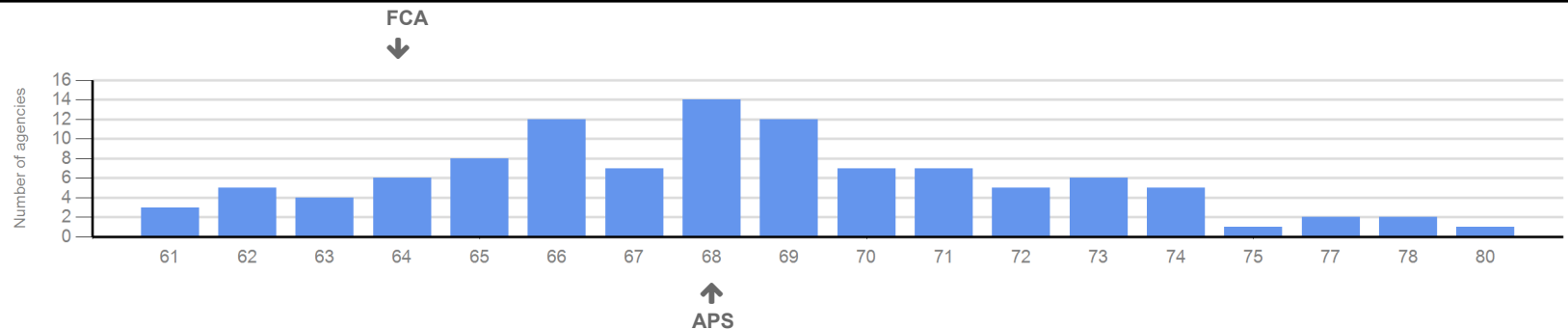
Communication Index

Ranking : 67th of 107



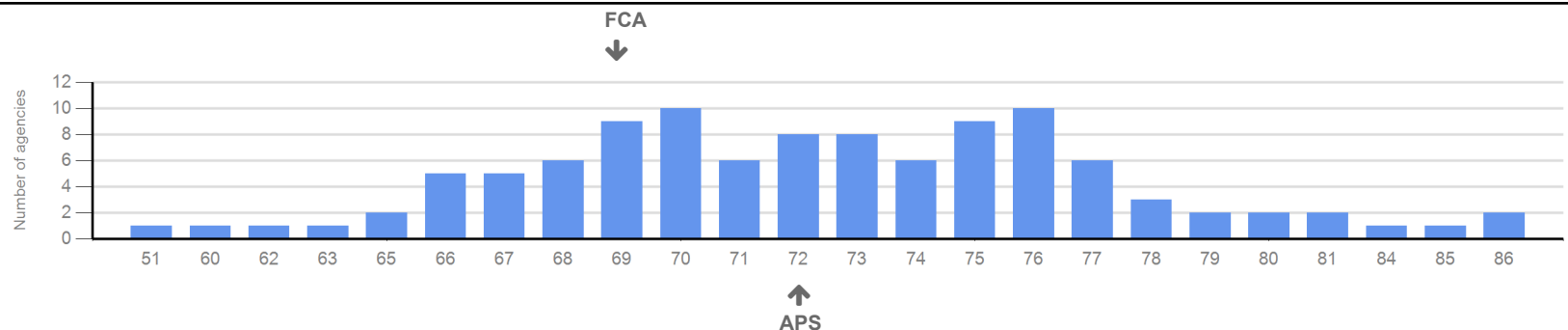
Enabling Innovation Index

Ranking : 91st of 107



Wellbeing Policies and Support Index

Ranking : 83rd 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 large sized agencies

		% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies
.1	The culture in my agency supports people to act with integrity	80%	+6↑	-1	-2	-2
.2	I am supported to use my expertise to provide frank and fearless advice	63%	+3	-6↓	-7↓	-7↓
.3	My agency supports and actively promotes an inclusive workplace culture	80%	+9↑	-4	-3	-5↓
.4	My agency inspires me to come up with new or better ways of doing things	51%	+14↑	-7↓	-9↓	-6↓
.5	I think my agency cares about my health and wellbeing	65%	+12↑	-3	-7↓	-4
.6	I am satisfied with the recognition I receive for doing a good job	63%	+3	-6↓	-8↓	-9↓

FCA specific questions

	Response scale			% Positive	Variance from 2024
The communication about the Vision and Direction in my workplace are effective	55	33	12	55%	-
My immediate supervisor/manager has the skills and knowledge to do their job effectively	85	7	7	85%	+4
My immediate supervisor/manager provides timely information about planned changes affecting my work or workplace	78	12	10	78%	-
My immediate supervisor/manager provides me with the information and support I need to manage my work	79	12	9	79%	+6 ⬆️
I understand the reasons behind decisions in my workplace	57	29	15	57%	+4
Appropriate consultation is taken about decisions being made that affect me, my work, or my workplace	48	26	26	48%	+14 ⬆️
Requests for flexible working arrangements are considered fairly	76	17		76%	+1
I receive the appropriate support and training to do my job effectively	70	18	12	70%	+5 ⬆️
I am supported and encouraged to collaborate with peers outside my team to solve problems and deliver outcomes	73	16	11	73%	+9 ⬆️
I am aware of the wellbeing programs and support networks available within my workplace	81	14		81%	+6 ⬆️

Key

⬆️ At least 5 percentage points greater than comparator
 ⬇️ At least 5 percentage points less than comparator

Positive Neutral Negative



FCA specific questions


	Response scale			% Positive	Variance from 2024
The diversity and inclusion initiatives within my workplace have had a positive impact on workplace culture	54	39	7	54%	-19 ↓
I can approach my immediate supervisor/manager to discuss any concerns about my work or the work environment and am confident these will be appropriately managed and resolved	78	12	11	78%	0
I know how to raise any concerns I have regarding inappropriate behaviour in the workplace	87	8		87%	+12 ↑
I am aware of the career opportunities available to me in my workplace	67	20	13	67%	0

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.

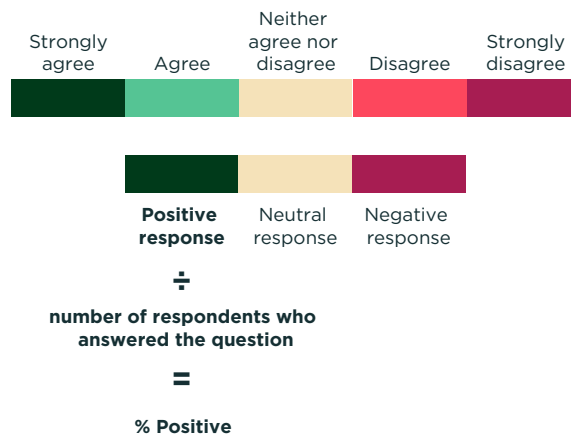
Prioritise 3 areas to take forward

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

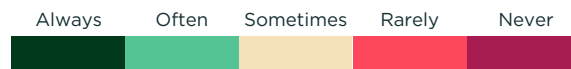
Guide to this report

% 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.

