

2025 APS Employee Census

5 May - 6 June

Highlights Report

AHL

Responses:

190 of 432

Response rate:

44%



Exploring your results



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



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



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



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



Generally a difference of $\pm$ 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		79	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
Say	Overall, I am satisfied with my job	82	11	82%	+9 ↑	+5 ↑	+8 ↑	+6 ↑
	I am proud to work in my agency	87	9	87%	+4	+6 ↑	+7 ↑	+4
	I would recommend my agency as a good place to work	72	17	72%	+11 ↑	-4	0	-3
	I believe strongly in the purpose and objectives of my agency	91	7	91%	+3	+3	+1	0
Stay	I feel a strong personal attachment to my agency	76	18	76%	+4	+11 ↑	+14 ↑	+11 ↑
	I feel committed to my agency's goals	95		95%	+4	+7 ↑	+7 ↑	+6 ↑
Strive	I suggest ideas to improve our way of doing things	88	10	88%	+3	+1	0	-1
	I am happy to go the 'extra mile' at work when required	91		91%	+2	0	0	0
	I work beyond what is required in my job to help my agency achieve its objectives	90	10	90%	-2	+11 ↑	+9 ↑	+12 ↑
	My agency really inspires me to do my best work every day	78	14	78%	+12 ↑	+11 ↑	+12 ↑	+10 ↑

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 smaller operational agencies	Variance from medium sized agencies
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	78	14	8	78%	+1	-2	0	-2
	My supervisor can deliver difficult advice whilst maintaining relationships	76	17	8	76%	0	-4	-3	-4
	My supervisor invites a range of views, including those different to their own	77	16	7	77%	+6 ↑	-5 ↓	-3	-6 ↓
	My supervisor encourages my team to regularly review and improve our work	76	17		76%	+1	-7 ↓	-4	-6 ↓
	My supervisor is invested in my development	72	18	10	72%	+1	-6 ↓	-3	-5 ↓
	My supervisor ensures that my workgroup delivers on what we are responsible for	80	15		80%	+4	-8 ↓	-7 ↓	-8 ↓
Other similar questions									
	My supervisor provides me with helpful feedback to improve my performance	75	19		75%	-1	-4	-1	-2
	My immediate supervisor encourages me	74	15	11	74%	+5 ↑	-4	-3	-4
	My supervisor actively ensures that everyone can be included in workplace activities	77	16	8	77%	+2	-8 ↓	-5 ↓	-7 ↓
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	74	18	7	74%	+1	-7 ↓	-6 ↓	-7 ↓
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	72	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
				+5	+1	+2	0

SES Manager	My SES manager clearly articulates the direction and priorities for our area	73	22	73%	+7	+2	+4	+1
	My SES manager presents convincing arguments and persuades others towards an outcome	65	27	65%	+3	+2	+4	0
	My SES manager promotes cooperation within and between agencies	71	23	71%	+8	+1	+5	0
	My SES manager encourages innovation and creativity	70	20	70%	+8	+2	+5	+1
	My SES manager creates an environment that enables us to deliver our best	72	19	72%	+7	+5	+6	+4
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	74	20	74%	+5	-2	0	-4

Other similar questions

	In my agency, the SES work as a team	69	21	69%	+8	+11	+13	+14
	In my agency, the SES clearly articulate the direction and priorities for our agency	74	16	74%	+8	+7	+9	+9
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	68	24	68%	+4	-1	0	-3

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	70	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
				+3	0	+2	+1

Communication	My supervisor communicates effectively	79			79%	+3	-2	0	-1
		12	9						
	My SES manager communicates effectively	73			73%	+7 ↑	+2	+5 ↑	+1
		17	9						
	Internal communication within my agency is effective	60			60%	+4	-2	+3	+2
		19	21						

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	71			71%	+1	+4	+7 ↑	+5 ↑
		17	12						
	Staff are consulted about change at work	63			63%	+5 ↑	+11 ↑	+15 ↑	+13 ↑
		22	15						
	Change is managed well in my agency	54			54%	0	+7 ↑	+10 ↑	+11 ↑
		23	22						

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		69		Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	82	13		82%	+1	-2	-1	-3
	My immediate supervisor encourages me to come up with new or better ways of doing things	72	20	8	72%	+6 ↑	-4	-3	-5 ↓
	People are recognised for coming up with new and innovative ways of working	61	26	13	61%	+9 ↑	-3	+2	-1
	My agency inspires me to come up with new or better ways of doing things	61	27	12	61%	+8 ↑	+3	+4	+2
	My agency recognises and supports the notion that failure is a part of innovation	52	35	13	52%	+9 ↑	+1	+3	+3

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 smaller operational agencies	Variance from medium sized agencies
					+3	-2	-2	-3

Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	68	21	12	68%	+10 ↑	-5 ↓	-4	-5 ↓
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	66	22	12	66%	+11 ↑	-5 ↓	-5 ↓	-5 ↓
	My agency does a good job of promoting health and wellbeing	59	27	14	59%	+3	-11 ↓	-11 ↓	-11 ↓
	I think my agency cares about my health and wellbeing	67	21	12	67%	+10 ↑	-2	-1	-3
	I believe my immediate supervisor cares about my health and wellbeing	80	12	7	80%	+7 ↑	-7 ↓	-6 ↓	-8 ↓

Other similar questions

Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	76	14	10	76%	+13 ↑	0	+2	0
	I receive the respect I deserve from my colleagues at work	81	13		81%	+12 ↑	-1	+1	0
	My agency supports and actively promotes an inclusive workplace culture	76	13	11	76%	+3	-8 ↓	-6 ↓	-6 ↓

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 smaller operational agencies	Variance from medium sized agencies
In general, would you say that your health is:						
Excellent		20%	0	+8	+8	+8
Very good		35%	+5	-1	-2	-2
Good		31%	-3	-6	-5	-5
Fair		12%	-1	-1	-1	0
Poor		2%	-1	-1	-1	-1
What best describes your current workload?						
Well above capacity - too much work		21%	-10	+4	0	+1
Slightly above capacity - lots of work to do		33%	-1	-6	-5	-6
At capacity - about the right amount of work to do		42%	+10	+5	+9	+9
Slightly below capacity - available for more work		3%	+1	-3	-3	-3
Well below capacity - not enough work		1%	0	-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 smaller operational agencies	Variance from medium sized agencies
How often do you find your work stressful?						
Always		9%	+2	+5	+4	+5
Often		22%	-2	-1	-1	0
Sometimes		41%	0	-10	-9	-9
Rarely		23%	+3	+3	+3	+2
Never		5%	-3	+3	+3	+3
To what extent is your work emotionally demanding?						
To a very large extent		11%	-3	+4	+4	+5
To a large extent		22%	-7	+3	+3	+4
Somewhat		36%	+5	-3	-2	-2
To a small extent		19%	+4	-5	-6	-7
To a very small extent		11%	+1	+1	+1	0
I feel burned out by my work						
Strongly agree		10%	-1	+3	+1	+3
Agree		21%	-6	0	-1	0
Neither agree nor disagree		29%	+1	-4	-1	-1
Disagree		28%	+7	-3	-2	-4
Strongly disagree		12%	-1	+4	+3	+3

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Flexible work



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

	Response scale	%	Variance from 2024	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	74 15 11	74%	+6 ↑	-12 ↓	-12 ↓	-14 ↓
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		13%	+1	+1	+3	+2
Flexible hours of work		17%	-1	-13 ↓	-12 ↓	-15 ↓
Compressed work week		4%	-1	-1	-1	-1
Job sharing		4%	-1	+4	+4	+4
Working away from the office/working from home		27%	+3	-40 ↓	-43 ↓	-44 ↓
None of the above		47%	-1	+27 ↑	+29 ↑	+30 ↑
Working away from the office						
All of the time		2%	0	-5 ↓	-9 ↓	-8 ↓
Some of the time as a regular arrangement		20%	+3	-32 ↓	-29 ↓	-31 ↓
Only on an irregular basis		5%	+1	-3	-4	-5 ↓
None of the time		73%	-3	+40 ↑	+43 ↑	+44 ↑
Did not disclose their arrangement		0%	-1	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 smaller operational agencies	Variance from medium sized agencies
I am supported to use my expertise to provide frank and fearless advice	70 19 11	70%	+2	+1	+4	+2
The people in my workgroup demonstrate stewardship	65 28	65%	-6⬇️	-11⬇️	-11⬇️	-13⬇️
The culture in my agency supports people to act with integrity	72 18 9	72%	+7⬆️	-9⬇️	-7⬇️	-9⬇️
I believe strongly in the purpose and objectives of the APS	85 12	85%	-1	-4	-3	-3
I feel a strong personal attachment to the APS	69 27	69%	-1	+1	+3	+5⬆️
My workgroup considers the people and businesses affected by what we do	78 15 7	78%	-1	-7⬇️	-7⬇️	-8⬇️
The people in my workgroup value others' individual skills and talents	73 17 10	73%	-	-10⬇️	-9⬇️	-11⬇️
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	79 15	79%	-	-10⬇️	-10⬇️	-10⬇️
The people in my workgroup are able to bring up problems and tough issues	72 20 8	72%	-4	-8⬇️	-8⬇️	-9⬇️
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)	48 29 23	48%	-	-19⬇️	-20⬇️	-23⬇️

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 smaller operational agencies	Variance from medium sized agencies
I am satisfied with the recognition I receive for doing a good job	73 16 11	73%	+6 ⬆	+4	+6 ⬆	+4
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	68 15 16	68%	+11 ⬆	+2	+4	+1
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	76 17 7	76%	+3	-8 ⬇	-6 ⬇	-9 ⬇
I am satisfied with the stability and security of my job	79 13 8	79%	+9 ⬆	-7 ⬇	+1	-3

Clarity and autonomy

	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	89 8	89%	-1	-3	-3	-3
I am clear what my duties and responsibilities are	90 8	90%	+9 ⬆	+6 ⬆	+8 ⬆	+8 ⬆
I have a choice in deciding how I do my work	69 23 8	69%	+10 ⬆	+1	0	-4
Where appropriate, I am able to take part in decisions that affect my job	75 13 12	75%	+5 ⬆	+3	+5 ⬆	+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 smaller operational agencies	Variance from medium sized agencies
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In the last month, please rate your workgroup's overall performance

Excellent		27%	-2	+2	-4	0
Very good		50%	0	-7⬇️	-3	-6⬇️
Average		19%	+4	+3	+6⬆️	+5⬆️
Below average		2%	-3	0	0	0
Well below average		2%	+1	+2	+1	+1

	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well	72 15 13	72%	0	-7⬇️	-7⬇️	-8⬇️
My workgroup has the tools and resources we need to perform well	64 17 18	64%	+5⬆️	+5⬆️	+7⬆️	+10⬆️
The people in my workgroup use time and resources efficiently	68 22 10	68%	-3	-7⬇️	-5⬇️	-7⬇️
My job gives me opportunities to utilise my skills	83 11	83%	+5⬆️	+4	+5⬆️	+3
During the last 12 months, the formal learning I have accessed has improved my performance	59 31 10	59%	+7⬆️	0	+4	+1

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 smaller operational agencies	Variance from medium 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		7%	0	-2	-3	-2
I want to leave my position within the next 12 months		8%	-6 ⬇	-14 ⬇	-14 ⬇	-13 ⬇
I want to stay working in my position for the next one to two years		33%	+6 ⬆	-6 ⬇	-7 ⬇	-8 ⬇
I want to stay working in my position for at least the next three years		53%	0	+22 ⬆	+23 ⬆	+23 ⬆
What best describes your plans involved with leaving your current position?						
I am planning to retire		4%	-4	-1	+1	0
I am pursuing another position within my agency		8%	-5 ⬇	-38 ⬇	-17 ⬇	-19 ⬇
I am pursuing a position in another agency		42%	+13 ⬆	+17 ⬆	+6 ⬆	+5 ⬆
I am pursuing work outside the APS		19%	+6 ⬆	+11 ⬆	+7 ⬆	+8 ⬆
It is the end of my non-ongoing, casual or contracted employment		12%	-4	+9 ⬆	+2	+5 ⬆
Other		15%	-6 ⬇	+2	0	+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 smaller operational agencies	Variance from medium sized agencies
What is the primary reason behind your desire to leave your current position? (5 highest responses):						
I am expected to do more work than I reasonably can		17%	-	-	-	-
I do not have a sense of belonging to my workgroup or agency		11%	-	-	-	-
Senior leadership is of a poor quality		11%	-	-	-	-
I have experienced unacceptable behaviours (such as bullying or harassment)		11%	-	-	-	-
I am looking to further my skills in another area		11%	-	-	-	-

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 smaller operational agencies	Variance from medium sized agencies
During the last 12 months, and in connection with your work, have you experienced discrimination on the basis of your background or a personal characteristic?						
Yes		19%	-5 ↓	+11 ↑	+12 ↑	+12 ↑
No		81%	+5 ↑	-11 ↓	-12 ↓	-12 ↓
Did this discrimination occur in your current agency?						
Yes		94%	+2	0	-1	0
No		6%	-2	0	+1	0
The discrimination came from: [Multiple Response]						
Within my agency		65%	-	-28 ↓	-26 ↓	-26 ↓
Another agency		0%	-	-4	-3	-5 ↓
A customer, stakeholder or member of the public		32%	-	+24 ↑	+23 ↑	+24 ↑
Other		23%	-	+18 ↑	+17 ↑	+19 ↑
Did you report the discrimination?						
I reported the discrimination in accordance with my agency's policies and procedures		42%	-	+24 ↑	+25 ↑	+25 ↑
It was reported by someone else		3%	-	-1	0	-1
I did not report the discrimination		55%	-	-22 ↓	-25 ↓	-24 ↓
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 smaller operational agencies	Variance from medium sized agencies
During the last 12 months, have you been subjected to bullying or harassment in your current workplace?						
Yes		18%	-3	+9 ⬆	+7 ⬆	+9 ⬆
No		73%	+4	-12 ⬇	-11 ⬇	-13 ⬇
Not sure		8%	-1	+4	+4	+4
Types of bullying or harassment experienced (3 highest responses):						
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		55%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		39%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		30%	-	-	-	-
Did you report the bullying or harassment?						
I reported the behaviour in accordance with my agency's policies and procedures		66%	+5 ⬆	+28 ⬆	+31 ⬆	+30 ⬆
It was reported by someone else		9%	-2	+2	+1	+1
I did not report the behaviour		25%	-3	-30 ⬇	-32 ⬇	-32 ⬇

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
smaller
operational
agencies

Variance from
medium
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



5%

-5 ↓

+3

+3

+3

No



81%

+6 ↑

-12 ↓

-11 ↓

-12 ↓

Not sure



9%

+2

+5 ↑

+5 ↑

+6 ↑

Prefer not to answer



5%

-3

+3

+3

+3

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

Abuse of office

The data for this question has been hidden to preserve privacy.

Misuse of information or documents

The data for this question has been hidden to preserve privacy.

A breach of public trust

The data for this question has been hidden to preserve privacy.

Adversely affecting the honesty or impartiality of a public official

The data for this question has been hidden to preserve privacy.

Did you report the conduct?

I reported the behaviour in accordance with my agency's policies and procedures

The data for this question has been hidden to preserve privacy.

It was reported by someone else

The data for this question has been hidden to preserve privacy.

I did not report the behaviour

The data for this question has been hidden to preserve privacy.

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Demographics

How do you describe your gender?	Responses
Man or male	35%
Woman or female	59%
Non-binary	1%
I use a different term	0%
Prefer not to say	5%

Do you identify as an Aboriginal and/or Torres Strait Islander person?	Responses
Yes	39%
No	61%

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

Do you have carer responsibilities?	Responses
Yes	36%
No	64%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	3%
No	97%

Do you identify as culturally or linguistically diverse?	Responses
Yes	53%
No	47%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	41%
Australian Aboriginal and/or Torres Strait Islander	32%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	4%
Anglo-European	4%
North-West European (excluding Anglo-European)	1%
Southern and Eastern European	1%
South-East Asian	12%
North-East Asian	1%
Southern and Central Asian	4%
North American	0%
South and Central American and Caribbean Islander	0%
North African and Middle Eastern	6%
Sub-Saharan African	4%

Do you consider yourself to be neurodivergent?	Responses
Yes	5%
No	59%
Maybe	6%
I am unsure what neurodivergent means	30%

Agency position



Agency position

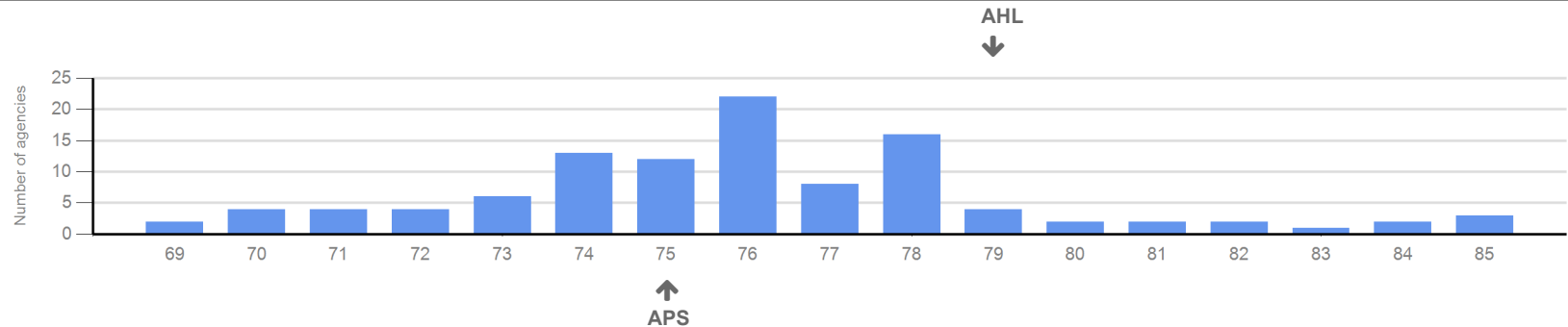
These graphs display the overall index score of each agency for the Employee Engagement, Immediate Supervisor, SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the overall APS index score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

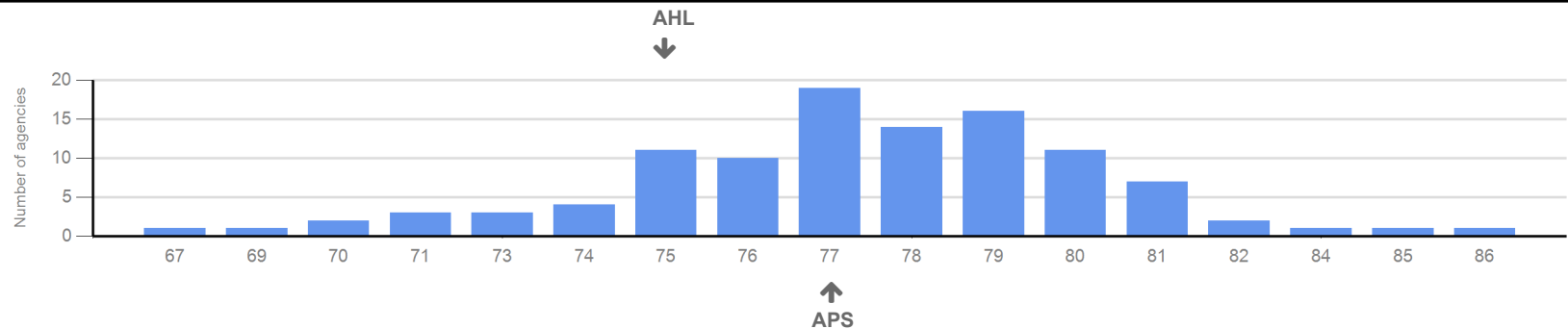
Employee Engagement Index

Ranking : 13th of 107



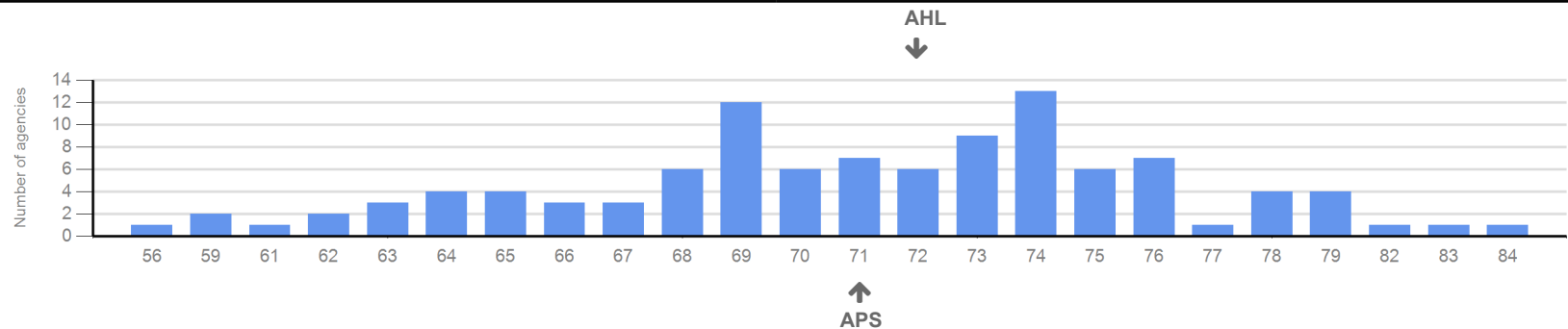
Immediate Supervisor Index

Ranking : 87th of 107



SES Manager Index

Ranking : 53rd of 107



Agency position



Agency position

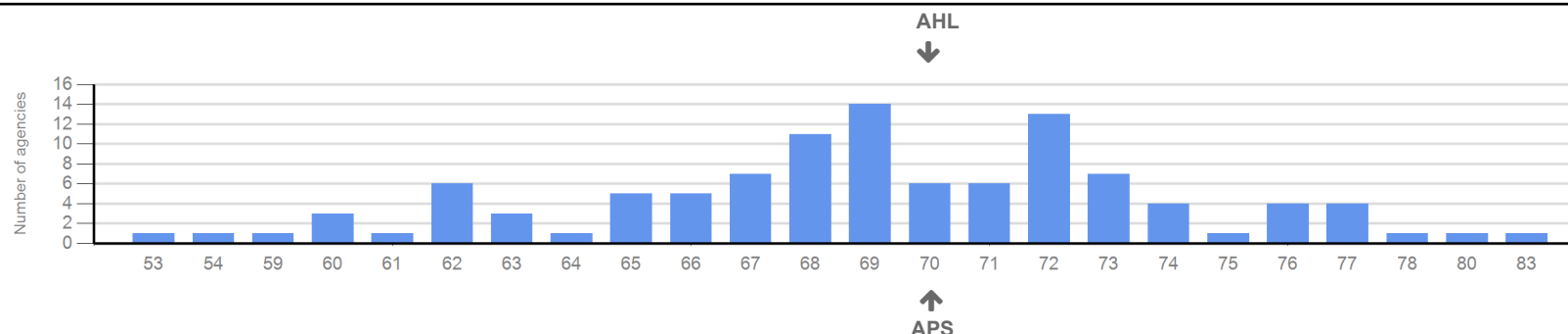
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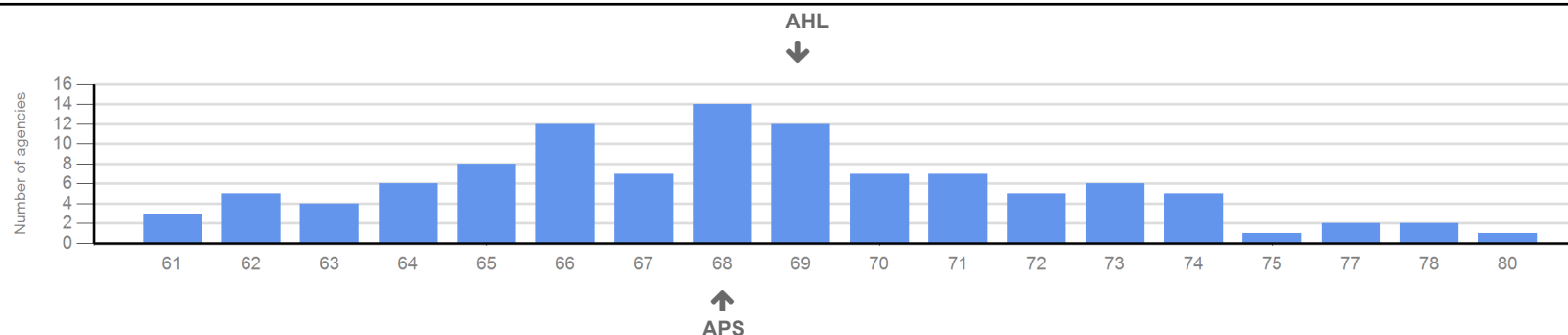
Communication Index

Ranking : 44th of 107



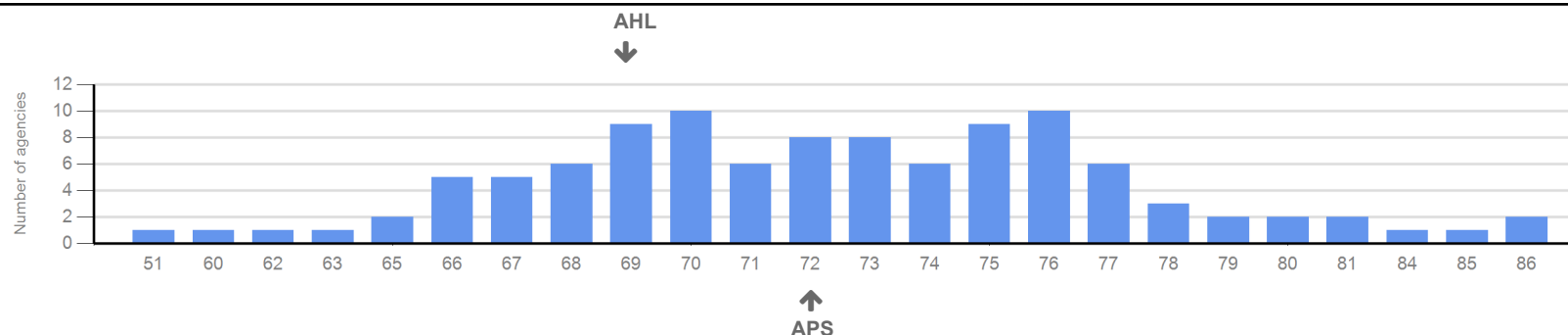
Enabling Innovation Index

Ranking : 40th of 107



Wellbeing Policies and Support Index

Ranking : 79th 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 smaller operational agencies	Variance from medium sized agencies
.1	My agency inspires me to come up with new or better ways of doing things			61%	+8	+3	+4	+2
.2	I am supported to use my expertise to provide frank and fearless advice			70%	+2	+1	+4	+2
.3	I feel I have the same opportunities as anyone else of my ability or experience			71%	+1	+3	+2	+1
.4	My agency supports and actively promotes an inclusive workplace culture			76%	+3	-8	-6	-6
.5	I am satisfied with the recognition I receive for doing a good job			73%	+6	+4	+6	+4
.6	Where appropriate, I am able to take part in decisions that affect my job			75%	+5	+3	+5	+2

AHL specific questions

	Response scale			% Positive	Variance from 2024
How satisfied are you with AHL's recruitment services?	38	20	42	38%	-
How satisfied are you with the responsiveness and quality of AHL's Facilities Team services?	76	16	8	76%	+1
How satisfied are you with the timeliness and quality of AHL's Finance Team services?	75	22		75%	-6 ↓
How satisfied are you with the responsiveness and quality of AHL's Information and Communication Technology (ICT) Team services?	67	21	12	67%	-6 ↓
How satisfied are you with AHL's development and training services?	52	27	21	52%	-
How satisfied are you with the responsiveness and quality of AHL's People Branch?	51	27	21	51%	+4
How satisfied are you with AHL's work health and safety support services?	62	26	12	62%	-
How satisfied are you with the timeliness and quality of AHL's payroll services?	64	22	14	64%	-
The performance management process and resources meet my own needs	57	28	16	57%	+5 ↑
I am well informed of my entitlements under AHL's Enterprise Agreement	79	15		79%	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



AHL specific questions

	Response scale	% Positive	Variance from 2024
I report any conflict of interest to my supervisor or Director People Services	81 8 11	81%	+17 
I report any fraudulent activity that I have witnessed	82 15	82%	+13 
I am well informed about AHL's Customer Service Charter	77 16 8	77%	-

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.

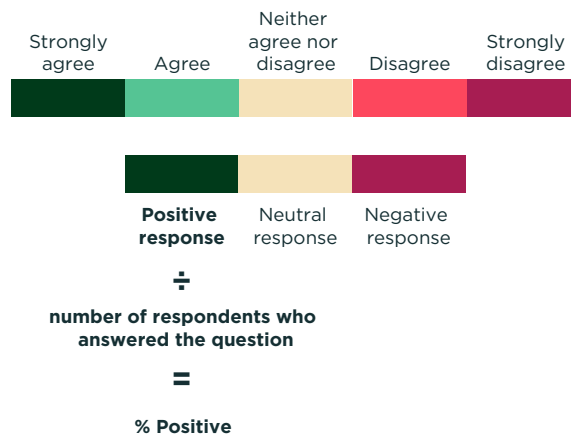
Prioritise 3 areas to take forward

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

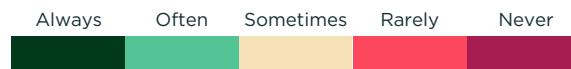
Guide to this report

% 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.

