

2025 APS Employee Census

5 May - 6 June

Highlights Report

FSANZ

Responses:

116 of 128

Response rate:

91%



Exploring your results



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



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



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



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



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

Employee Engagement: Say, Stay, Strive



Employee Engagement

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

Your Employee Engagement Index score				77	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
							-1	+1	0	+2
Say	Overall, I am satisfied with my job	80	15	80%	+1	+3	+4	+7⬆		
	I am proud to work in my agency	87	10	87%	+1	+6⬆	+4	+8⬆		
	I would recommend my agency as a good place to work	83	13	83%	+3	+6⬆	+6⬆	+15⬆		
	I believe strongly in the purpose and objectives of my agency	89	10	89%	-7⬆	0	-3	0		
Stay	I feel a strong personal attachment to my agency	70	22	8	70%	-3	+5⬆	+5⬆	+8⬆	
	I feel committed to my agency's goals	91	8	91%	-3	+3	+1	+4		
Strive	I suggest ideas to improve our way of doing things	91		91%	+3	+5⬆	+3	+1		
	I am happy to go the 'extra mile' at work when required	87	9	87%	-3	-3	-3	-2		
	I work beyond what is required in my job to help my agency achieve its objectives	72	19	9	72%	-5⬆	-6⬆	-3	-5⬆	
	My agency really inspires me to do my best work every day	69	21	10	69%	+1	+2	0	+8⬆	

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		79	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	84	10	84%	+1	+3	+3	+6 ↑
	My supervisor can deliver difficult advice whilst maintaining relationships	82	15	82%	-4	+2	+2	+4
	My supervisor invites a range of views, including those different to their own	86	9	86%	-1	+4	+2	+4
	My supervisor encourages my team to regularly review and improve our work	83	13	83%	-2	0	0	+3
	My supervisor is invested in my development	81	13	81%	+1	+3	+3	+6 ↑
	My supervisor ensures that my workgroup delivers on what we are responsible for	92		92%	+3	+4	+4	+6 ↑
Other similar questions								
	My supervisor provides me with helpful feedback to improve my performance	75	16 9	75%	-4	-4	-3	+1
	My immediate supervisor encourages me	78	17	78%	0	0	-1	+2
	My supervisor actively ensures that everyone can be included in workplace activities	85	11	85%	-4	0	+1	+3
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	85	10	85%	+2	+4	+4	+6 ↑
Key		↑ At least 5 percentage points greater than comparator			↓ At least 5 percentage points less than comparator			Positive Neutral Negative <div> </div>

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	74	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
				-3	+3	+2	+6

SES Manager	My SES manager clearly articulates the direction and priorities for our area	77	16	8	77%	-5	+6	+4	+12
	My SES manager presents convincing arguments and persuades others towards an outcome	71	23		71%	-7	+8	+5	+8
	My SES manager promotes cooperation within and between agencies	78	19		78%	-4	+8	+6	+8
	My SES manager encourages innovation and creativity	73	21		73%	-11	+5	+3	+9
	My SES manager creates an environment that enables us to deliver our best	71	17	11	71%	0	+4	+3	+8
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	79	18		79%	-12	+3	0	+5

Other similar questions

	In my agency, the SES work as a team	71	19	10	71%	+10	+13	+15	+19
	In my agency, the SES clearly articulate the direction and priorities for our agency	67	23	10	67%	-5	+1	0	+10
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	81	16		81%	-1	+12	+10	+13

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		71	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
					-2	+1	+1	+5

Communication	My supervisor communicates effectively	77	16	77%	-11	-4	-4	-1
	My SES manager communicates effectively	77	12 10	77%	-7	+6	+5	+11
	Internal communication within my agency is effective	64	21 15	64%	+10	+3	+3	+12

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	78	16	78%	+5	+10	+11	+11
	Staff are consulted about change at work	62	34	62%	+15	+10	+10	+16
	Change is managed well in my agency	59	27 14	59%	+20	+11	+13	+21

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Enabling Innovation



Enabling Innovation

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

Your Enabling Innovation Index score		66	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	78	10 12	78%	-5 ↓	-5 ↓	-5 ↓	-6 ↓
	My immediate supervisor encourages me to come up with new or better ways of doing things	77	18	77%	+3	0	-1	0
	People are recognised for coming up with new and innovative ways of working	58	30 12	58%	-20 ↓	-6 ↓	-7 ↓	-2
	My agency inspires me to come up with new or better ways of doing things	53	32 15	53%	+2	-6 ↓	-6 ↓	-1
	My agency recognises and supports the notion that failure is a part of innovation	49	32 19	49%	+3	-2	-2	+7 ↑

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	74	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
					+5 ↑	+2	0	+3

Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	75	14	11	75%	+15 ↑	+2	-1	+5 ↑
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	75	17	9	75%	+17 ↑	+4	0	+6 ↑
	My agency does a good job of promoting health and wellbeing	71	17	12	71%	+14 ↑	+1	-2	+5 ↑
	I think my agency cares about my health and wellbeing	75	18	7	75%	+10 ↑	+7 ↑	+2	+8 ↑
	I believe my immediate supervisor cares about my health and wellbeing	93			93%	0	+6 ↑	+4	+6 ↑

Other similar questions

Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	80	9	11	80%	-3	+4	+3	+5 ↑
	I receive the respect I deserve from my colleagues at work	80	19		80%	-4	-2	-2	+1
	My agency supports and actively promotes an inclusive workplace culture	79	15		79%	-6 ↓	-5 ↓	-5 ↓	+2

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 regulatory agencies	Variance from small sized agencies
In general, would you say that your health is:						
Excellent	<div></div>	18%	+1	+6 	+5 	+5 
Very good	<div></div>	34%	-6 	-1	-3	-2
Good	<div></div>	33%	-1	-4	-3	-2
Fair	<div></div>	12%	+4	-1	+1	0
Poor	<div></div>	3%	+2	0	0	0
What best describes your current workload?						
Well above capacity - too much work	<div></div>	20%	+6 	+4	+2	-2
Slightly above capacity - lots of work to do	<div></div>	37%	-9 	-2	-2	-4
At capacity - about the right amount of work to do	<div></div>	32%	-4	-5 	-2	+3
Slightly below capacity - available for more work	<div></div>	11%	+7 	+5 	+4	+5 
Well below capacity - not enough work		0%	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 regulatory agencies	Variance from small sized agencies
How often do you find your work stressful?						
Always	<div><div></div></div>	4%	+1	-1	0	-1
Often	<div><div></div></div>	24%	-2	+1	+2	-1
Sometimes	<div><div></div></div>	51%	-2	0	-2	+1
Rarely	<div><div></div></div>	21%	+4	+1	+1	+2
Never	<div><div></div></div>	1%	-1	-1	-1	-1
To what extent is your work emotionally demanding?						
To a very large extent	<div><div></div></div>	4%	-1	-4	-2	-3
To a large extent	<div><div></div></div>	18%	+5⬆	-1	+1	+1
Somewhat	<div><div></div></div>	40%	+1	+1	+1	-1
To a small extent	<div><div></div></div>	30%	+2	+6⬆	+3	+5⬆
To a very small extent	<div><div></div></div>	8%	-7⬆	-2	-3	-2
I feel burned out by my work						
Strongly agree	<div><div></div></div>	11%	+5⬆	+3	+4	+2
Agree	<div><div></div></div>	16%	-6⬆	-5⬆	-4	-7⬆
Neither agree nor disagree	<div><div></div></div>	26%	+6⬆	-7⬆	-5⬆	-5⬆
Disagree	<div><div></div></div>	38%	-2	+7⬆	+4	+8⬆
Strongly disagree	<div><div></div></div>	10%	-4	+2	+1	+2

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 regulatory agencies	Variance from small sized agencies
I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	88	88%	-2	+2	-3	+1
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		18%	+1	+6 ↑	+6 ↑	+6 ↑
Flexible hours of work		42%	+8 ↑	+11 ↑	+6 ↑	+6 ↑
Compressed work week		1%	-1	-5 ↓	-9 ↓	-7 ↓
Job sharing		2%	0	+1	+1	+1
Working away from the office/working from home		82%	0	+14 ↑	0	+8 ↑
None of the above		9%	-2	-11 ↓	+1	-5 ↓
Working away from the office						
All of the time		17%	+3	+10 ↑	+4	+8 ↑
Some of the time as a regular arrangement		57%	0	+6 ↑	-6 ↓	+5 ↑
Only on an irregular basis		6%	-4	-3	0	-7 ↓
None of the time		18%	0	-14 ↓	0	-8 ↓
Did not disclose their arrangement		2%	+1	+2	+2	+2

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 regulatory agencies	Variance from small sized agencies
I am supported to use my expertise to provide frank and fearless advice	<div><div>65</div><div>21</div><div>14</div></div>	65%	-3	-4	-4	+1
The people in my workgroup demonstrate stewardship	<div><div>88</div><div>10</div></div>	88%	+4	+11⬆	+10⬆	+10⬆
The culture in my agency supports people to act with integrity	<div><div>84</div><div>14</div></div>	84%	0	+3	+2	+10⬆
I believe strongly in the purpose and objectives of the APS	<div><div>91</div><div>9</div></div>	91%	+10⬆	+2	+1	+3
I feel a strong personal attachment to the APS	<div><div>56</div><div>33</div><div>11</div></div>	56%	+5⬆	-12⬆	-11⬆	-4
My workgroup considers the people and businesses affected by what we do	<div><div>91</div><div>9</div></div>	91%	-1	+7⬆	+4	+5⬆
The people in my workgroup value others' individual skills and talents	<div><div>92</div><div>8</div></div>	92%	-	+9⬆	+7⬆	+8⬆
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	<div><div>97</div><div>3</div></div>	97%	-	+8⬆	+6⬆	+7⬆
The people in my workgroup are able to bring up problems and tough issues	<div><div>87</div><div>9</div></div>	87%	+3	+7⬆	+6⬆	+6⬆
If you make a mistake in my workgroup, it tends to be held against you (reverse scored : positive scores represent those who disagreed, or strongly disagreed with this statement)	<div><div>80</div><div>15</div></div>	80%	-	+13⬆	+8⬆	+8⬆

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 regulatory agencies	Variance from small sized agencies
I am satisfied with the recognition I receive for doing a good job	<div><div>67</div><div>20</div><div>13</div></div>	67%	-4	-1	-2	0
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	<div><div>73</div><div>15</div><div>12</div></div>	73%	+4	+7⬆	+7⬆	+7⬆
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	<div><div>90</div><div></div><div></div></div>	90%	+2	+5⬆	+1	+4
I am satisfied with the stability and security of my job	<div><div>84</div><div>9</div><div></div></div>	84%	+4	-2	0	+4

Clarity and autonomy

	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	<div><div>92</div><div>7</div><div></div></div>	92%	-3	-1	-1	+2
I am clear what my duties and responsibilities are	<div><div>89</div><div>10</div><div></div></div>	89%	+5⬆	+5⬆	+6⬆	+7⬆
I have a choice in deciding how I do my work	<div><div>76</div><div>19</div><div></div></div>	76%	-4	+9⬆	+3	+2
Where appropriate, I am able to take part in decisions that affect my job	<div><div>78</div><div>15</div><div></div></div>	78%	+6⬆	+7⬆	+5⬆	+8⬆

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

Excellent	<div><div></div></div>	37%	-3	+12 ⬆	+12 ⬆	+11 ⬆
Very good	<div><div></div></div>	54%	+2	-2	-2	0
Average	<div><div></div></div>	7%	-1	-9 ⬇	-9 ⬇	-9 ⬇
Below average	<div><div></div></div>	2%	+2	0	0	-1
Well below average	<div><div></div></div>	0%	0	-1	-1	-1

	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well	<div><div>85</div><div>9</div></div>	85%	+5 ⬆	+7 ⬆	+6 ⬆	+6 ⬆
My workgroup has the tools and resources we need to perform well	<div><div>48</div><div>20</div><div>32</div></div>	48%	-6 ⬇	-11 ⬇	-5 ⬇	-1
The people in my workgroup use time and resources efficiently	<div><div>80</div><div>15</div><div></div></div>	80%	-3	+6 ⬆	+5 ⬆	+5 ⬆
My job gives me opportunities to utilise my skills	<div><div>80</div><div>12</div><div>8</div></div>	80%	-1	+1	0	+1
During the last 12 months, the formal learning I have accessed has improved my performance	<div><div>56</div><div>35</div><div>9</div></div>	56%	+1	-3	-2	+2

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 regulatory agencies	Variance from small sized agencies
Which of the following statements best reflects your thoughts about working in your current position?						
I want to leave my position as soon as possible	<div></div>	4%	-1	-4	-4	-4
I want to leave my position within the next 12 months	<div></div>	18%	-5⬇️	-4	-3	-2
I want to stay working in my position for the next one to two years	<div></div>	41%	-2	+2	-1	+1
I want to stay working in my position for at least the next three years	<div></div>	37%	+8⬆️	+6⬆️	+8⬆️	+6⬆️
What best describes your plans involved with leaving your current position?						
I am planning to retire	<div></div>	12%	-1	+7⬆️	+9⬆️	+9⬆️
I am pursuing another position within my agency	<div></div>	28%	+12⬆️	-18⬇️	-5⬇️	+12⬆️
I am pursuing a position in another agency	<div></div>	36%	-6⬇️	+11⬆️	+2	-13⬇️
I am pursuing work outside the APS	<div></div>	4%	-2	-5⬇️	-7⬇️	-10⬇️
It is the end of my non-ongoing, casual or contracted employment	<div></div>	12%	+9⬆️	+10⬆️	+8⬆️	+7⬆️
Other	<div></div>	8%	-11⬇️	-6⬇️	-6⬇️	-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 regulatory agencies	Variance from small sized agencies
What is the primary reason behind your desire to leave your current position? (5 highest responses):						
I wish to pursue a promotion opportunity	<div></div>	41%	-	-	-	-
I can receive a higher salary elsewhere	<div></div>	18%	-	-	-	-
There are a lack of future career opportunities in my agency	<div></div>	6%	-	-	-	-
I am looking to further my skills in another area	<div></div>	6%	-	-	-	-
I have achieved all I can in my current position	<div></div>	6%	-	-	-	-

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 regulatory agencies	Variance from small sized agencies
During the last 12 months, and in connection with your work, have you experienced discrimination on the basis of your background or a personal characteristic?						
Yes	<div></div>	9%	+1	0	+3	+1
No	<div></div>	91%	-1	0	-3	-1
Did this discrimination occur in your current agency?						
Yes	<div></div>	80%	+80 ⬆	-14 ⬇	-15 ⬇	-11 ⬇
No	<div></div>	20%	+20 ⬆	+14 ⬆	+15 ⬆	+11 ⬆
The discrimination came from: [Multiple Response]						
Within my agency	<div></div>	80%	-	-12 ⬇	-15 ⬇	-15 ⬇
Another agency	<div></div>	20%	-	+16 ⬆	+16 ⬆	+15 ⬆
A customer, stakeholder or member of the public		0%	-	-8 ⬇	-5 ⬇	-4
Other	<div></div>	20%	-	+16 ⬆	+17 ⬆	+18 ⬆
Did you report the discrimination?						
I reported the discrimination in accordance with my agency's policies and procedures	<div></div>	20%	-	+1	+2	-1
It was reported by someone else		0%	-	-4	-5 ⬇	-3
I did not report the discrimination	<div></div>	80%	-	+3	+3	+4
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 regulatory agencies	Variance from small sized agencies
During the last 12 months, have you been subjected to bullying or harassment in your current workplace?						
Yes	<div><div></div></div>	3%	-5↓	-7↓	-6↓	-8↓
No	<div><div></div></div>	90%	+6↑	+5↑	+2	+6↑
Not sure	<div><div></div></div>	7%	-1	+2	+3	+2
Did you report the bullying or harassment?						
I reported the behaviour in accordance with my agency's policies and procedures	The data for this question has been hidden to preserve privacy.					
It was reported by someone else	The data for this question has been hidden to preserve privacy.					
I did not report the behaviour	The data for this question has been hidden to preserve privacy.					

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



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

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

Corruption		Response scale	%	Variance from 2024	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
During the last 12 months, excluding behaviour reported to you as part of your duties, have you observed a public official engaging in conduct in your agency that you would consider to be corruption?							
Yes			0%	-1	-2	-3	-4
No			96%	+4	+3	+3	+9
Not sure			3%	-2	-1	-1	-4
Prefer not to answer			2%	-1	0	0	-1
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.						
<div>Key</div> <div> At least 5 percentage points greater than comparator</div> <div> At least 5 percentage points less than comparator</div>							

Demographics

How do you describe your gender?	Responses
Man or male	30%
Woman or female	66%
Non-binary	0%
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	0%
No	100%

Do you have an ongoing disability?	Responses
Yes	11%
No	89%

Do you have carer responsibilities?	Responses
Yes	50%
No	50%

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

Do you identify as culturally or linguistically diverse?	Responses
Yes	16%
No	84%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	75%
Australian Aboriginal and/or Torres Strait Islander	0%
New Zealander (excluding Maori)	14%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	3%
Anglo-European	12%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	4%
South-East Asian	5%
North-East Asian	1%
Southern and Central Asian	1%
North American	3%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	0%
Sub-Saharan African	0%

Do you consider yourself to be neurodivergent?	Responses
Yes	16%
No	72%
Maybe	7%
I am unsure what neurodivergent means	4%

Agency position



Agency position

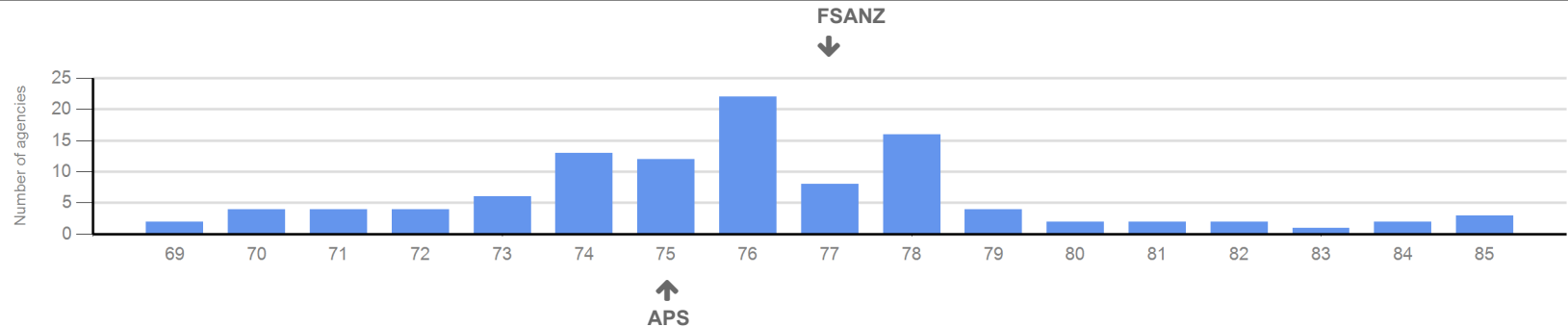
These graphs display the overall index score of each agency for the Employee Engagement, Immediate Supervisor, SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the overall APS index score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

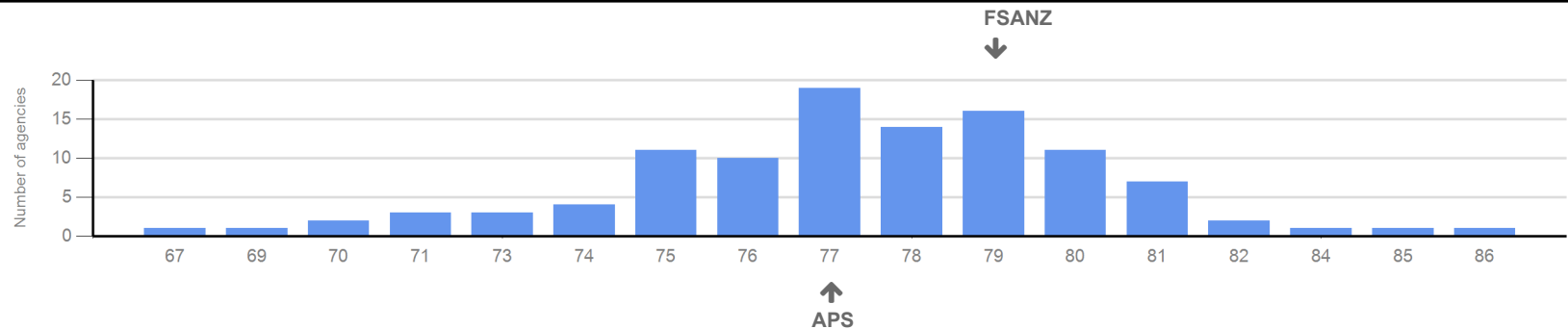
Employee Engagement Index

Ranking : 40th of 107



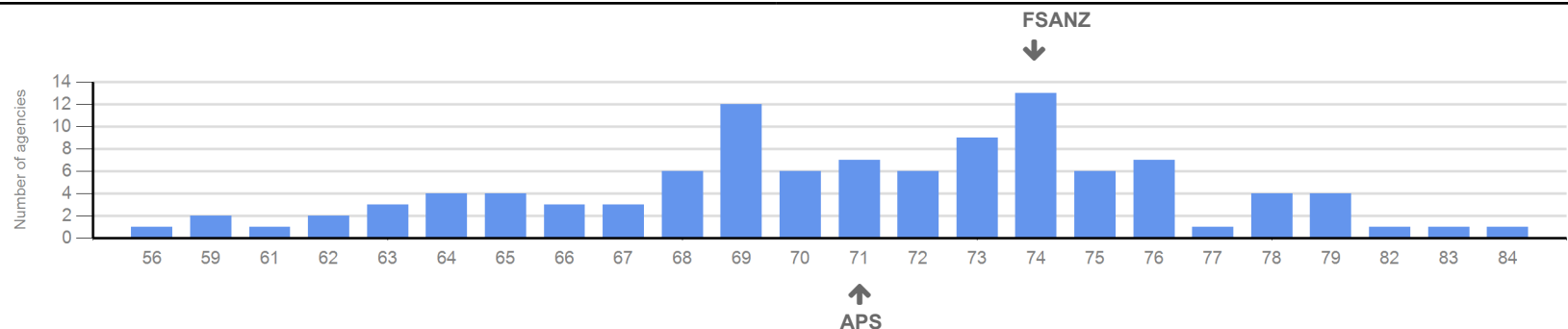
Immediate Supervisor Index

Ranking : 37th of 107



SES Manager Index

Ranking : 32nd of 107



Agency position



Agency position

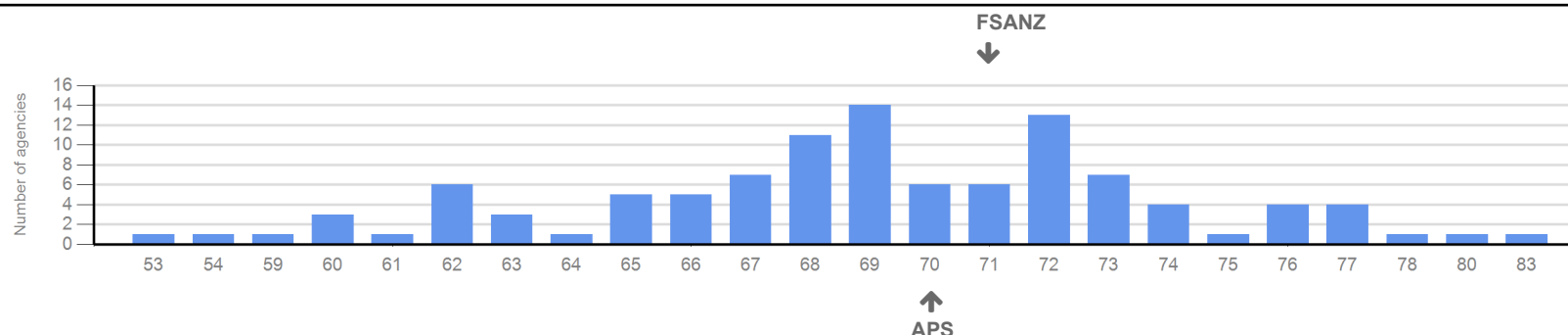
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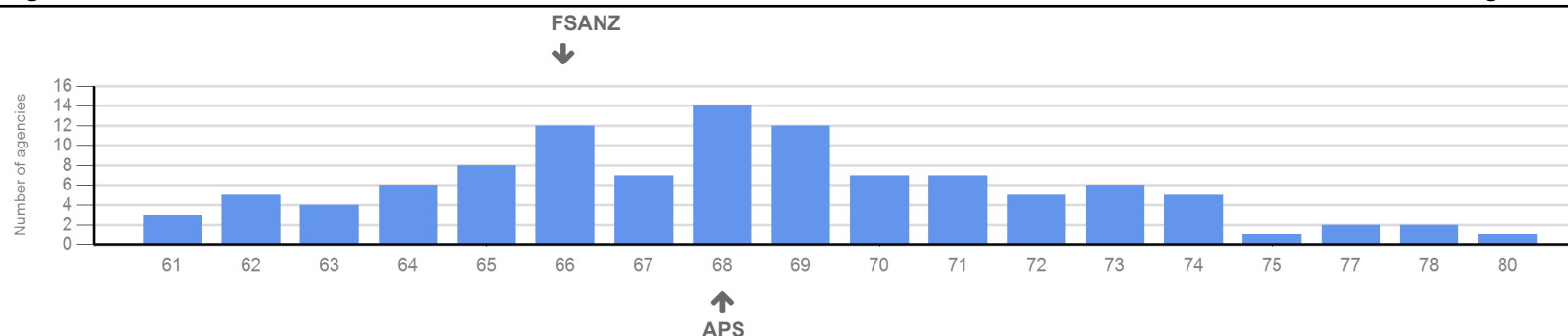
Communication Index

Ranking : 40th of 107



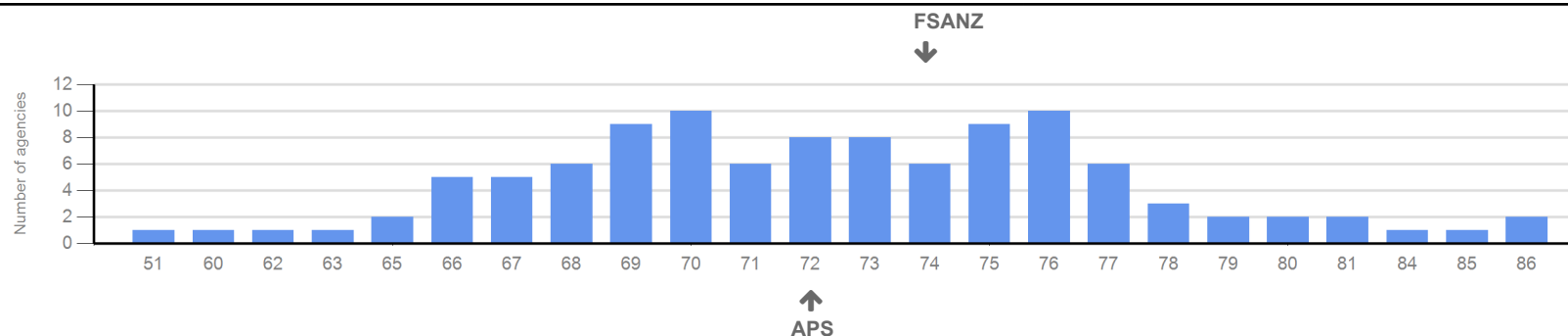
Enabling Innovation Index

Ranking : 76th of 107



Wellbeing Policies and Support Index

Ranking : 44th 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
regulatory
agencies

Variance from
small
sized agencies

.1	My agency inspires me to come up with new or better ways of doing things	53%	+2	-6↓	-6↓	-1
.2	I feel I have the same opportunities as anyone else of my ability or experience	66%	-2	-3	-3	-1
.3	Where appropriate, I am able to take part in decisions that affect my job	78%	+6↑	+7↑	+5↑	+8↑
.4	My SES manager creates an environment that enables us to deliver our best	71%	0	+4	+3	+8↑
.5	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	79%	-12↓	+3	0	+5↑
.6	In my agency, the SES clearly articulate the direction and priorities for our agency	67%	-5↓	+1	0	+10↑

FSANZ specific questions

	Response scale	% Positive	Variance from 2024
My Section Manager regularly monitors the workload across all team members to support staff wellbeing	88	88%	+6 ⬆
My Branch Manager works with Section Managers to ensure workloads are manageable	56	56%	-2
FSANZ internal communication channels (CEO updates, branch meetings, section meetings, the bulletin etc) provide me with the information I need to do my job and stay engaged and connected	83	83%	+20 ⬆
The Future Ready Working Group (FRWG) worked well to design the new agency structure	55	55%	-
The new agency structure better prepares FSANZ for our future work program	47	47%	-
The People and Culture Forum (PCF) is an important mechanism to help build a positive culture within FSANZ	52	52%	-
The ICT tools FSANZ are investing in (Servicely, Co-pilot, Promapp) will benefit the agency	47	47%	-

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.

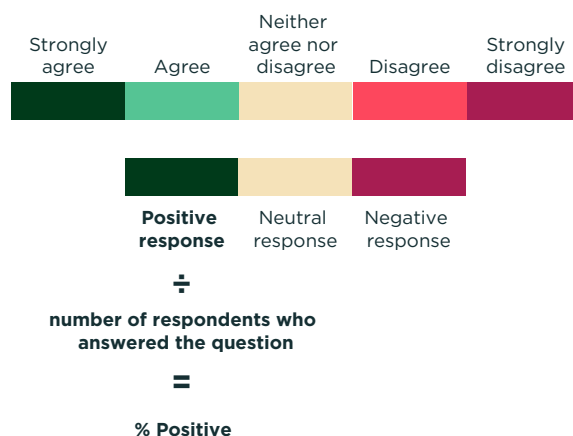
Prioritise 3 areas to take forward

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

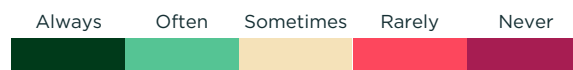
Guide to this report

% 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.

