

2025 APS Employee Census

5 May - 6 June

Highlights Report

NHFB

Responses:

32 of 34

Response rate:

94%



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				76	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
							-5⬇️	+1	0	-1
Say	Overall, I am satisfied with my job	78 16	78%	+5⬆️	+1	+1	0			
	I am proud to work in my agency	78 16	78%	-12⬇️	-3	-7⬇️	-10⬇️			
	I would recommend my agency as a good place to work	72 22	72%	-18⬇️	-5⬇️	-5⬇️	-1			
	I believe strongly in the purpose and objectives of my agency	100	100%	+7⬆️	+12⬆️	+9⬆️	+5⬆️			
Stay	I feel a strong personal attachment to my agency	47 28 25	47%	-16⬇️	-18⬇️	-20⬇️	-17⬇️			
	I feel committed to my agency's goals	94	94%	+4	+6⬆️	+5⬆️	+3			
Strive	I suggest ideas to improve our way of doing things	84 16	84%	-2	-2	-5⬇️	-7⬇️			
	I am happy to go the 'extra mile' at work when required	91	91%	+1	0	-1	0			
	I work beyond what is required in my job to help my agency achieve its objectives	72 22	72%	-5⬇️	-6⬇️	-6⬇️	-8⬇️			
	My agency really inspires me to do my best work every day	81 13	81%	+5⬆️	+15⬆️	+13⬆️	+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		81	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	88		88%	+14 ↑	+7 ↑	+7 ↑	+6 ↑
	My supervisor can deliver difficult advice whilst maintaining relationships	78	16	78%	+5 ↑	-2	-2	-1
	My supervisor invites a range of views, including those different to their own	84	9	84%	+8 ↑	+2	+1	+3
	My supervisor encourages my team to regularly review and improve our work	94		94%	+10 ↑	+11 ↑	+11 ↑	+13 ↑
	My supervisor is invested in my development	81	13	81%	-2	+3	+3	+5 ↑
	My supervisor ensures that my workgroup delivers on what we are responsible for	94		94%	+7 ↑	+6 ↑	+5 ↑	+7 ↑
Other similar questions								
	My supervisor provides me with helpful feedback to improve my performance	84	9	84%	+4	+5 ↑	+7 ↑	+7 ↑
	My immediate supervisor encourages me	84	9	84%	+8 ↑	+7 ↑	+6 ↑	+6 ↑
	My supervisor actively ensures that everyone can be included in workplace activities	91		91%	+7 ↑	+6 ↑	+6 ↑	+6 ↑
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	88		88%	+8 ↑	+6 ↑	+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	79	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
				-13↓	+9↑	+8↑	+7↑

SES Manager	My SES manager clearly articulates the direction and priorities for our area	88	13	88%	-9↓	+17↑	+16↑	+16↑
	My SES manager presents convincing arguments and persuades others towards an outcome	78	19	78%	-15↓	+14↑	+12↑	+9↑
	My SES manager promotes cooperation within and between agencies	94		94%	-3	+24↑	+22↑	+18↑
	My SES manager encourages innovation and creativity	84	9	84%	-9↓	+16↑	+16↑	+12↑
	My SES manager creates an environment that enables us to deliver our best	69	13	69%	-21↓	+1	+1	-1
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	97		97%	0	+21↑	+19↑	+16↑

Other similar questions

	In my agency, the SES work as a team	77	13	10	77%	-19↓	+19↑	+22↑	+15↑
	In my agency, the SES clearly articulate the direction and priorities for our agency	84		9	84%	-12↓	+18↑	+20↑	+15↑
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	88		9	88%	-9↓	+19↑	+16↑	+14↑

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 specialist agencies	Variance from extra small sized agencies
					-11↓	+1	+1	+2

Communication	My supervisor communicates effectively	88		88%	+11↑	+6↑	+6↑	+8↑
	My SES manager communicates effectively	75	13 13	75%	-22↓	+4	+3	+4
	Internal communication within my agency is effective	56	22 22	56%	-24↓	-5↓	-3	-4

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	53	28 19	53%	-30↓	-14↓	-15↓	-16↓
	Staff are consulted about change at work	56	22 22	56%	-7↓	+4	+6↑	+5↑
	Change is managed well in my agency	53	28 19	53%	-27↓	+5↑	+9↑	+6↑

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative

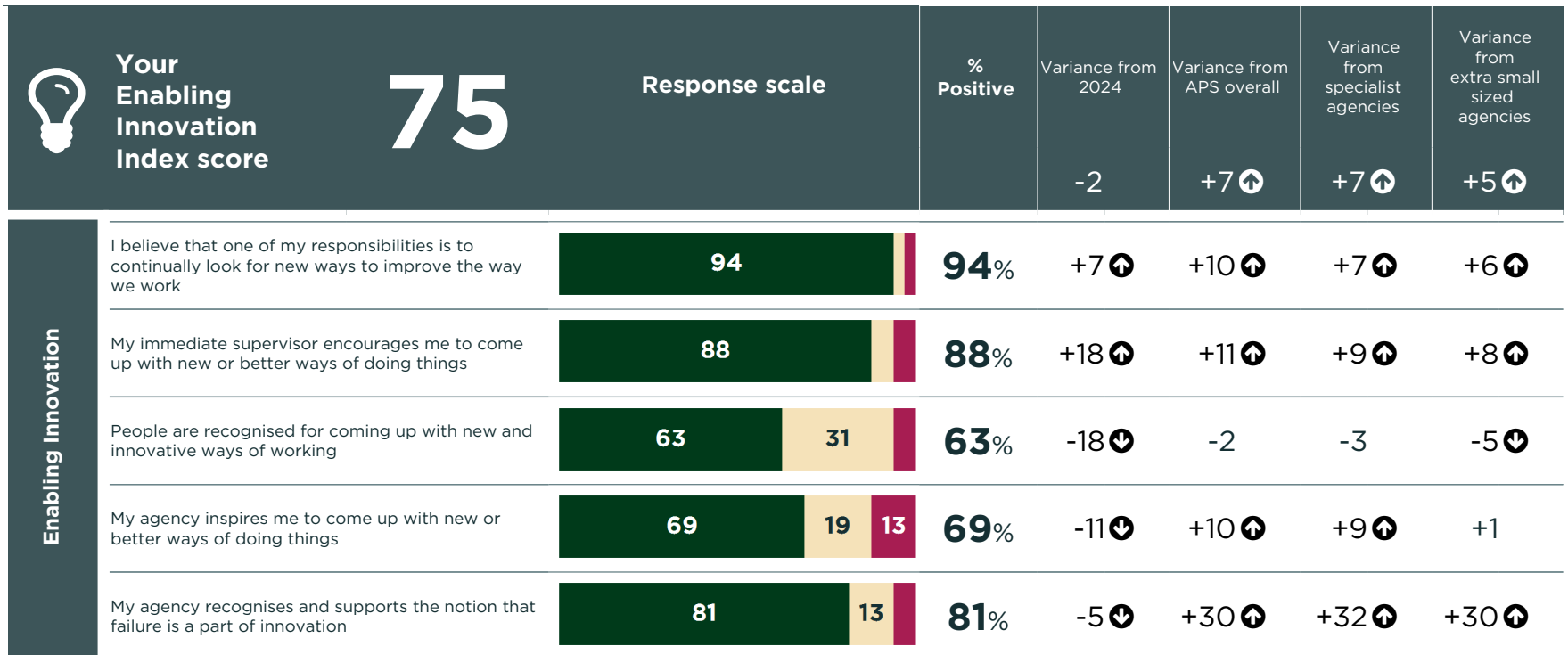


Enabling Innovation



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.



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	84	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
					-2	+12 ↑	+10 ↑	+9 ↑

Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	94	94%	+7 ↑	+21 ↑	+19 ↑	+18 ↑
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	91	91%	-3	+20 ↑	+18 ↑	+15 ↑
	My agency does a good job of promoting health and wellbeing	91	91%	-3	+20 ↑	+18 ↑	+17 ↑
	I think my agency cares about my health and wellbeing	88	88%	-6 ↓	+19 ↑	+15 ↑	+11 ↑
	I believe my immediate supervisor cares about my health and wellbeing	94	94%	+7 ↑	+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	81	81%	-5 ↓	+5 ↑	+4	+4
	I receive the respect I deserve from my colleagues at work	81	81%	+1	0	-1	-1
	My agency supports and actively promotes an inclusive workplace culture	91	91%	-6 ↓	+7 ↑	+8 ↑	+10 ↑

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 extra small sized agencies
In general, would you say that your health is:						
Excellent		19%	-8⬇️	+7⬆️	+6⬆️	+5⬆️
Very good		31%	-5⬇️	-4	-6⬇️	-7⬇️
Good		38%	+11⬆️	0	+2	+3
Fair		13%	+2	0	+1	+2
Poor		0%	0	-3	-3	-2
What best describes your current workload?						
Well above capacity - too much work		13%	+6⬆️	-4	-6⬇️	-5⬇️
Slightly above capacity - lots of work to do		38%	+4	-2	-3	-3
At capacity - about the right amount of work to do		34%	-19⬇️	-3	+1	0
Slightly below capacity - available for more work		16%	+9⬆️	+10⬆️	+9⬆️	+8⬆️
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 specialist agencies	Variance from extra small sized agencies
How often do you find your work stressful?						
Always		3%	+3	-1	-1	0
Often		13%	+2	-11⬇️	-9⬇️	-5⬇️
Sometimes		34%	-6⬇️	-16⬇️	-16⬇️	-17⬇️
Rarely		38%	-6⬇️	+18⬆️	+16⬆️	+12⬆️
Never		13%	+6⬆️	+10⬆️	+10⬆️	+10⬆️
To what extent is your work emotionally demanding?						
To a very large extent		3%	+3	-4	-3	-1
To a large extent		10%	+3	-10⬇️	-7⬇️	-4
Somewhat		32%	+9⬆️	-7⬇️	-6⬇️	-7⬇️
To a small extent		29%	-11⬇️	+5⬆️	+2	-2
To a very small extent		26%	-4	+16⬆️	+14⬆️	+13⬆️
I feel burned out by my work						
Strongly agree		3%	0	-4	-4	-3
Agree		9%	-7⬇️	-12⬇️	-10⬇️	-7⬇️
Neither agree nor disagree		22%	+5⬆️	-11⬇️	-9⬇️	-7⬇️
Disagree		41%	-3	+10⬆️	+7⬆️	+4
Strongly disagree		25%	+5⬆️	+17⬆️	+15⬆️	+13⬆️

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 specialist agencies	Variance from extra small sized agencies
I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	100	100%	0	+14 ↑	+12 ↑	+11 ↑
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		10%	0	-3	-3	-4
Flexible hours of work		39%	-8 ↓	+8 ↑	+2	+7 ↑
Compressed work week		6%	+6 ↑	+1	+2	+1
Job sharing		0%	0	0	0	-1
Working away from the office/working from home		74%	+1	+7 ↑	0	+2
None of the above		16%	+6 ↑	-3	+1	+1
Working away from the office						
All of the time		3%	-13 ↓	-4	-3	-3
Some of the time as a regular arrangement		39%	+12 ↑	-13 ↓	-16 ↓	-12 ↓
Only on an irregular basis		32%	+2	+24 ↑	+20 ↑	+18 ↑
None of the time		26%	-1	-7 ↓	0	-2
Did not disclose their arrangement		0%	0	0	0	0

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Working in the APS

	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
I am supported to use my expertise to provide frank and fearless advice	66 16 19	66%	-24⬇️	-4	-4	-6⬇️
The people in my workgroup demonstrate stewardship	84 16	84%	-2	+8⬆️	+5⬆️	+2
The culture in my agency supports people to act with integrity	88	88%	-9⬇️	+6⬆️	+5⬆️	+7⬆️
I believe strongly in the purpose and objectives of the APS	84 13	84%	+1	-4	-4	-1
I feel a strong personal attachment to the APS	56 31 13	56%	+3	-12⬇️	-7⬇️	-4
My workgroup considers the people and businesses affected by what we do	81 19	81%	-9⬇️	-3	-6⬇️	-9⬇️
The people in my workgroup value others' individual skills and talents	94	94%	-	+10⬆️	+7⬆️	+5⬆️
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	78 19	78%	-	-11⬇️	-12⬇️	-12⬇️
The people in my workgroup are able to bring up problems and tough issues	63 25 13	63%	-18⬇️	-17⬇️	-20⬇️	-20⬇️
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)	69 22 9	69%	-	+2	-5⬇️	-9⬇️

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 extra small sized agencies
I am satisfied with the recognition I receive for doing a good job	78 13 9	78%	+1	+10 ⬆	+7 ⬆	+4
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	88	88%	+14 ⬆	+22 ⬆	+21 ⬆	+14 ⬆
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	94	94%	-3	+9 ⬆	+8 ⬆	+8 ⬆
I am satisfied with the stability and security of my job	97	97%	0	+11 ⬆	+14 ⬆	+18 ⬆

Clarity and autonomy

	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	100	100%	0	+7 ⬆	+7 ⬆	+7 ⬆
I am clear what my duties and responsibilities are	81 16	81%	-2	-3	-2	-4
I have a choice in deciding how I do my work	81 19	81%	+1	+13 ⬆	+6 ⬆	+2
Where appropriate, I am able to take part in decisions that affect my job	69 16 16	69%	-11 ⬇	-3	-6 ⬇	-7 ⬇

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

Excellent		16%	-19↓	-9↓	-11↓	-12↓
Very good		69%	+14↑	+12↑	+12↑	+12↑
Average		16%	+5↑	0	+1	+2
Below average		0%	0	-2	-2	-1
Well below average		0%	0	-1	-1	-1

	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well	75 25	75%	-15↓	-4	-6↓	-7↓
My workgroup has the tools and resources we need to perform well	84 13	84%	-6↓	+24↑	+28↑	+21↑
The people in my workgroup use time and resources efficiently	81 19	81%	-6↓	+6↑	+3	0
My job gives me opportunities to utilise my skills	88 13	88%	-6↓	+8↑	+6↑	+4
During the last 12 months, the formal learning I have accessed has improved my performance	64 29 7	64%	-8↓	+5↑	+8↑	+8↑

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 extra 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		16%	+2	+7 ⬆	+8 ⬆	+8 ⬆
I want to leave my position within the next 12 months		31%	+5 ⬆	+10 ⬆	+12 ⬆	+8 ⬆
I want to stay working in my position for the next one to two years		47%	+17 ⬆	+8 ⬆	+4	+6 ⬆
I want to stay working in my position for at least the next three years		6%	-24 ⬇	-25 ⬇	-24 ⬇	-22 ⬇
What best describes your plans involved with leaving your current position?						
I am planning to retire		0%	-17 ⬇	-5 ⬇	-4	-4
I am pursuing another position within my agency		13%	+5 ⬆	-32 ⬇	-15 ⬇	+5 ⬆
I am pursuing a position in another agency		67%	0	+42 ⬆	+31 ⬆	+10 ⬆
I am pursuing work outside the APS		7%	+7 ⬆	-2	-7 ⬇	-8 ⬇
It is the end of my non-ongoing, casual or contracted employment		7%	+7 ⬆	+4	+2	0
Other		7%	-2	-7 ⬇	-7 ⬇	-3

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 extra small sized agencies
What is the primary reason behind your desire to leave your current position? (5 highest responses):						
I am looking to further my skills in another area		31%	-	-	-	-
My expectations for work in my current position have not been met		15%	-	-	-	-
There are a lack of future career opportunities in my agency		8%	-	-	-	-
I want to try a different type of work or I'm seeking a career change		8%	-	-	-	-
I am not satisfied with the work		8%	-	-	-	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



Employees who had perceived discrimination in the last 12 months in the course of their employment were asked where the discrimination came from and if they reported it.

Discrimination

Response scale

%

Variance from
2024

Variance from
APS overall

Variance from
specialist
agencies

Variance from
extra 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

0%

-7↓

-8↓

-6↓

-6↓

No

100%

+7↑

+8↑

+6↑

+6↑

Did this discrimination occur in your current agency?

Yes

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

No

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

The discrimination came from: [Multiple Response]

Within my agency

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

Another agency

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

A customer, stakeholder or member of the public

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

Other

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

Did you report the discrimination?

I reported the discrimination 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 discrimination

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 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 extra small sized agencies
During the last 12 months, have you been subjected to bullying or harassment in your current workplace?						
Yes		9%	-1	0	+1	0
No		81%	-9⬇	-5⬇	-6⬇	-5⬇
Not sure		9%	+9⬆	+5⬆	+5⬆	+5⬆
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
specialist
agencies

Variance from
extra 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%	0	-2	-2	-3
No		97%	-3	+5 ⬆	+4	+6 ⬆
Not sure		0%	0	-4	-4	-4
Prefer not to answer		3%	+3	+1	+1	0

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

Agency position



Agency position

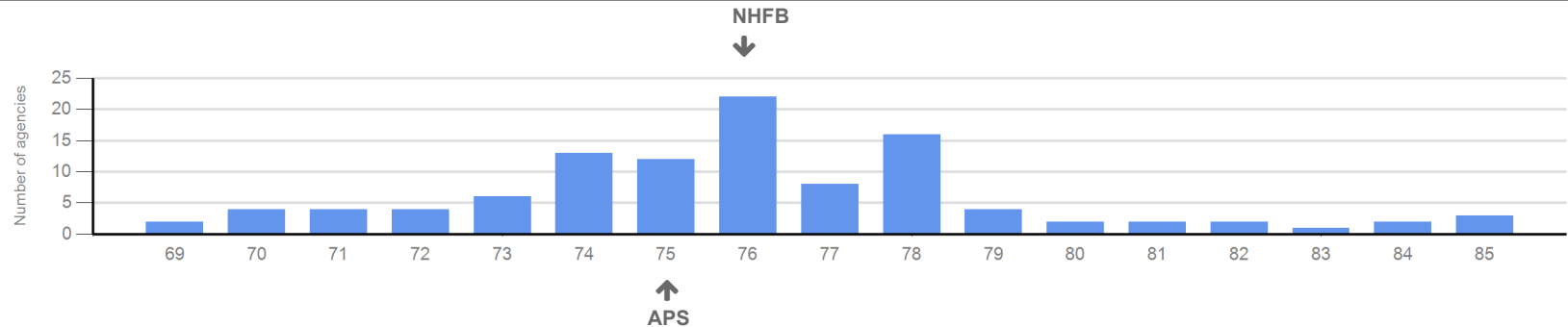
These graphs display the overall index score of each agency for the Employee Engagement, Immediate Supervisor, SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the overall APS index score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

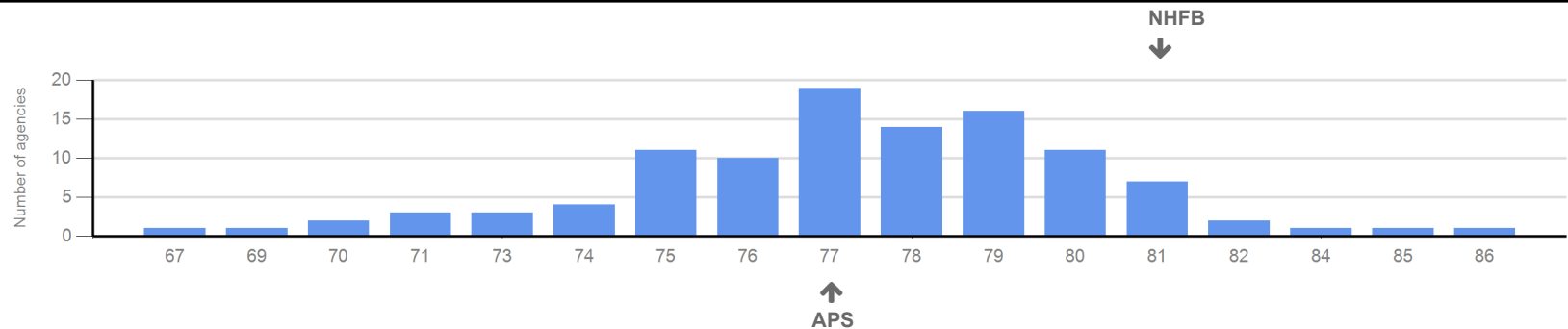
Employee Engagement Index

Ranking : 49th of 107



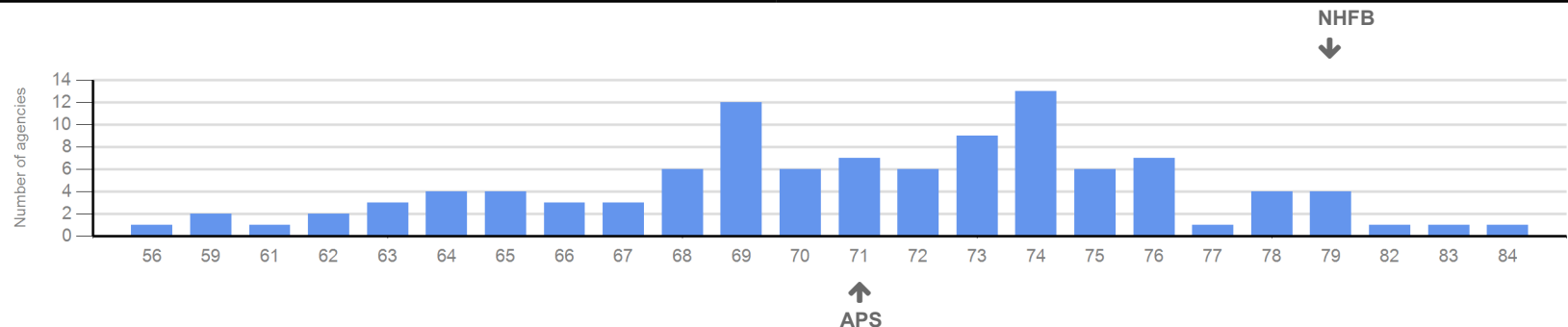
Immediate Supervisor Index

Ranking : 10th of 107



SES Manager Index

Ranking : 5th of 107



Agency position



Agency position

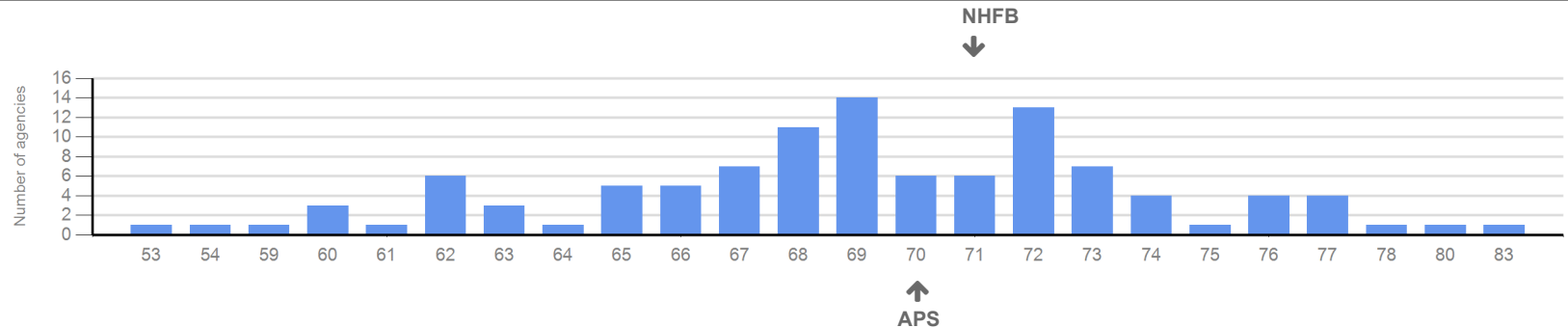
These graphs display the overall index score of each agency for the Employee Engagement, Immediate Supervisor, SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the overall APS index score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

Along the bottom line (x-axis) are the index scores. The height of the bar (y-axis) is how many agencies have that index score.

Please note, the x-axis values are not consecutive as only index scores received by an agency are represented.

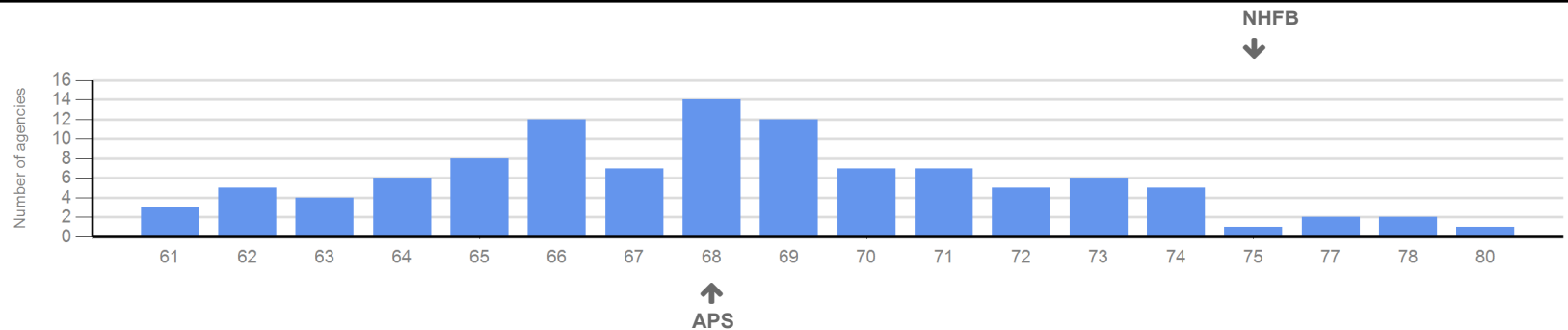
Communication Index

Ranking : 41st of 107



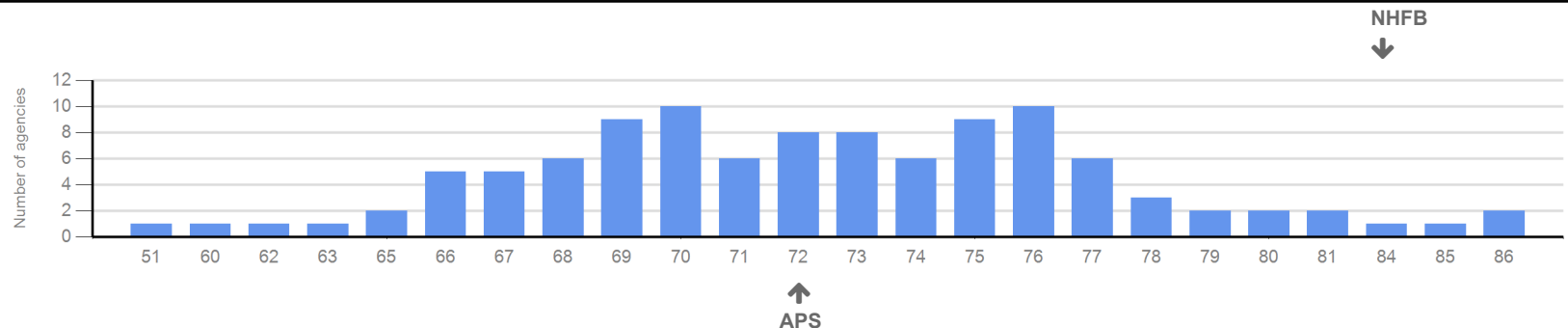
Enabling Innovation Index

Ranking : 6th of 107



Wellbeing Policies and Support Index

Ranking : 4th 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
extra small
sized agencies

.1	Where appropriate, I am able to take part in decisions that affect my job	69%	-11↓	-3	-6↓	-7↓
.2	My agency inspires me to come up with new or better ways of doing things	69%	-11↓	+10↑	+9↑	+1
.3	Staff are consulted about change at work	56%	-7↓	+4	+6↑	+5↑
.4	People are recognised for coming up with new and innovative ways of working	63%	-18↓	-2	-3	-5↓
.5	Change is managed well in my agency	53%	-27↓	+5↑	+9↑	+6↑
.6	I am clear what my duties and responsibilities are	81%	-2	-3	-2	-4

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.

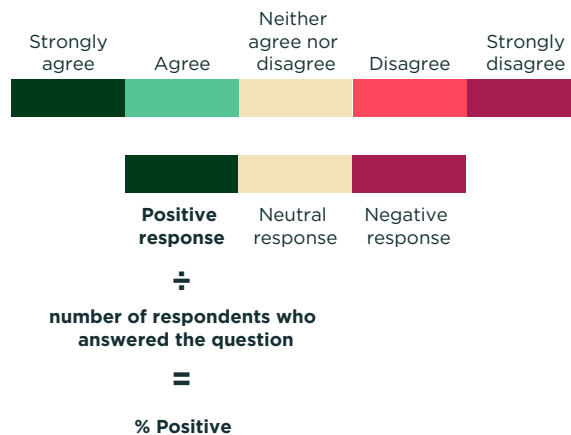
Prioritise 3 areas to take forward

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

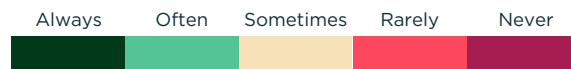
Guide to this report

% 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.

