

Highlights Report DSS



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Responses:

2,848 of 3,338

Response Rate:

85%

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 will be the lower results, and/or those which are scoring notably below your comparators.



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



How engaged is your team?

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		75	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
Say	Overall, I am satisfied with my job	78	12 10	78%	+2	+3	+1	+2
	I am proud to work in my agency	79	17	79%	+4	+1	-1	-1
	I would recommend my agency as a good place to work	77	15 8	77%	+5 ↑	+6 ↑	+1	+2
	I believe strongly in the purpose and objectives of my agency	91	7	91%	+2	+5 ↑	+5 ↑	+4
Stay	I feel a strong personal attachment to my agency	60	28 12	60%	+5 ↑	-3	0	-3
	I feel committed to my agency's goals	90	9	90%	+3	+4	+5 ↑	+4
Strive	I suggest ideas to improve our way of doing things	89	9	89%	-1	+3	-1	0
	I am happy to go the 'extra mile' at work when required	93		93%	0	+2	0	+1
	I work beyond what is required in my job to help my agency achieve its objectives	81	15	81%	-1	0	0	0
	My agency really inspires me to do my best work every day	63	26 10	63%	+5 ↑	+3	+2	+2

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		78	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	80	12 8	80%	0	+1	0	0
	My supervisor can deliver difficult advice whilst maintaining relationships	80	13 7	80%	0	0	0	0
	My supervisor invites a range of views, including those different to their own	82	10 7	82%	0	0	-1	-1
	My supervisor encourages my team to regularly review and improve our work	83	11	83%	0	+1	+1	+1
	My supervisor is invested in my development	79	13 8	79%	+1	+1	0	0
	My supervisor ensures that my workgroup delivers on what we are responsible for	90		90%	+1	+2	+1	+2
Other similar questions								
	My supervisor provides me with helpful feedback to improve my performance	78	13 9	78%	-1	0	+1	0
	My immediate supervisor encourages me	79	14	79%	0	+2	0	0
	My supervisor actively ensures that everyone can be included in workplace activities	85	9	85%	0	+1	+1	+1
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	82	11	82%	-	+1	0	0

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 Leadership Index score	74	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
					0	+4	+1	+2

SES Manager	My SES manager clearly articulates the direction and priorities for our area	76	16	8	76%	-1	+7 ⬆️	+3	+4
	My SES manager presents convincing arguments and persuades others towards an outcome	70	23		70%	0	+7 ⬆️	-1	+3
	My SES manager promotes cooperation within and between agencies	76	20		76%	0	+8 ⬆️	0	+4
	My SES manager encourages innovation and creativity	71	22		71%	-1	+5 ⬆️	+1	+3
	My SES manager creates an environment that enables us to deliver our best	73	17	10	73%	0	+7 ⬆️	+2	+4
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	82	15		82%	0	+7 ⬆️	+1	+3

Other similar questions

	In my agency, the SES work as a team	62	30	8	62%	+1	+5 ⬆️	+2	+4
	In my agency, the SES clearly articulate the direction and priorities for our agency	73	20	7	73%	+1	+9 ⬆️	+6 ⬆️	+7 ⬆️
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	74	21		74%	-1	+7 ⬆️	+2	+4

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 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
					0	+2	+1	+2

Communication	My supervisor communicates effectively	80	10	10	80%	-2	-1	-1	-1
	My SES manager communicates effectively	78	14	8	78%	0	+8 ↑	+2	+5 ↑
	Internal communication within my agency is effective	63	24	14	63%	0	+5 ↑	+3	+5 ↑

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	68	16	16	68%	-1	0	0	0
	Staff are consulted about change at work	52	33	15	52%	+1	+2	+1	+2
	Change is managed well in my agency	48	32	20	48%	0	+4	+4	+6 ↑

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative

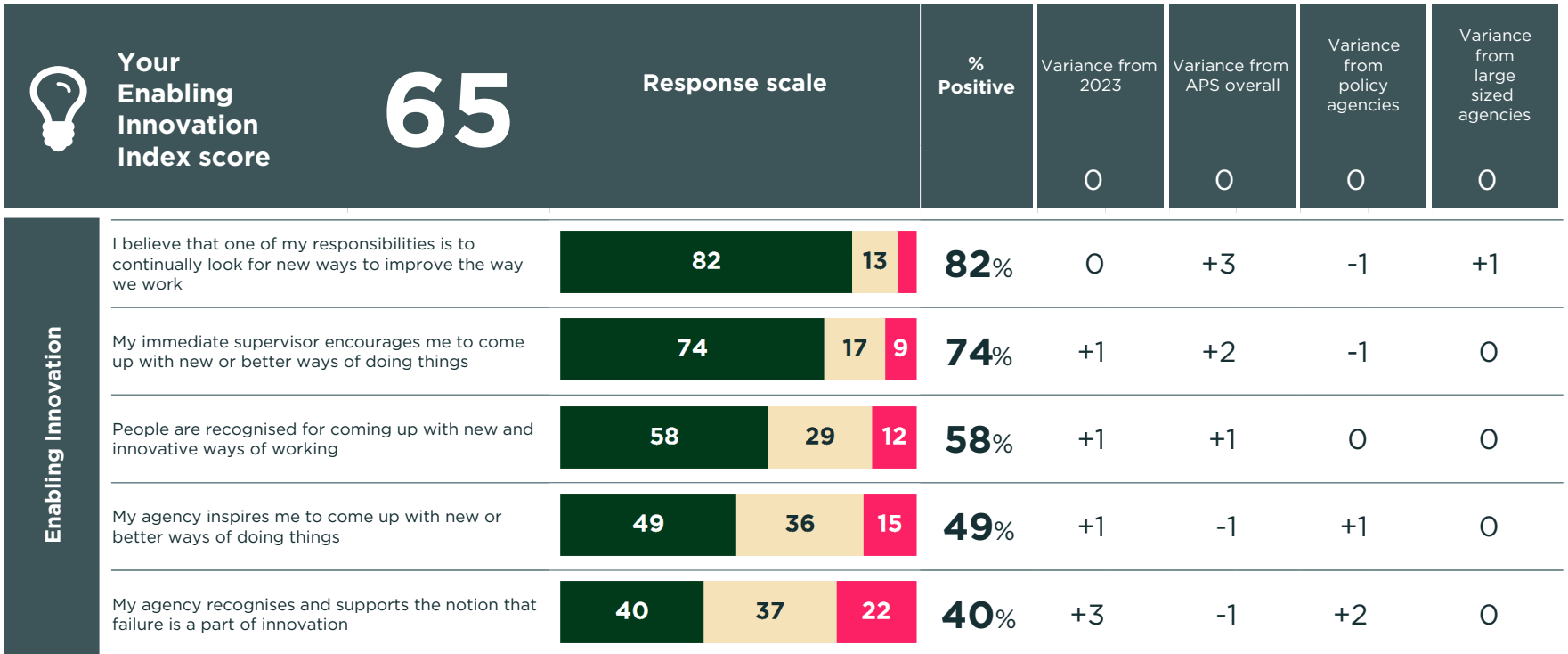


Enabling Innovation



Enabling Innovation

The 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 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	72	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies

Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	71	19	9	71%	+5	+4	+4	+3
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	70	20	10	70%	+2	+4	+5	+3
	My agency does a good job of promoting health and wellbeing	70	20	10	70%	+2	+3	+5	+3
	I think my agency cares about my health and wellbeing	70	19	11	70%	+5	+6	+5	+4
	I believe my immediate supervisor cares about my health and wellbeing	88	7	7	88%	+1	+2	0	+1

Other similar questions

Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	77	10	12	77%	-	+3	+2	+2
	The people in my workgroup are able to bring up problems and tough issues	81	11	8	81%	-	0	-1	-1
	I receive the respect I deserve from my colleagues at work	83	13	8	83%	+1	+2	+1	+1
	My agency supports and actively promotes an inclusive workplace culture	84	10	6	84%	0	+3	+1	+1

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 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
In general, would you say that your health is:						
Excellent		10%	0	-1	-1	-1
Very good		34%	+1	-1	-2	-2
Good		38%	-1	0	+1	0
Fair		16%	0	+2	+2	+2
Poor		3%	0	0	0	0
What best describes your current workload?						
Well above capacity - too much work		22%	-3	-1	-2	-2
Slightly above capacity - lots of work to do		41%	+3	+1	+1	0
At capacity - about the right amount of work to do		29%	+1	-2	+1	0
Slightly below capacity - available for more work		7%	0	+1	0	+1
Well below capacity - not enough work		2%	0	0	0	0

Key


















At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Wellbeing

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
How often do you find your work stressful?						
Always		3%	-1	-1	-1	-1
Often		24%	-2	-1	-1	-1
Sometimes		49%	-1	-1	-1	-1
Rarely		21%	+3	+2	+3	+3
Never		2%	0	0	+1	+1
To what extent is your work emotionally demanding?						
To a very large extent		7%	-1	-1	+1	0
To a large extent		18%	-2	-2	-1	-2
Somewhat		37%	-1	-2	-2	-1
To a small extent		27%	+3	+3	+1	+2
To a very small extent		11%	0	+2	+1	+1
I feel burned out by my work						
Strongly agree		7%	-1	-1	-1	-1
Agree		20%	-2	-3	-3	-3
Neither agree nor disagree		30%	0	-2	0	-1
Disagree		33%	+2	+3	+2	+3
Strongly disagree		9%	+1	+2	+2	+2

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Flexible work



	Response scale	%	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	87	87%	+4	+4	0	+1
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		14%	-1	+1	+1	+1
Flexible hours of work		20%	-3	-7↓	-3	-7↓
Compressed work week		6%	+2	+2	+2	+1
Job sharing		0%	0	0	0	0
Working away from the office/working from home		69%	+6↑	+7↑	+1	-1
None of the above		18%	-3	-6↓	-2	0
Working away from the office						
None of the time		31%	-	-7↓	-1	+1
All of the time		2%	-	-4	-5↓	-6↓
Some of the time as a regular arrangement		60%	-	+13↑	+9↑	+7↑
Only on an irregular basis		7%	-	-2	-3	-2
Did not disclose their arrangement		0%	-	0	0	0

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

Key



At least 5 percentage points greater than comparator






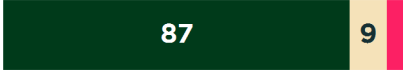


At least 5 percentage points less than comparator

Positive Neutral Negative



Working in the APS

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
I am supported to use my expertise to provide frank and fearless advice		67%	-	+2	+1	+1
The people in my workgroup demonstrate stewardship		78%	-	+2	-1	0
The culture in my agency supports people to act with integrity		80%	-	+3	+1	+2
I believe strongly in the purpose and objectives of the APS		89%	+1	+3	+3	+3
I feel a strong personal attachment to the APS		67%	+3	+3	+4	+3
My workgroup considers the people and businesses affected by what we do		87%	-	+2	-1	0

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 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
I am satisfied with the recognition I receive for doing a good job	75 	75%	+2	+6 	+1	+2
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	79 	79%	+7 	+16 	+6 	+10 
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	85 	85%	+8 	+3	0	0
I am satisfied with the stability and security of my job	86 	86%	+2	+1	-1	+1

Clarity and autonomy

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	94 	94%	+1	+1	+2	+1
I am clear what my duties and responsibilities are	79 	79%	-1	-1	+1	0
I have a choice in deciding how I do my work	68 	68%	+3	+2	-4	-3
Where appropriate, I am able to take part in decisions that affect my job	74 	74%	+2	+3	-1	0

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 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
In the last month, please rate your workgroup's overall performance						
Excellent		30%	0	+2	+1	+1
Very good		54%	+1	-1	0	0
Average		14%	0	-1	0	0
Below average		2%	0	0	0	0
Well below average		0%	-1	0	0	0

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well		79%	+1	0	-1	-1
My workgroup has the tools and resources we need to perform well		59%	-1	0	+1	+1
The people in my workgroup use time and resources efficiently		76%	-2	0	-1	-1
My job gives me opportunities to utilise my skills		81%	+2	+1	-1	-1
In the last 12 months, the formal learning I have accessed has improved my performance		60%	-	+2	+3	+3

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Retention



Employees who indicated that they wanted to leave their current position as soon as possible or within the next 12 months were asked what their plans were.

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
Which of the following statements best reflects your current thoughts about working in your current position?						
I want to leave my position as soon as possible		10%	-1	0	0	+1
I want to leave my position within the next 12 months		25%	-7↓	+2	-2	0
I want to stay working in my position for the next one to two years		42%	+3	+4	-1	+2
I want to stay working in my position for at least the next three years		24%	+5↑	-7↓	+2	-2
What best describes your plans involved with leaving your current position?						
I am planning to retire		4%	0	-1	+1	+1
I am pursuing another position within my agency		41%	+6↑	-2	-1	-4
I am pursuing a position in another agency		28%	-6↓	+1	0	+3
I am pursuing work outside the APS		7%	-1	-3	-2	-2
It is the end of my non-ongoing, casual or contracted employment		5%	+2	+2	+1	+1
Other		16%	0	+3	+1	+2

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Retention



Employees were also asked for the primary reason behind their desire to leave and could select one response from a list of 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.

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large 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		16%	-	-	-	-
I want to try a different type of work or I'm seeking a career change		12%	-	-	-	-
I am looking to further my skills in another area		12%	-	-	-	-
I have achieved all I can in my current position		8%	-	-	-	-
Other		7%	-	-	-	-

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 what the basis was for the discrimination. Employees could select one or more responses from a list of items.

Only the three types of discrimination with the highest proportion of responses are presented here. These may vary between agencies, work units and with results for the APS overall.

Discrimination	Response scale	%	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
During the last 12 months and in the course of your employment, have you experienced discrimination on the basis of your background or a personal characteristic?						
Yes		11%	0	+1	+1	+2
No		89%	0	-1	-1	-2
Did this discrimination occur in your current agency?						
Yes		92%	0	0	+1	+1
No		8%	0	0	-1	-1
Basis for the discrimination that you experienced (3 highest responses):						
Age		29%	-	-	-	-
Gender		26%	-	-	-	-
Disability		21%	-	-	-	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



Employees who perceived harassment or bullying in the last 12 months were asked what type of harassment or bullying 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.

Harassment and bullying	Response scale	%	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes		11%	0	+1	+1	+1
No		84%	+1	0	-1	-1
Not sure		5%	-1	-1	0	0
Types of harassment or bullying experienced (3 highest responses):						
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		47%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		42%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		27%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures		40%	+3	+4	+6	+4
It was reported by someone else		8%	0	+1	+1	+1
I did not report the behaviour		52%	-3	-5	-7	-5

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



Employees who indicated that they had witnessed potential corrupt behaviour were asked to describe the behaviour. Employees could select one or more responses from a list of items.

Only the three types of corrupt behaviours with the highest proportion of responses are presented here. These may vary between agencies and with results for the APS overall.

Corruption	Response scale	%	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
Excluding behaviour reported to you as part of your duties, in the last 12 months have you witnessed another APS employee in your agency engaging in behaviour that you consider may be serious enough to be viewed as corruption?						
Yes		2%	0	-1	0	0
No		93%	0	+2	+1	+1
Not sure		3%	0	-1	0	0
Would prefer not to answer		2%	-1	-1	0	0
Types of corrupt behaviours witnessed (3 highest responses):						
Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		64%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		23%	-	-	-	-
Fraud, forgery or embezzlement		18%	-	-	-	-
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		28%	+11↑	+7↑	+7↑	+8↑
It was reported by someone else		15%	-1	-1	0	0
I did not report the behaviour		57%	-10↓	-6↓	-7↓	-7↓

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	28%
Woman or female	67%
Non-binary	1%
I use a different term	0%
Prefer not to say	4%

Do you identify as an Aboriginal and/or Torres Strait Islander person?	Responses
Yes	4%
No	96%

Do you have an ongoing disability?	Responses
Yes	15%
No	85%

Do you have carer responsibilities?	Responses
Yes	43%
No	57%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	11%
No	89%

Do you identify as culturally and linguistically diverse?	Responses
Yes	21%
No	79%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	73%
Australian Aboriginal and/or Torres Strait Islander	4%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	13%
North-West European (excluding Anglo-European)	3%
Southern and Eastern European	6%
South-East Asian	8%
North-East Asian	2%
Southern and Central Asian	3%
North American	0%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	1%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	11%
No	71%
Maybe	11%
I am unsure what neurodivergent means	7%

Agency position



Agency position

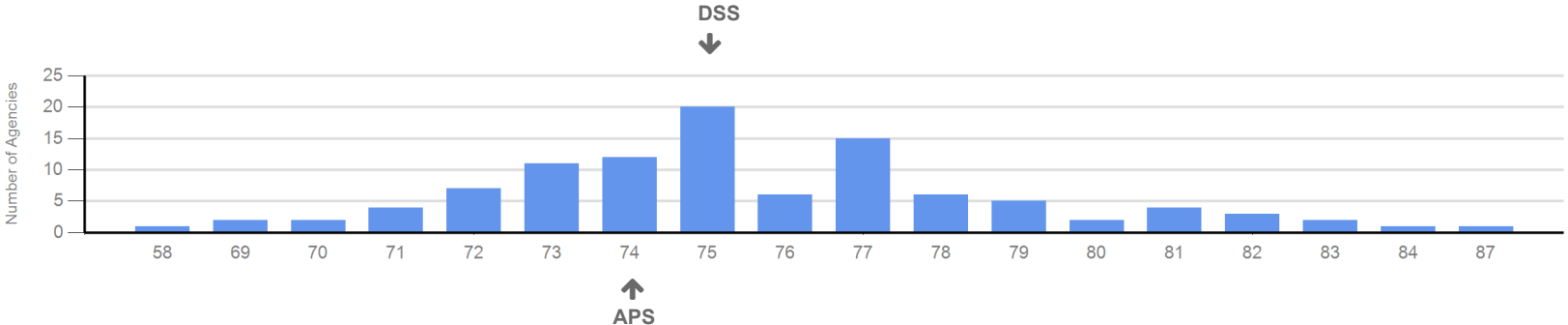
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

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

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

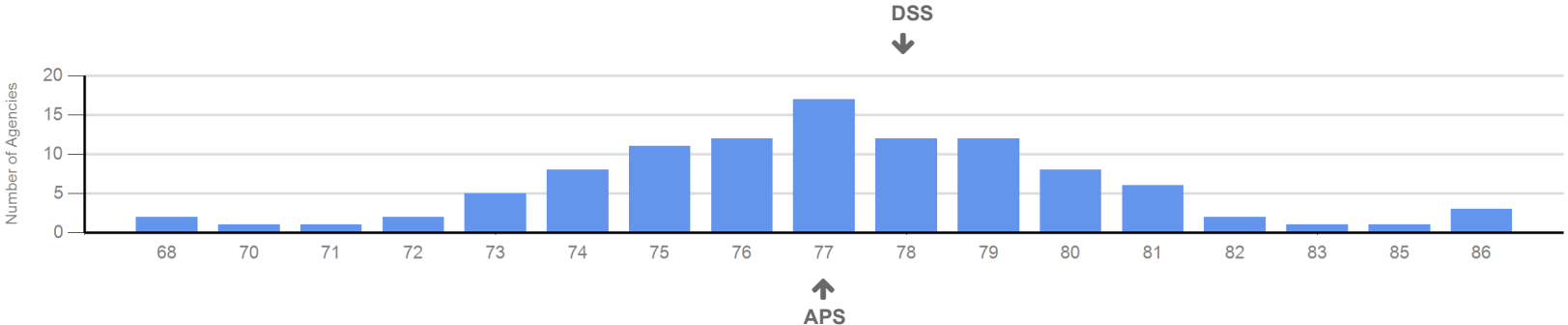
Employee Engagement Index

Ranking : 55th of 104



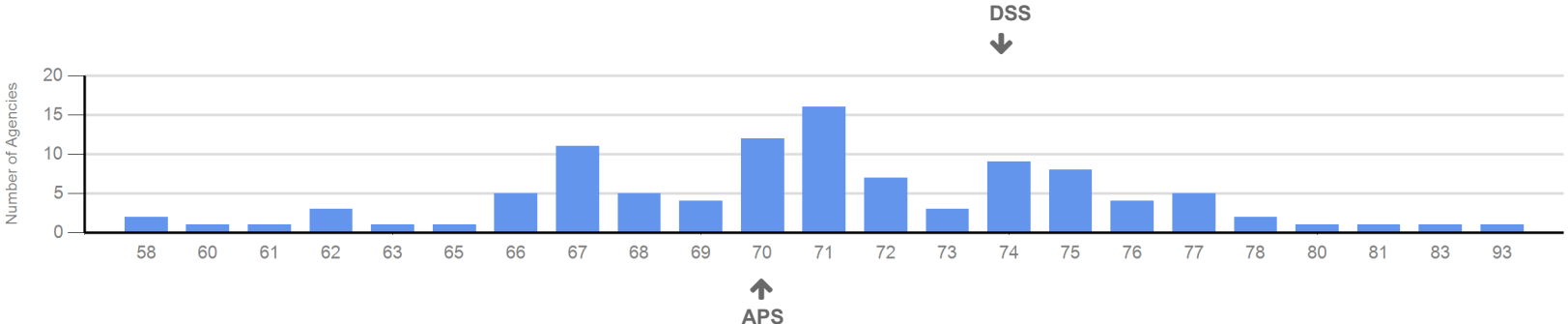
Leadership – Immediate Supervisor Index

Ranking : 41st of 104



Leadership – SES Manager Index

Ranking : 32nd of 104



Agency position



Agency position

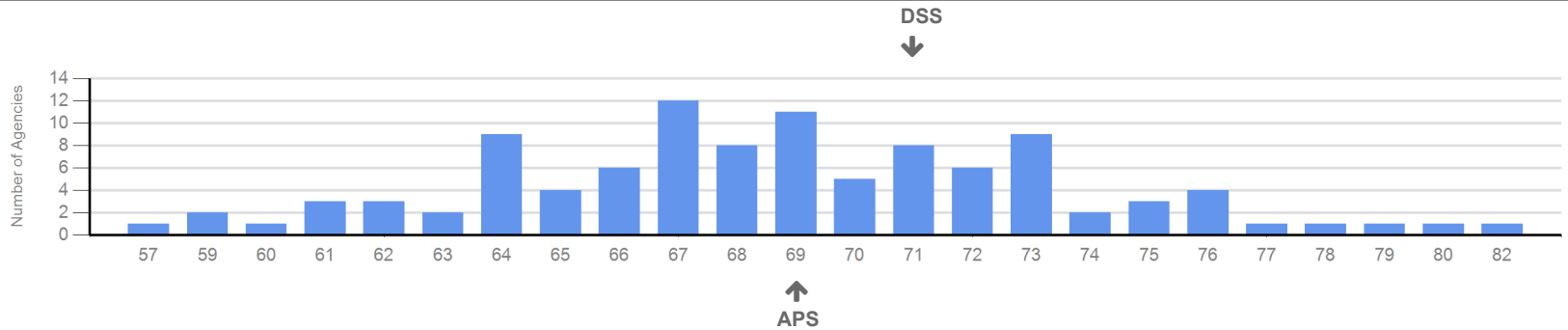
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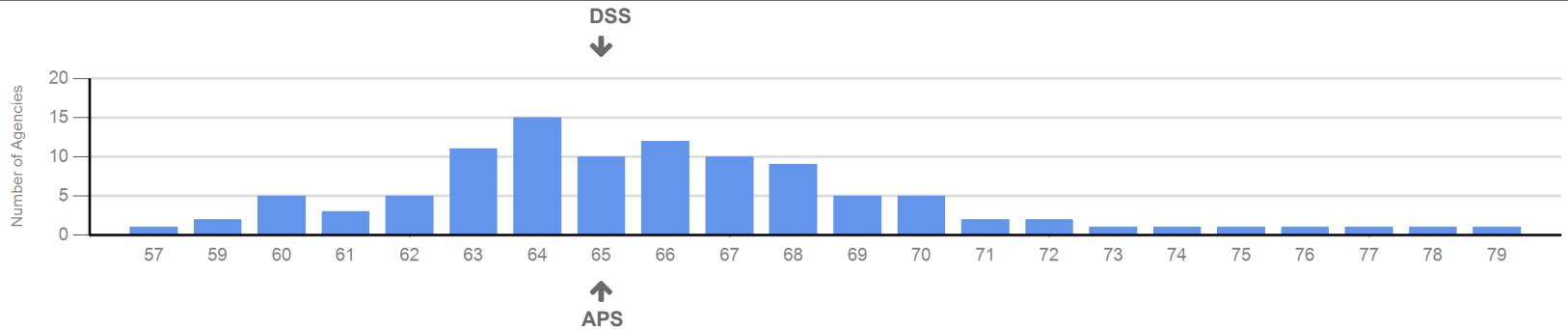
Communication Index

Ranking : 30th of 104



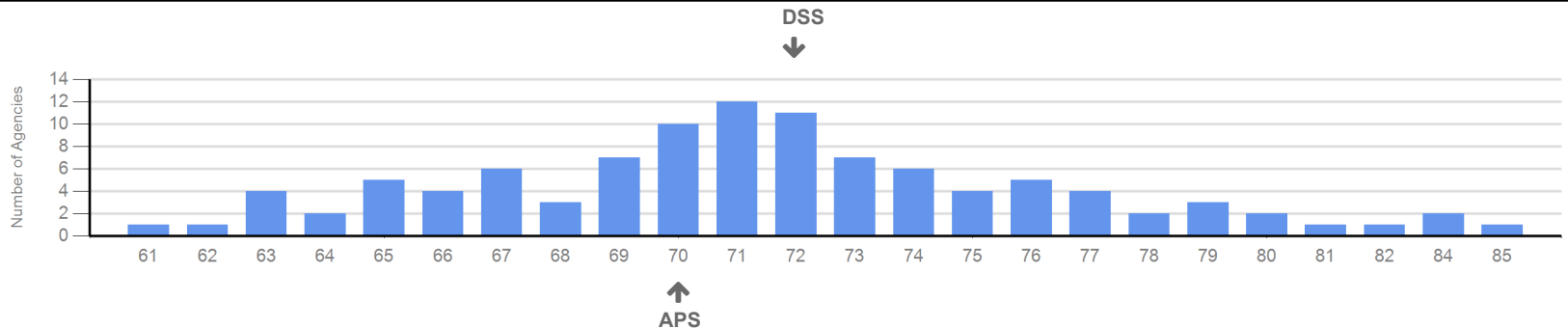
Enabling Innovation Index

Ranking : 58th of 104



Wellbeing Policies and Support Index

Ranking : 41st of 104



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 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
.1	I am supported to use my expertise to provide frank and fearless advice		67%	-	+2	+1	+1
.2	The culture in my agency supports people to act with integrity		80%	-	+3	+1	+2
.3	My agency supports and actively promotes an inclusive workplace culture		84%	0	+3	+1	+1
.4	Change is managed well in my agency		48%	0	+4	+4	+6
.5	I am satisfied with the recognition I receive for doing a good job		75%	+2	+6	+1	+2
.6	My agency inspires me to come up with new or better ways of doing things		49%	+1	-1	+1	0

DSS specific questions

	Response scale		% Positive	Variance from 2023
My Branch / State Manager uses regular meeting forums to update staff on the department's goals and priorities and how this relates to my workgroup's outputs	87	9	87%	+1
My agency actively encourages a pro-integrity culture through fostering a culture which values, acknowledges and champions doing the right thing	79	17	79%	+3
My branch leadership encourages me to be curious in my work	74	19	74%	-
My agency recognises the importance of workplace wellbeing (including mental health)	79	14	79%	+1
When I make a suggestion, I feel my suggestion is heard	60	31	60%	+3
When change is expected, the reasons are communicated well by the SES in my Group	59	33	59%	+1
I actively seek feedback to improve my performance	69	27	69%	0
I feel confident to speak up, contest ideas and share a different view to my colleagues and immediate supervisor to influence better outcomes and decisions	76	16	76%	-1
My workplace actively models and promotes a high standard of integrity and transparency	76	18	76%	+3

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



DSS specific questions

	Response scale			% Positive	Variance from 2023
I am encouraged to collaborate with peers across the Department, Portfolio and the APS	72	20	8	72%	+18 ↑
Senior leaders model the behaviours of the 4Cs - Curiosity, Contestability, Collaboration and Courage	69	23	8	69%	-
I feel confident that my team environment supports me to show courage in difficult circumstances/situations	78	16		78%	-
I feel senior leaders empower others to take greater responsibility within teams	61	27	11	61%	+8 ↑
I know what I am accountable for in my current role	88		8	88%	-

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.

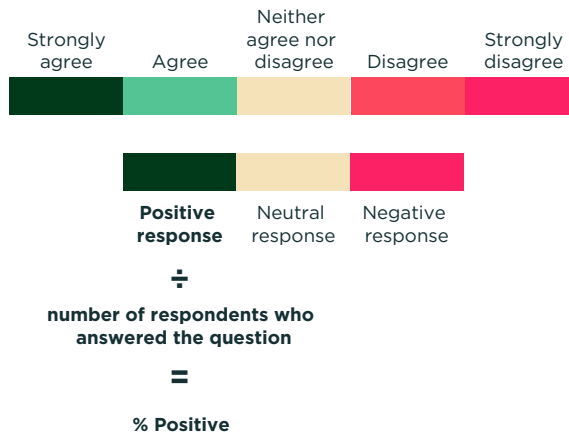
Prioritise 3 areas to take forward

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

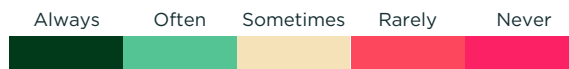
Guide to this report

% 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. To see how agencies are categorised visit:

<https://www.apsc.gov.au/aps-agencies-size-and-function>

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.

