

2024 APS Employee Census

Highlights Report:

NEMA

398 of 450

88%

1
2
3
4
5

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.

Index	Score	Variance from 2023	Variance from APS overall	Variance from specialist agencies
Engagement Index	72	0	-2	-4
Immediate Supervisor Index	74	0	-3	-3
SES Manager Index	71	+4	+2	0
Communication Index	64	+3	-5	-5
Enabling Innovation Index	63	0	-2	-3
Wellbeing Policies and Support Index	63	+3	-7	-9

Variance from medium sized agencies

-3

-3

+1

-4

-2

-8

Agency ranking (out of 104 agencies)

92

88

43

85

83

101

Section Description

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.

The Immediate Supervisor score assesses how employees view the leadership behaviours of their immediate supervisor in line with the APS Leadership Capability Framework.

The SES Manager Index assesses how employees view the leadership behaviours of their immediate SES manager in line with the APS Leadership Capability Framework.

Section

Employee engagement - say, stay, strive

Employee engagement - say, stay, strive

Employee engagement - say, stay, strive

Employee engagement - say, stay, strive

Employee engagement - say, stay, strive

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Leadership - Immediate Supervisor

Leadership - Immediate Supervisor

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Leadership - Immediate Supervisor

Leadership - Immediate Supervisor

Leadership - Immediate Supervisor

Leadership - Immediate Supervisor

Leadership - SES Manager

Leadership - SES Manager

Leadership - SES Manager

Leadership - SES Manager

Leadership - SES Manager

Leadership - SES Manager

Leadership - SES Manager

Leadership - SES Manager

Leadership - SES Manager

Communication and change

Communication and change

Communication and change

Communication and change

Communication and change

Communication and change

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.

Enabling Innovation

Enabling Innovation

Enabling Innovation

Enabling Innovation

Enabling Innovation

The Wellbeing Index provides a measure of the practical and cultural elements that allow for a sustainable and healthy working environment.

Wellbeing Policies and Support

Wellbeing Policies and Support

Wellbeing Policies and Support

Wellbeing Policies and Support

Wellbeing Policies and Support

Wellbeing Policies and Support

Wellbeing Policies and Support

Wellbeing Policies and Support

Wellbeing Policies and Support

Flexible work

Working in the APS

Working in the APS

Working in the APS

Working in the APS

Working in the APS

Working in the APS

Job satisfaction

Job satisfaction

Job satisfaction

Job satisfaction

Clarity and autonomy

Clarity and autonomy

Clarity and autonomy

Clarity and autonomy

Performance

Performance

Performance

Performance

Performance

NEMA specific questions

NEMA specific questions

NEMA specific questions

NEMA specific questions

NEMA specific questions

NEMA specific questions

NEMA specific questions

NEMA specific questions

NEMA specific questions

NEMA specific questions

NEMA specific questions

Sub Section	Question	% Positive	% Neutral	% Negative
	Overall, I am satisfied with my job	66%	14%	21%
	I am proud to work in my agency	72%	17%	11%
	I would recommend my agency as a good place to work	52%	23%	25%
	I believe strongly in the purpose and objectives of my agency	88%	9%	3%
	I feel a strong personal attachment to my agency	58%	25%	16%
	I feel committed to my agency's goals	86%	10%	5%
	I suggest ideas to improve our way of doing things	90%	8%	3%
	I am happy to go the 'extra mile' at work when required	90%	7%	3%
	I work beyond what is required in my job to help my agency achieve its objectives	80%	16%	4%
	My agency really inspires me to do my best work every day	55%	25%	20%
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	77%	10%	13%
Immediate Supervisor	My supervisor can deliver difficult advice whilst maintaining relationships	76%	13%	11%
Immediate Supervisor	My supervisor invites a range of views, including those different to their own	79%	9%	12%
Immediate Supervisor	My supervisor encourages my team to regularly review and improve our work	79%	12%	9%
Immediate Supervisor	My supervisor is invested in my development	72%	15%	13%
Immediate Supervisor	My supervisor ensures that my workgroup delivers on what we are responsible for	84%	8%	8%
	My supervisor provides me with helpful feedback to improve my performance	71%	18%	11%
	My immediate supervisor encourages me	76%	15%	10%
	My supervisor actively ensures that everyone can be included in workplace activities	81%	8%	11%
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	79%	10%	11%
SES Manager	My SES manager clearly articulates the direction and priorities for our area	72%	13%	15%
SES Manager	My SES manager presents convincing arguments and persuades others towards an outcome	71%	18%	11%
SES Manager	My SES manager promotes cooperation within and between agencies	79%	14%	7%
SES Manager	My SES manager encourages innovation and creativity	73%	16%	11%

SES Manager	My SES manager creates an environment that enables us to deliver our best	70%	15%	15%
SES Manager	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	82%	12%	6%
	In my agency, the SES work as a team	39%	25%	36%
	In my agency, the SES clearly articulate the direction and priorities for our agency	54%	18%	28%
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	71%	20%	9%
Communication	My supervisor communicates effectively	75%	9%	16%
Communication	My SES manager communicates effectively	73%	15%	13%
Communication	Internal communication within my agency is effective	41%	23%	35%
Change	When changes occur, the impacts are communicated well within my workgroup	58%	20%	22%
Change	Staff are consulted about change at work	41%	32%	27%
Change	Change is managed well in my agency	29%	25%	46%
Enabling innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	82%	13%	6%
Enabling innovation	My immediate supervisor encourages me to come up with new or better ways of doing things	74%	13%	13%
Enabling innovation	People are recognised for coming up with new and innovative ways of working	57%	23%	19%
Enabling innovation	My agency inspires me to come up with new or better ways of doing things	47%	33%	20%
Enabling innovation	My agency recognises and supports the notion that failure is a part of innovation	38%	31%	31%
Wellbeing policies and support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	54%	27%	20%
Wellbeing policies and support	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	54%	28%	18%
Wellbeing policies and support	My agency does a good job of promoting health and wellbeing	50%	25%	25%
Wellbeing policies and support	I think my agency cares about my health and wellbeing	53%	24%	22%
Wellbeing policies and support	I believe my immediate supervisor cares about my health and wellbeing	84%	8%	8%
Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	72%	11%	17%

Wellbeing	The people in my workgroup are able to bring up problems and tough issues	74%	13%	13%
Wellbeing	I receive the respect I deserve from my colleagues at work	76%	15%	9%
Wellbeing	My agency supports and actively promotes an inclusive workplace culture	67%	16%	16%
	I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	75%	9%	15%
	I am supported to use my expertise to provide frank and fearless advice	57%	20%	23%
	The people in my workgroup demonstrate stewardship	72%	18%	9%
	The culture in my agency supports people to act with integrity	61%	20%	20%
	I believe strongly in the purpose and objectives of the APS	84%	13%	3%
	I feel a strong personal attachment to the APS	57%	30%	13%
	My workgroup considers the people and businesses affected by what we do	82%	12%	6%
	I am satisfied with the recognition I receive for doing a good job	65%	20%	15%
	I am fairly remunerated (e.g. salary, superannuation) for the work that I do	68%	15%	18%
	I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	73%	16%	11%
	I am satisfied with the stability and security of my job	77%	14%	9%
	I understand how my role contributes to achieving an outcome for the Australian public	89%	8%	3%
	I am clear what my duties and responsibilities are	62%	25%	13%
	I have a choice in deciding how I do my work	61%	26%	13%
	Where appropriate, I am able to take part in decisions that affect my job	64%	16%	20%
	My workgroup has the appropriate skills, capabilities and knowledge to perform well	73%	14%	13%
	My workgroup has the tools and resources we need to perform well	53%	17%	30%
	The people in my workgroup use time and resources efficiently	70%	14%	15%
	My job gives me opportunities to utilise my skills	75%	11%	14%
	In the last 12 months, the formal learning I have accessed has improved my performance	56%	28%	16%
	My Agency takes actions to prioritise a positive workplace culture	61%	20%	18%
	I personally take concrete actions to contribute towards a positive workplace culture	90%	9%	1%
	I am clear about the expectations of me and my accountabilities	79%	11%	9%

I have regular discussions with my immediate supervisor about my progress	66%	18%	15%
I regularly self-reflect on my progress and how I can continue to build my skills	91%	7%	2%
I am satisfied that I can access relevant learning and development opportunities to continue to build my skills	64%	21%	16%
I have the right amount of guidance from my immediate supervisor to do my work	72%	14%	14%
My immediate supervisor supports me to ensure I maintain a healthy work-life balance	79%	12%	9%
My Agency supports appropriate work, health and safety practices	66%	19%	15%
I understand how my work connects to other parts of NEMA	73%	12%	15%
I have regular opportunities to connect to my peers	67%	21%	12%

Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium sized agencies
-2	-9	-12	-10
-1	-6	-11	-8
-2	-19	-22	-20
+5	+2	-2	-2
+4	-5	-8	-6
+6	0	-2	-2
-2	+3	0	+1
-4	-1	-2	-2
-4	-1	-1	-2
+3	-5	-8	-8
+4	-3	-3	-3
0	-4	-3	-3
+1	-3	-4	-3
-1	-3	-2	-2
-1	-6	-6	-6
0	-4	-5	-4
-1	-8	-6	-7
0	-2	-2	-2
+1	-3	-3	-2
-	-2	-2	-2
+8	+2	+1	+2
+8	+8	+3	+6
+4	+10	+6	+9
+7	+7	+4	+6

+6	+4	+1	+3
+10	+7	+3	+5
+1	-17	-16	-15
+9	-11	-11	-10
+4	+4	-1	+2
+2	-6	-6	-5
+9	+3	0	+3
+5	-16	-16	-15
+9	-10	-13	-10
+6	-10	-10	-10
+5	-14	-13	-13
-3	+3	-1	0
+1	+2	0	0
+11	0	-2	-1
+2	-3	-6	-5
+8	-3	-2	-2
+5	-14	-16	-14
+13	-12	-16	-14
+8	-16	-18	-16
+3	-11	-16	-14
-2	-2	-4	-3
-	-2	-3	-2

-	-7	-8	-8
0	-5	-6	-5
+3	-14	-13	-12

+3	-7	-12	-10
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-	-9	-10	-9
-	-4	-7	-7
-	-16	-18	-17
-2	-2	-1	-2
-2	-8	-2	-5
-	-3	-6	-5

+3	-3	-6	-4
+2	+5	+4	+3
+6	-9	-12	-10
+11	-8	-4	-5
+1	-4	-5	-5
+1	-18	-18	-16
0	-5	-14	-12
-2	-7	-10	-9

+1	-5	-8	-7
+4	-6	-5	-3
-2	-6	-9	-6
-3	-5	-8	-7
-	-2	-1	-1

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Section Description

Section

Sub Section

Wellbeing
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Wellbeing

Wellbeing
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Flexible work

Flexible work

Flexible work

Flexible work

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.

Flexible work

Flexible work

Flexible work

Flexible work

Flexible work

Performance

Performance

Performance

Performance

Performance

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.

Retention

Retention

Retention

Retention

Retention

Retention

Retention

Retention

Retention

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.

Retention

Retention

Retention

Retention

Retention

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.

Unacceptable behaviour	Discrimination
Unacceptable behaviour	Discrimination
Unacceptable behaviour	Discrimination
Unacceptable behaviour	Discrimination
Unacceptable behaviour	Discrimination
Unacceptable behaviour	Discrimination

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.

Unacceptable behaviour	Harassment and bullying
Unacceptable behaviour	Harassment and bullying
Unacceptable behaviour	Harassment and bullying
Unacceptable behaviour	Harassment and bullying
Unacceptable behaviour	Harassment and bullying
Unacceptable behaviour	Harassment and bullying
Unacceptable behaviour	Harassment and bullying
Unacceptable behaviour	Harassment and bullying

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.

Unacceptable behaviour	Corruption
------------------------	------------

Unacceptable behaviour

Corruption

Unacceptable behaviour

Corruption

Unacceptable behaviour

Corruption

Unacceptable behaviour

Corruption

Unacceptable behaviour

Corruption

Unacceptable behaviour

Corruption

Demographics

Demographics

Demographics

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Demographics

Question

In general, would you say that your health is:

In general, would you say that your health is:

In general, would you say that your health is:

In general, would you say that your health is:

In general, would you say that your health is:

What best describes your current workload?

What best describes your current workload?

What best describes your current workload?

What best describes your current workload?

What best describes your current workload?

How often do you find your work stressful?

How often do you find your work stressful?

How often do you find your work stressful?

How often do you find your work stressful?

How often do you find your work stressful?

To what extent is your work emotionally demanding?

To what extent is your work emotionally demanding?

To what extent is your work emotionally demanding?

To what extent is your work emotionally demanding?

To what extent is your work emotionally demanding?

I feel burned out by my work

I feel burned out by my work

I feel burned out by my work

I feel burned out by my work

I feel burned out by my work

Do you currently access any of the following flexible working arrangements? [Multiple Response]

Do you currently access any of the following flexible working arrangements? [Multiple Response]

Do you currently access any of the following flexible working arrangements? [Multiple Response]

Do you currently access any of the following flexible working arrangements? [Multiple Response]

Do you currently access any of the following flexible working arrangements? [Multiple Response]

Do you currently access any of the following flexible working arrangements? [Multiple Response]

Question Response

Excellent

Very good

Good

Fair

Poor

Well above capacity – too much work

Slightly above capacity – lots of work to do

At capacity – about the right amount of work to do

Slightly below capacity – available for more work

Well below capacity – not enough work

Always

Often

Sometimes

Rarely

Never

To a very large extent

To a large extent

Somewhat

To a small extent

To a very small extent

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Part time

Flexible hours of work

Compressed work week

Job sharing

Working away from the office/working from home

None of the above

Working away from the office

None of the time

Working away from the office

All of the time

Working away from the office

Some of the time as a regular arrangement

Working away from the office

Only on an irregular basis

Working away from the office

Did not disclose their arrangement

In the last month, please rate your workgroup's overall performance

Excellent

In the last month, please rate your workgroup's overall performance

Very good

In the last month, please rate your workgroup's overall performance

Average

In the last month, please rate your workgroup's overall performance

Below average

In the last month, please rate your workgroup's overall performance

Well below average

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

Which of the following statements best reflects your current thoughts about working in your current position?

I want to leave my position within the next 12 months

Which of the following statements best reflects your current thoughts about working in your current position?

I want to stay working in my position for the next one to two years

Which of the following statements best reflects your current thoughts about working in your current position?

I want to stay working in my position for at least the next three years

What best describes your plans involved with leaving your current position?

I am planning to retire

What best describes your plans involved with leaving your current position?

I am pursuing another position within my agency

What best describes your plans involved with leaving your current position?

I am pursuing a position in another agency

What best describes your plans involved with leaving your current position?

I am pursuing work outside the APS

What best describes your plans involved with leaving your current position?

It is the end of my non-ongoing, casual or contracted employment

What best describes your plans involved with leaving your current position?

Other

What is the primary reason behind your desire to leave your current position? (5 highest responses): I wish to pursue a promotion opportunity

What is the primary reason behind your desire to leave your current position? (5 highest responses): Senior leadership is of a poor quality

What is the primary reason behind your desire to leave your current position? (5 highest responses): My immediate supervisor's leadership is of a poor quality

What is the primary reason behind your desire to leave your current position? (5 highest responses): Other

What is the primary reason behind your desire to leave your current position? (5 highest responses): I am expected to do more work than I reasonably can

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

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?

No

Did this discrimination occur in your current agency?

Yes

Did this discrimination occur in your current agency?

No

Basis for the discrimination that you experienced (3 highest responses):

Gender

Basis for the discrimination that you experienced (3 highest responses):

Other

Basis for the discrimination that you experienced (3 highest responses):

Age

During the last 12 months, have you been subjected to harassment or bullying in your current workplace?

Yes

During the last 12 months, have you been subjected to harassment or bullying in your current workplace?

No

During the last 12 months, have you been subjected to harassment or bullying in your current workplace?

Not sure

Types of harassment or bullying experienced (3 highest responses):

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)

Types of harassment or bullying experienced (3 highest responses):

Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)

Types of harassment or bullying experienced (3 highest responses):

Deliberate exclusion from work-related activities

Did you report the harassment or bullying?

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

Did you report the harassment or bullying?

It was reported by someone else

Did you report the harassment or bullying?

I did not report the behaviour

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

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?	No
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?	Not sure
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?	Would prefer not to answer
Did you report the potentially corrupt behaviour?	I reported the behaviour in accordance with my agency's policies and procedures
Did you report the potentially corrupt behaviour?	It was reported by someone else
Did you report the potentially corrupt behaviour?	I did not report the behaviour
How do you describe your gender?	Man or male
How do you describe your gender?	Woman or female
How do you describe your gender?	Non-binary
How do you describe your gender?	I use a different term
How do you describe your gender?	Prefer not to say
Do you identify as an Aboriginal and/or Torres Strait Islander person?	Yes
Do you identify as an Aboriginal and/or Torres Strait Islander person?	No
Do you have an ongoing disability?	Yes
Do you have an ongoing disability?	No
Do you have carer responsibilities?	Yes
Do you have carer responsibilities?	No
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?	Yes
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?	No
Do you identify as culturally and linguistically diverse?	Yes
Do you identify as culturally and linguistically diverse?	No
How would you describe your cultural background? [Multiple Response]	Australian (excluding Australian Aboriginal and/or Torres Strait Islander)
How would you describe your cultural background? [Multiple Response]	Australian Aboriginal and/or Torres Strait Islander
How would you describe your cultural background? [Multiple Response]	New Zealander (excluding Maori)
How would you describe your cultural background? [Multiple Response]	Maori, Melanesian, Papuan, Micronesian, and Polynesian
How would you describe your cultural background? [Multiple Response]	Anglo-European
How would you describe your cultural background? [Multiple Response]	North-West European (excluding Anglo-European)
How would you describe your cultural background? [Multiple Response]	Southern and Eastern European
How would you describe your cultural background? [Multiple Response]	South-East Asian

How would you describe your cultural background? [Multiple Response]

How would you describe your cultural background? [Multiple Response]

How would you describe your cultural background? [Multiple Response]

How would you describe your cultural background? [Multiple Response]

How would you describe your cultural background? [Multiple Response]

How would you describe your cultural background? [Multiple Response]

Do you consider yourself to be neurodivergent?

Do you consider yourself to be neurodivergent?

Do you consider yourself to be neurodivergent?

Do you consider yourself to be neurodivergent?

North-East Asian

Southern and Central Asian

North American

South and Central American and Caribbean Islander

North African and Middle Eastern

Sub-Saharan African

Yes

No

Maybe

I am unsure what neurodivergent means

% Response	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium sized agencies
11%	-1	0	-1	0
36%	+5	+1	-1	0
35%	-2	-3	-1	-2
15%	+1	+1	+3	+3
3%	-2	0	+1	0
26%	-3	+3	+4	+2
39%	-2	-1	-1	-1
22%	+4	-9	-8	-7
10%	+1	+4	+3	+4
3%	0	+2	+2	+2
7%	0	+2	+3	+3
26%	-3	+1	+3	+3
46%	-3	-3	-4	-4
20%	+6	+1	-1	0
1%	0	-1	-2	-1
10%	+1	+3	+4	+3
25%	-2	+4	+7	+6
35%	-2	-3	-2	-2
21%	-1	-3	-6	-4
9%	+4	-1	-3	-2
12%	0	+4	+6	+5
24%	-2	+1	+3	+3
27%	-2	-5	-3	-4
32%	+4	+3	0	+1
5%	0	-3	-4	-4
6%	+1	-7	-8	-6
16%	-3	-11	-17	-12
6%	+2	+1	+2	+1
0%	0	0	0	0
62%	+6	0	-8	-7
29%	-4	+6	+11	+10

38%	-	0	+8	+7
4%	-	-1	-2	-4
44%	-	-2	-7	-5
13%	-	+4	+1	+2
0%	-	0	0	0
26%	+1	-1	-4	-2
50%	0	-5	-4	-5
19%	-2	+3	+5	+5
3%	-1	+1	+2	+1
2%	+1	+1	+1	+1
18%	+6	+9	+10	+10
27%	+1	+4	+6	+5
38%	-4	0	-3	-3
17%	-2	-13	-13	-11
0%	-6	-5	-4	-3
21%	+1	-22	-7	-9
54%	+2	+27	+18	+18
10%	+2	0	-4	-2
4%	-3	+1	-1	-1
11%	+4	-2	-3	-3
15%	-	-	-	-
11%	-	-	-	-
9%	-	-	-	-
8%	-	-	-	-

7%	-	-	-	-
15%	+1	+5	+7	+6
85%	-1	-5	-7	-6
91%	+11	-1	-1	0
9%	-11	+1	+1	0
30%	-	-	-	-
30%	-	-	-	-
26%	-	-	-	-
24%	+5	+13	+15	+13
70%	-6	-14	-17	-15
7%	+1	+1	+2	+1
61%	-	-	-	-
53%	-	-	-	-
38%	-	-	-	-
29%	-16	-7	-4	-8
9%	+3	+2	+2	+1
62%	+13	+5	+2	+7
3%	-5	-1	0	-1

90%	+6	-1	-3	-2
5%	0	+1	+2	+1
3%	-2	+1	+1	+1
10%	-10	-11	-6	-5
0%	-30	-16	-14	-17
90%	+40	+27	+19	+22
36%	+2	-1	-3	0
60%	-1	+1	+3	+1
1%	-1	0	0	0
0%	0	0	0	0
4%	0	0	0	0
2%	0	-1	-1	-1
98%	0	+1	+1	+1
10%	+2	-1	+1	+1
90%	-2	+1	-1	-1
36%	-1	-7	-5	-5
64%	+1	+7	+5	+5
11%	0	+2	0	0
89%	0	-2	0	0
18%	-	-7	-6	-5
82%	-	+7	+6	+5
76%	+2	+9	+6	+6
2%	0	-1	-1	0
2%	0	+1	0	0
1%	-2	-1	0	-1
14%	-1	+1	0	0
2%	0	-1	-2	-1
3%	-2	-3	-3	-2
6%	+2	-5	-3	-3

2%	+1	-1	-2	-1
2%	-1	-2	-2	-1
0%	0	0	-1	-1
1%	+1	0	0	0
1%	0	-1	-1	-1
1%	0	0	0	0
11%	+2	+3	+2	+2
74%	-10	+1	-1	+1
10%	-	+1	-1	0
5%	-2	-4	-1	-3

Suggested Questions to Focus On

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

Question

- I am supported to use my expertise to provide frank and fearless advice
- My agency inspires me to come up with new or better ways of doing things
- The culture in my agency supports people to act with integrity
- My agency supports and actively promotes an inclusive workplace culture
- Where appropriate, I am able to take part in decisions that affect my job
- Internal communication within my agency is effective

% Positive

- 57%
- 47%
- 61%
- 67%
- 64%
- 41%

Variance from 2023**Variance from APS overall****Variance from specialist agencies****Variance from medium sized agencies**

-
+2
-
+3
-2
+5

-9
-3
-16
-14
-7
-16

-10
-6
-18
-13
-10
-16

-9
-5
-17
-12
-9
-15

% Positive : Where results are shown as positive percentages (% positive), these are calculated by adding together positive responses ('Strongly agree' + 'Agree') and dividing by the number of respondents who answered the question.

Anonymity : It is Engine's 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 with results from 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.

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%.