

Highlights Report NEMA



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Responses:

398 of 450

Response Rate:

88%

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		72	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium sized agencies
Say	Overall, I am satisfied with my job	66	14 21	66%	-2	-9 ↓	-12 ↓	-10 ↓
	I am proud to work in my agency	72	17 11	72%	-1	-6 ↓	-11 ↓	-8 ↓
	I would recommend my agency as a good place to work	52	23 25	52%	-2	-19 ↓	-22 ↓	-20 ↓
	I believe strongly in the purpose and objectives of my agency	88	9	88%	+5 ↑	+2	-2	-2
Stay	I feel a strong personal attachment to my agency	58	25 16	58%	+4	-5 ↓	-8 ↓	-6 ↓
	I feel committed to my agency's goals	86	10	86%	+6 ↑	0	-2	-2
Strive	I suggest ideas to improve our way of doing things	90	8	90%	-2	+3	0	+1
	I am happy to go the 'extra mile' at work when required	90	7	90%	-4	-1	-2	-2
	I work beyond what is required in my job to help my agency achieve its objectives	80	16	80%	-4	-1	-1	-2
	My agency really inspires me to do my best work every day	55	25 20	55%	+3	-5 ↓	-8 ↓	-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		74	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium sized agencies
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	77	10 13	77%	+4	-3	-3	-3
	My supervisor can deliver difficult advice whilst maintaining relationships	76	13 11	76%	0	-4	-3	-3
	My supervisor invites a range of views, including those different to their own	79	9 12	79%	+1	-3	-4	-3
	My supervisor encourages my team to regularly review and improve our work	79	12 9	79%	-1	-3	-2	-2
	My supervisor is invested in my development	72	15 13	72%	-1	-6 ↓	-6 ↓	-6 ↓
	My supervisor ensures that my workgroup delivers on what we are responsible for	84	8 8	84%	0	-4	-5 ↓	-4
Other similar questions								
	My supervisor provides me with helpful feedback to improve my performance	71	18 11	71%	-1	-8 ↓	-6 ↓	-7 ↓
	My immediate supervisor encourages me	76	15 10	76%	0	-2	-2	-2
	My supervisor actively ensures that everyone can be included in workplace activities	81	8 11	81%	+1	-3	-3	-2
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	79	10 11	79%	-	-2	-2	-2
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	71	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium sized agencies
				+4	+2	0	+1

SES Manager	My SES manager clearly articulates the direction and priorities for our area	72	13	15	72%	+8 ↑	+2	+1	+2
	My SES manager presents convincing arguments and persuades others towards an outcome	71	18	11	71%	+8 ↑	+8 ↑	+3	+6 ↑
	My SES manager promotes cooperation within and between agencies	79	14	7	79%	+4	+10 ↑	+6 ↑	+9 ↑
	My SES manager encourages innovation and creativity	73	16	11	73%	+7 ↑	+7 ↑	+4	+6 ↑
	My SES manager creates an environment that enables us to deliver our best	70	15	15	70%	+6 ↑	+4	+1	+3
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	82	12		82%	+10 ↑	+7 ↑	+3	+5 ↑

Other similar questions

	In my agency, the SES work as a team	39	25	36	39%	+1	-17 ↓	-16 ↓	-15 ↓
	In my agency, the SES clearly articulate the direction and priorities for our agency	54	18	28	54%	+9 ↑	-11 ↓	-11 ↓	-10 ↓
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	71	20	9	71%	+4	+4	-1	+2

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	64	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium sized agencies
				+3	-5 ↓	-5 ↓	-4

Communication	My supervisor communicates effectively	75	9 16	75%	+2	-6 ↓	-6 ↓	-5 ↓
	My SES manager communicates effectively	73	15 13	73%	+9 ↑	+3	0	+3
	Internal communication within my agency is effective	41	23 35	41%	+5 ↑	-16 ↓	-16 ↓	-15 ↓

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	58	20 22	58%	+9 ↑	-10 ↓	-13 ↓	-10 ↓
	Staff are consulted about change at work	41	32 27	41%	+6 ↑	-10 ↓	-10 ↓	-10 ↓
	Change is managed well in my agency	29	25 46	29%	+5 ↑	-14 ↓	-13 ↓	-13 ↓

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.

Your Enabling Innovation Index score		63	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium sized agencies
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	82	13	82%	-3	+3	-1	0
	My immediate supervisor encourages me to come up with new or better ways of doing things	74	13	74%	+1	+2	0	0
	People are recognised for coming up with new and innovative ways of working	57	23	57%	+11↑	0	-2	-1
	My agency inspires me to come up with new or better ways of doing things	47	33	47%	+2	-3	-6↓	-5↓
	My agency recognises and supports the notion that failure is a part of innovation	38	31	38%	+8↑	-3	-2	-2

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			63	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium sized agencies
						+3	-7↓	-9↓	-8↓

Wellbeing Policies and Support	Question	54	27	20	54%	+5↑	-14↓	-16↓	-14↓
	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	54	28	18	54%	+13↑	-12↓	-16↓	-14↓
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	50	25	25	50%	+8↑	-16↓	-18↓	-16↓
	My agency does a good job of promoting health and wellbeing	53	24	22	53%	+3	-11↓	-16↓	-14↓
	I think my agency cares about my health and wellbeing	84	8	8	84%	-2	-2	-4	-3

Other similar questions

Wellbeing	Question	72	11	17	72%	-	-2	-3	-2
	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	74	13	13	74%	-	-7↓	-8↓	-8↓
	The people in my workgroup are able to bring up problems and tough issues	76	15	9	76%	0	-5↓	-6↓	-5↓
	I receive the respect I deserve from my colleagues at work	67	16	16	67%	+3	-14↓	-13↓	-12↓

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 specialist agencies	Variance from medium sized agencies
In general, would you say that your health is:						
Excellent		11%	-1	0	-1	0
Very good		36%	+5	+1	-1	0
Good		35%	-2	-3	-1	-2
Fair		15%	+1	+1	+3	+3
Poor		3%	-2	0	+1	0
What best describes your current workload?						
Well above capacity - too much work		26%	-3	+3	+4	+2
Slightly above capacity - lots of work to do		39%	-2	-1	-1	-1
At capacity - about the right amount of work to do		22%	+4	-9	-8	-7
Slightly below capacity - available for more work		10%	+1	+4	+3	+4
Well below capacity - not enough work		3%	0	+2	+2	+2

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 specialist agencies	Variance from medium sized agencies
How often do you find your work stressful?						
Always		7%	0	+2	+3	+3
Often		26%	-3	+1	+3	+3
Sometimes		46%	-3	-3	-4	-4
Rarely		20%	+6 	+1	-1	0
Never		1%	0	-1	-2	-1
To what extent is your work emotionally demanding?						
To a very large extent		10%	+1	+3	+4	+3
To a large extent		25%	-2	+4	+7 	+6 
Somewhat		35%	-2	-3	-2	-2
To a small extent		21%	-1	-3	-6 	-4
To a very small extent		9%	+4	-1	-3	-2
I feel burned out by my work						
Strongly agree		12%	0	+4	+6 	+5 
Agree		24%	-2	+1	+3	+3
Neither agree nor disagree		27%	-2	-5 	-3	-4
Disagree		32%	+4	+3	0	+1
Strongly disagree		5%	0	-3	-4	-4

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 specialist agencies	Variance from medium sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	75	75%	+3	-7 ↓	-12 ↓	-10 ↓
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		6%	+1	-7 ↓	-8 ↓	-6 ↓
Flexible hours of work		16%	-3	-11 ↓	-17 ↓	-12 ↓
Compressed work week		6%	+2	+1	+2	+1
Job sharing		0%	0	0	0	0
Working away from the office/working from home		62%	+6 ↑	0	-8 ↓	-7 ↓
None of the above		29%	-4	+6 ↑	+11 ↑	+10 ↑
Working away from the office						
None of the time		38%	-	0	+8 ↑	+7 ↑
All of the time		4%	-	-1	-2	-4
Some of the time as a regular arrangement		44%	-	-2	-7 ↓	-5 ↓
Only on an irregular basis		13%	-	+4	+1	+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 specialist agencies	Variance from medium sized agencies
I am supported to use my expertise to provide frank and fearless advice	57	20	23	57%	-	-9↓	-10↓	-9↓
The people in my workgroup demonstrate stewardship	72	18	9	72%	-	-4	-7↓	-7↓
The culture in my agency supports people to act with integrity	61	20	20	61%	-	-16↓	-18↓	-17↓
I believe strongly in the purpose and objectives of the APS	84	13		84%	-2	-2	-1	-2
I feel a strong personal attachment to the APS	57	30	13	57%	-2	-8↓	-2	-5↓
My workgroup considers the people and businesses affected by what we do	82	12		82%	-	-3	-6↓	-5↓

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 specialist agencies	Variance from medium sized agencies
I am satisfied with the recognition I receive for doing a good job	65	20	15	65%	+3	-3	-6 ↓	-4
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	68	15	18	68%	+2	+5 ↑	+4	+3
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	73	16	11	73%	+6 ↑	-9 ↓	-12 ↓	-10 ↓
I am satisfied with the stability and security of my job	77	14	9	77%	+11 ↑	-8 ↓	-4	-5 ↓

Clarity and autonomy

	Response scale			% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	89	8		89%	+1	-4	-5 ↓	-5 ↓
I am clear what my duties and responsibilities are	62	25	13	62%	+1	-18 ↓	-18 ↓	-16 ↓
I have a choice in deciding how I do my work	61	26	13	61%	0	-5 ↓	-14 ↓	-12 ↓
Where appropriate, I am able to take part in decisions that affect my job	64	16	20	64%	-2	-7 ↓	-10 ↓	-9 ↓

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 specialist agencies	Variance from medium sized agencies
In the last month, please rate your workgroup's overall performance						
Excellent		26%	+1	-1	-4	-2
Very good		50%	0	-5 ↓	-4	-5 ↓
Average		19%	-2	+3	+5 ↑	+5 ↑
Below average		3%	-1	+1	+2	+1
Well below average		2%	+1	+1	+1	+1

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well		73%	+1	-5 ↓	-8 ↓	-7 ↓
My workgroup has the tools and resources we need to perform well		53%	+4	-6 ↓	-5 ↓	-3
The people in my workgroup use time and resources efficiently		70%	-2	-6 ↓	-9 ↓	-6 ↓
My job gives me opportunities to utilise my skills		75%	-3	-5 ↓	-8 ↓	-7 ↓
In the last 12 months, the formal learning I have accessed has improved my performance		56%	-	-2	-1	-1

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Retention



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

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium 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		18%	+6	+9	+10	+10
I want to leave my position within the next 12 months		27%	+1	+4	+6	+5
I want to stay working in my position for the next one to two years		38%	-4	0	-3	-3
I want to stay working in my position for at least the next three years		17%	-2	-13	-13	-11
What best describes your plans involved with leaving your current position?						
I am planning to retire		0%	-6	-5	-4	-3
I am pursuing another position within my agency		21%	+1	-22	-7	-9
I am pursuing a position in another agency		54%	+2	+27	+18	+18
I am pursuing work outside the APS		10%	+2	0	-4	-2
It is the end of my non-ongoing, casual or contracted employment		4%	-3	+1	-1	-1
Other		11%	+4	-2	-3	-3

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 specialist agencies	Variance from medium 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		15%	-	-	-	-
Senior leadership is of a poor quality		11%	-	-	-	-
My immediate supervisor's leadership is of a poor quality		9%	-	-	-	-
Other		8%	-	-	-	-
I am expected to do more work than I reasonably can		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 specialist agencies	Variance from medium 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		15%	+1	+5	+7	+6
No		85%	-1	-5	-7	-6
Did this discrimination occur in your current agency?						
Yes		91%	+11	-1	-1	0
No		9%	-11	+1	+1	0
Basis for the discrimination that you experienced (3 highest responses):						
Gender		30%	-	-	-	-
Other		30%	-	-	-	-
Age		26%	-	-	-	-

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 specialist agencies	Variance from medium sized agencies
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes		24%	+5	+13	+15	+13
No		70%	-6	-14	-17	-15
Not sure		7%	+1	+1	+2	+1
Types of harassment or bullying experienced (3 highest responses):						
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		61%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		53%	-	-	-	-
Deliberate exclusion from work-related activities		38%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures		29%	-16	-7	-4	-8
It was reported by someone else		9%	+3	+2	+2	+1
I did not report the behaviour		62%	+13	+5	+2	+7

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 specialist agencies	Variance from medium 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		3%	-5	-1	0	-1
No		90%	+6	-1	-3	-2
Not sure		5%	0	+1	+2	+1
Would prefer not to answer		3%	-2	+1	+1	+1
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		10%	-10	-11	-6	-5
It was reported by someone else		0%	-30	-16	-14	-17
I did not report the behaviour		90%	+40	+27	+19	+22

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	36%
Woman or female	60%
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	2%
No	98%

Do you have an ongoing disability?	Responses
Yes	10%
No	90%

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

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

Do you identify as culturally and linguistically diverse?	Responses
Yes	18%
No	82%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	76%
Australian Aboriginal and/or Torres Strait Islander	2%
New Zealander (excluding Maori)	2%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	14%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	3%
South-East Asian	6%
North-East Asian	2%
Southern and Central Asian	2%
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	74%
Maybe	10%
I am unsure what neurodivergent means	5%

Agency position



Agency position

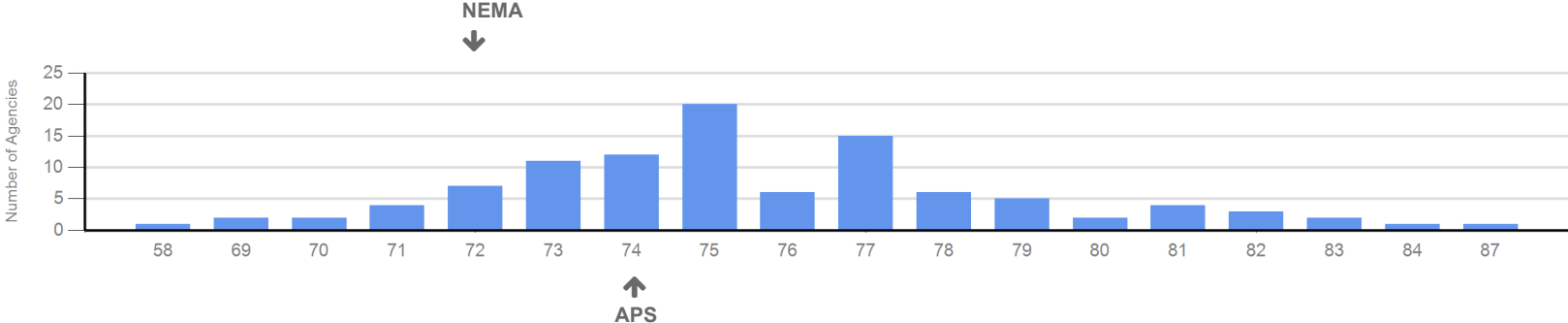
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

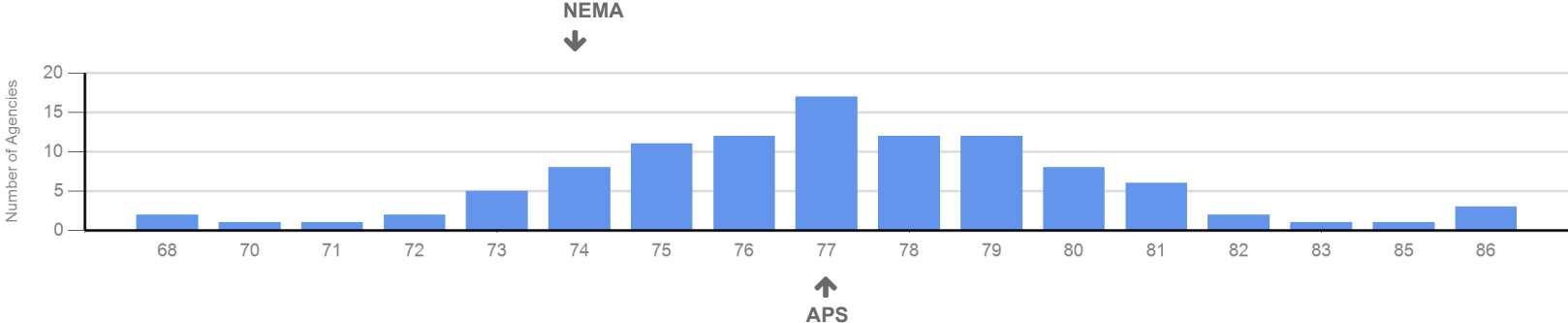
Employee Engagement Index

Ranking : 92nd of 104



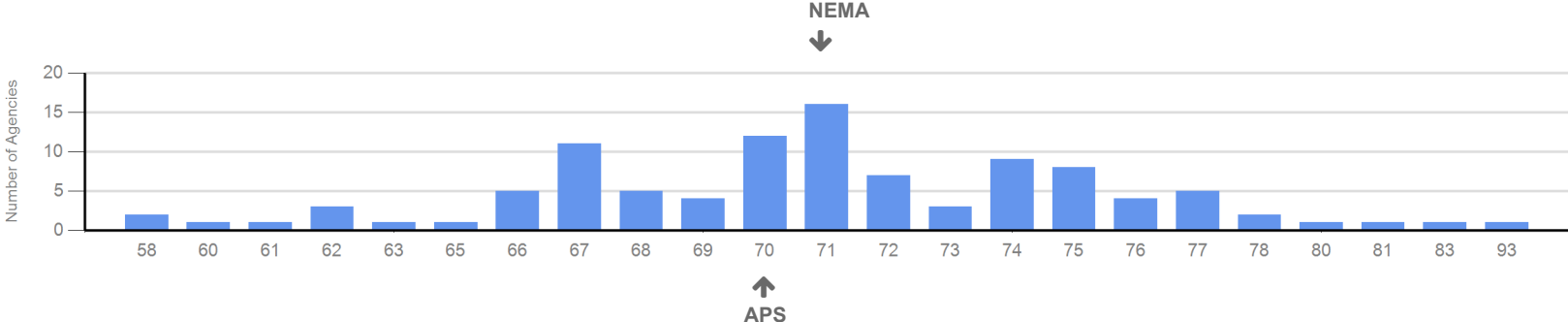
Leadership – Immediate Supervisor Index

Ranking : 88th of 104



Leadership – SES Manager Index

Ranking : 43rd of 104



Agency position



Agency position

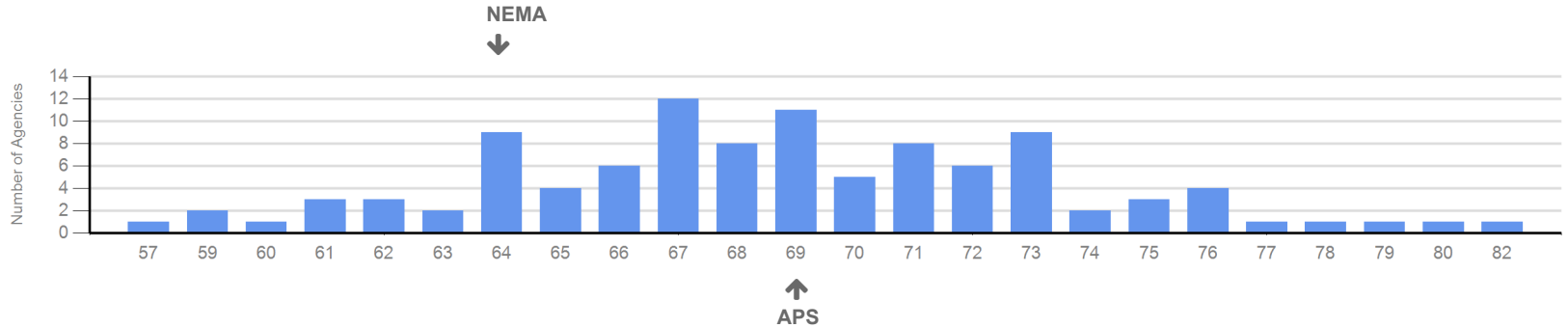
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Along the line (y-axis) are the index scores. The height of the bar (x-axis) is how many agencies have that index score.

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

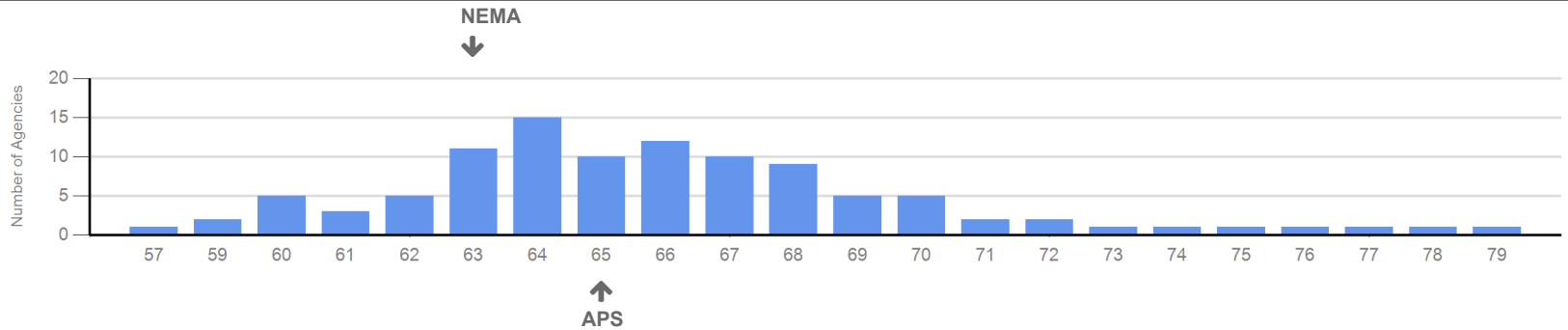
Communication Index

Ranking : 85th of 104



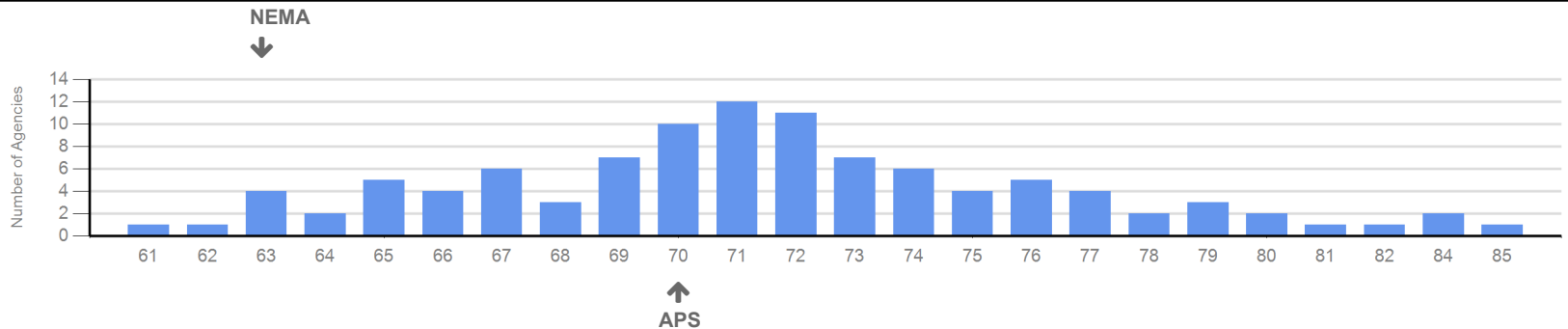
Enabling Innovation Index

Ranking : 83rd of 104



Wellbeing Policies and Support Index

Ranking : 101st 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 specialist agencies

Variance from medium sized agencies

		% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium sized agencies
.1	I am supported to use my expertise to provide frank and fearless advice	57%	-	-9↓	-10↓	-9↓
.2	My agency inspires me to come up with new or better ways of doing things	47%	+2	-3	-6↓	-5↓
.3	The culture in my agency supports people to act with integrity	61%	-	-16↓	-18↓	-17↓
.4	My agency supports and actively promotes an inclusive workplace culture	67%	+3	-14↓	-13↓	-12↓
.5	Where appropriate, I am able to take part in decisions that affect my job	64%	-2	-7↓	-10↓	-9↓
.6	Internal communication within my agency is effective	41%	+5↑	-16↓	-16↓	-15↓

NEMA specific questions

	Response scale			% Positive	Variance from 2023
My Agency takes actions to prioritise a positive workplace culture	61	20	18	61%	-
I personally take concrete actions to contribute towards a positive workplace culture	90		9	90%	-
I am clear about the expectations of me and my accountabilities	79	11	9	79%	-
I have regular discussions with my immediate supervisor about my progress	66	18	15	66%	-
I regularly self-reflect on my progress and how I can continue to build my skills	91		7	91%	-
I am satisfied that I can access relevant learning and development opportunities to continue to build my skills	64	21	16	64%	-
I have the right amount of guidance from my immediate supervisor to do my work	72	14	14	72%	-
My immediate supervisor supports me to ensure I maintain a healthy work-life balance	79	12	9	79%	+3
My Agency supports appropriate work, health and safety practices	66	19	15	66%	-
I understand how my work connects to other parts of NEMA	73	12	15	73%	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



NEMA specific questions

	Response scale			% Positive	Variance from 2023
I have regular opportunities to connect to my peers	67	21	12	67%	-

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.

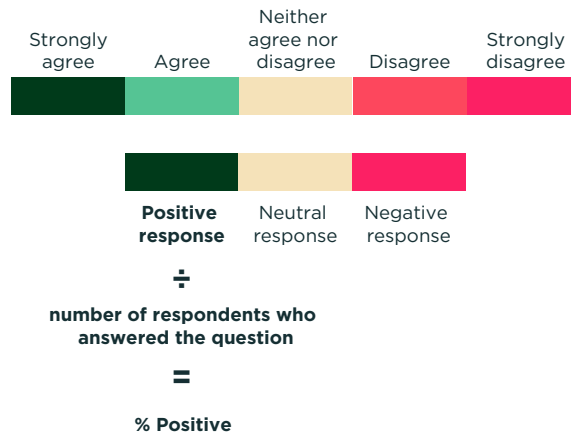
Prioritise 3 areas to take forward

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

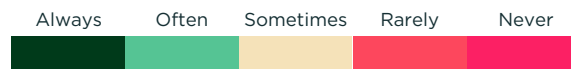
Guide to this report

% 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.

