

Highlights Report GA



Content	
	Page
Exploring your results	2
Employee Engagement: Say, Stay, Strive	3
Leadership	4
Communication and change	6
Enabling Innovation	7
Wellbeing Policies and Support	8
Wellbeing	9
Flexible work	11
Working in the APS	12
Performance	14
Retention	15
Unacceptable behaviour	17
Demographics	20
Agency position	21
Suggested questions to focus on	23
Agency specific questions	24
Time to take action	26
Guide to this report	27

Responses:
532 of 650

Response Rate:
82%

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 specialist agencies	Variance from medium sized agencies
Say	Overall, I am satisfied with my job	78	15 8	78%	-1	+2	0	+2
	I am proud to work in my agency	84	13	84%	0	+6 ↑	0	+3
	I would recommend my agency as a good place to work	82	13	82%	+1	+11 ↑	+9 ↑	+10 ↑
	I believe strongly in the purpose and objectives of my agency	87	12	87%	+6 ↑	0	-3	-3
Stay	I feel a strong personal attachment to my agency	70	22 8	70%	+1	+7 ↑	+4	+6 ↑
	I feel committed to my agency's goals	85	13	85%	+3	-1	-3	-3
Strive	I suggest ideas to improve our way of doing things	93		93%	0	+6 ↑	+3	+4
	I am happy to go the 'extra mile' at work when required	88	8	88%	-1	-2	-4	-3
	I work beyond what is required in my job to help my agency achieve its objectives	76	19	76%	-3	-5 ↓	-4	-5 ↓
	My agency really inspires me to do my best work every day	62	28 10	62%	+1	+2	-1	-1

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		75	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	76	16 8	76%	-3	-4	-3	-3	
	My supervisor can deliver difficult advice whilst maintaining relationships	75	16 9	75%	-4	-5 ↓	-4	-4	
	My supervisor invites a range of views, including those different to their own	82	12	82%	-1	0	-1	0	
	My supervisor encourages my team to regularly review and improve our work	78	15 7	78%	-1	-5 ↓	-4	-4	
	My supervisor is invested in my development	73	19 8	73%	-3	-5 ↓	-5 ↓	-4	
	My supervisor ensures that my workgroup delivers on what we are responsible for	87	9	87%	0	-1	-2	-1	
Other similar questions									
	My supervisor provides me with helpful feedback to improve my performance	74	16 11	74%	-5 ↓	-5 ↓	-3	-4	
	My immediate supervisor encourages me	71	19 9	71%	-2	-6 ↓	-6 ↓	-6 ↓	
	My supervisor actively ensures that everyone can be included in workplace activities	82	12	82%	-3	-2	-2	-1	
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	76	16 7	76%	-	-4	-4	-4	
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	70	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium sized agencies
				-1	+1	-1	0

SES Manager	My SES manager clearly articulates the direction and priorities for our area	68	19	13	68%	-1	-2	-4	-2
	My SES manager presents convincing arguments and persuades others towards an outcome	66	26	8	66%	+2	+3	-1	+1
	My SES manager promotes cooperation within and between agencies	73	23		73%	-3	+5	+1	+4
	My SES manager encourages innovation and creativity	67	23	10	67%	-1	0	-2	-1
	My SES manager creates an environment that enables us to deliver our best	67	22	11	67%	+2	+1	-2	0
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	80	14		80%	+1	+5	+1	+3

Other similar questions

In my agency, the SES work as a team	54	30	17	54%	-6	-3	-2	0
In my agency, the SES clearly articulate the direction and priorities for our agency	64	22	14	64%	-4	0	0	+1
My SES manager routinely promotes the use of data and evidence to deliver outcomes	72	20	8	72%	0	+5	0	+3

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	67	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium sized agencies
				-2	-2	-2	-1

Communication	My supervisor communicates effectively	78	11	12	78%	-2	-4	-3	-3
	My SES manager communicates effectively	72	15	13	72%	-3	+3	0	+2
	Internal communication within my agency is effective	51	30	19	51%	-7↓	-7↓	-7↓	-5↓

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	72	18	10	72%	-2	+4	+1	+3
	Staff are consulted about change at work	51	36	13	51%	-2	+1	0	0
	Change is managed well in my agency	40	35	24	40%	-4	-3	-3	-2

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		65	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	87	9	87%	0	+8 ⬆️	+5 ⬆️	+6 ⬆️	
	My immediate supervisor encourages me to come up with new or better ways of doing things	74	18	8	74%	0	+1	-1	0
	People are recognised for coming up with new and innovative ways of working	61	29	10	61%	-5 ⬇️	+3	+1	+3
	My agency inspires me to come up with new or better ways of doing things	51	35	14	51%	-1	+1	-2	-1
	My agency recognises and supports the notion that failure is a part of innovation	34	42	24	34%	-6 ⬇️	-7 ⬇️	-6 ⬇️	-7 ⬇️

Key

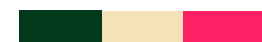


At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Wellbeing Policies and Support



Wellbeing

The Wellbeing 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 specialist agencies	Variance from medium sized agencies
					-2	+2	0	+1

Wellbeing Policies and Support	Score	Positive	Neutral	Negative	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium sized agencies
I am satisfied with the policies/practices in place to help me manage my health and wellbeing	70	22	8		70%	-3	+3	0	+2
My agency does a good job of communicating what it can offer me in terms of health and wellbeing	70	22	8		70%	-2	+5 ↑	+1	+3
My agency does a good job of promoting health and wellbeing	73	20	8		73%	-2	+6 ↑	+5 ↑	+6 ↑
I think my agency cares about my health and wellbeing	71	22	8		71%	-4	+7 ↑	+1	+3
I believe my immediate supervisor cares about my health and wellbeing	89	8			89%	+1	+2	+1	+1

Other similar questions

Wellbeing	Score	Positive	Neutral	Negative	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium sized agencies
If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	72	16	12		72%	-	-2	-4	-3
The people in my workgroup are able to bring up problems and tough issues	80	13	7		80%	-	-1	-2	-2
I receive the respect I deserve from my colleagues at work	78	18			78%	-2	-3	-4	-3
My agency supports and actively promotes an inclusive workplace culture	88	8			88%	-1	+7 ↑	+8 ↑	+9 ↑

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		10%	-1	-1	-3	-2
Very good		36%	+3	+2	-1	0
Good		41%	+1	+3	+5	+4
Fair		10%	-2	-4	-2	-2
Poor		3%	-1	0	0	0
What best describes your current workload?						
Well above capacity - too much work		23%	-4	0	+1	-1
Slightly above capacity - lots of work to do		40%	+2	0	0	0
At capacity - about the right amount of work to do		31%	+2	0	+1	+2
Slightly below capacity - available for more work		6%	+1	0	-1	-1
Well below capacity - not enough work		1%	-1	-1	-1	-1

Key





















At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Wellbeing

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from medium sized agencies
How often do you find your work stressful?						
Always		2%	-2	-3	-2	-2
Often		22%	0	-3	-2	-2
Sometimes		53%	-1	+3	+2	+2
Rarely		22%	+3	+3	+1	+2
Never		2%	-1	0	-1	0
To what extent is your work emotionally demanding?						
To a very large extent		4%	-2	-3	-2	-3
To a large extent		17%	+2	-4	-1	-2
Somewhat		37%	-2	-1	0	0
To a small extent		31%	+4	+7 	+5 	+6 
To a very small extent		10%	-2	+1	-2	-1
I feel burned out by my work						
Strongly agree		7%	-2	-1	+1	0
Agree		22%	-2	-1	0	0
Neither agree nor disagree		33%	+3	+2	+3	+3
Disagree		30%	-1	0	-3	-2
Strongly disagree		8%	+2	+1	-1	-1

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	92	92%	-1	+9 ↑	+4	+6 ↑
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		7%	0	-6 ↓	-7 ↓	-5 ↓
Flexible hours of work		35%	-5 ↓	+8 ↑	+2	+7 ↑
Compressed work week		5%	0	+1	+2	+1
Job sharing		0%	0	0	0	0
Working away from the office/working from home		76%	+6 ↑	+14 ↑	+5 ↑	+7 ↑
None of the above		15%	-2	-9 ↓	-3	-4
Working away from the office						
None of the time		24%	-	-14 ↓	-5 ↓	-7 ↓
All of the time		10%	-	+4	+3	+2
Some of the time as a regular arrangement		49%	-	+3	-2	0
Only on an irregular basis		16%	-	+7 ↑	+4	+5 ↑
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

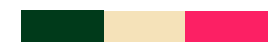


At least 5 percentage points greater than comparator



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	64	22	14	64%	-	-1	-3	-1
The people in my workgroup demonstrate stewardship	80	16	4	80%	-	+3	0	+1
The culture in my agency supports people to act with integrity	74	18	8	74%	-	-2	-5↓	-3
I believe strongly in the purpose and objectives of the APS	82	15	3	82%	+2	-4	-3	-4
I feel a strong personal attachment to the APS	56	29	15	56%	+1	-8↓	-3	-5↓
My workgroup considers the people and businesses affected by what we do	88	11	1	88%	-	+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 specialist agencies	Variance from medium sized agencies
I am satisfied with the recognition I receive for doing a good job		70%	-1	+1	-2	0
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		69%	+5 	+6 	+5 	+5 
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		92%	+2	+10 	+7 	+9 
I am satisfied with the stability and security of my job		85%	+1	0	+3	+3

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		93%	+2	0	-1	0
I am clear what my duties and responsibilities are		81%	-2	+1	+1	+2
I have a choice in deciding how I do my work		80%	-1	+15 	+5 	+8 
Where appropriate, I am able to take part in decisions that affect my job		75%	-2	+3	0	+1

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		27%	-2	-1	-3	-2
Very good		55%	0	0	+1	0
Average		16%	+3	+1	+2	+2
Below average		2%	0	0	+1	0
Well below average		0%	0	-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		76%	-4	-2	-6 ⬇️	-4
My workgroup has the tools and resources we need to perform well		58%	-1	-1	-1	+2
The people in my workgroup use time and resources efficiently		77%	0	+1	-2	0
My job gives me opportunities to utilise my skills		84%	0	+4	+1	+1
In the last 12 months, the formal learning I have accessed has improved my performance		46%	-	-12 ⬇️	-11 ⬇️	-11 ⬇️

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		7%	0	-2	-1	-1
I want to leave my position within the next 12 months		18%	+2	-5 ↓	-3	-4
I want to stay working in my position for the next one to two years		40%	-1	+2	-1	-1
I want to stay working in my position for at least the next three years		35%	-1	+5 ↑	+5 ↑	+7 ↑
What best describes your plans involved with leaving your current position?						
I am planning to retire		9%	-2	+3	+4	+5 ↑
I am pursuing another position within my agency		30%	+7 ↑	-13 ↓	+2	0
I am pursuing a position in another agency		29%	0	+2	-7 ↓	-7 ↓
I am pursuing work outside the APS		16%	-3	+6 ↑	+2	+4
It is the end of my non-ongoing, casual or contracted employment		4%	-2	+1	-1	-1
Other		13%	-1	0	-1	-1

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	22%	-	-	-	-
I am looking to further my skills in another area	14%	-	-	-	-
Senior leadership is of a poor quality	8%	-	-	-	-
There are a lack of future career opportunities in my agency	7%	-	-	-	-
I am not satisfied with the work	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		8%	0	-2	+1	0
No		92%	0	+2	-1	0
Did this discrimination occur in your current agency?						
Yes		93%	-1	+1	0	+2
No		7%	+1	-1	0	-2
Basis for the discrimination that you experienced (3 highest responses):						
Gender		46%	-	-	-	-
Race		29%	-	-	-	-
Age		17%	-	-	-	-

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		7%	-1	-3	-1	-3
No		87%	0	+2	0	+2
Not sure		6%	0	+1	+1	+1
Types of harassment or bullying experienced (3 highest responses):						
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		45%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		39%	-	-	-	-
Deliberate exclusion from work-related activities		32%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures		38%	+16	+2	+5	+2
It was reported by someone else		8%	-1	0	0	0
I did not report the behaviour		54%	-15	-3	-6	-1

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		2%	0	-1	-1	-1
No		93%	+3	+2	+1	+2
Not sure		4%	-1	0	0	0
Would prefer not to answer		2%	-2	-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		70%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		50%	-	-	-	-
Theft or misappropriation of official assets		40%	-	-	-	-
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		20%	-13↓	-1	+4	+5↑
It was reported by someone else		10%	+2	-6↓	-4	-7↓
I did not report the behaviour		70%	+12↑	+7↑	-1	+2

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	51%
Woman or female	44%
Non-binary	0%
I use a different term	0%
Prefer not to say	4%

Do you identify as an Aboriginal and/or Torres Strait Islander person?	Responses
Yes	1%
No	99%

Do you have an ongoing disability?	Responses
Yes	9%
No	91%

Do you have carer responsibilities?	Responses
Yes	46%
No	54%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	10%
No	90%

Do you identify as culturally and linguistically diverse?	Responses
Yes	25%
No	75%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	70%
Australian Aboriginal and/or Torres Strait Islander	1%
New Zealander (excluding Maori)	3%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	14%
North-West European (excluding Anglo-European)	5%
Southern and Eastern European	7%
South-East Asian	7%
North-East Asian	4%
Southern and Central Asian	3%
North American	2%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	2%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	9%
No	69%
Maybe	15%
I am unsure what neurodivergent means	7%

Agency position



Agency position

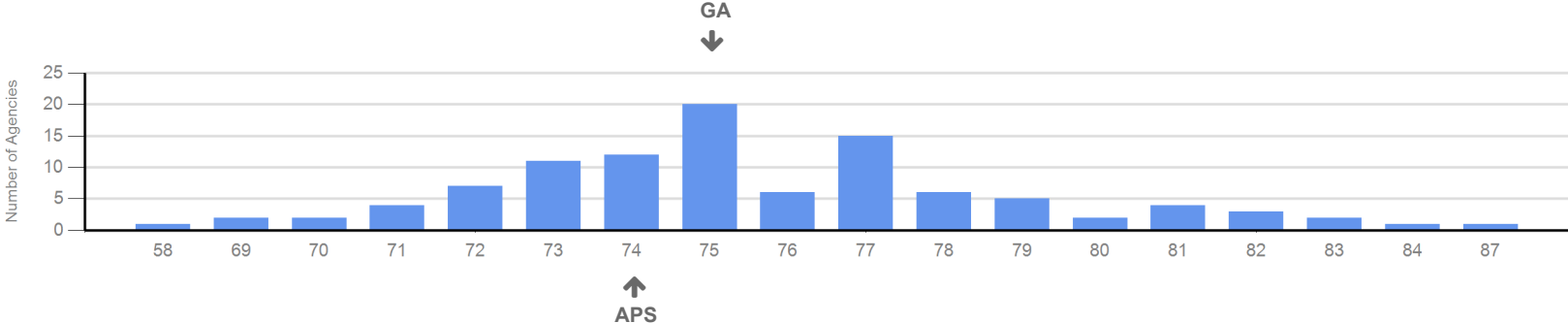
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

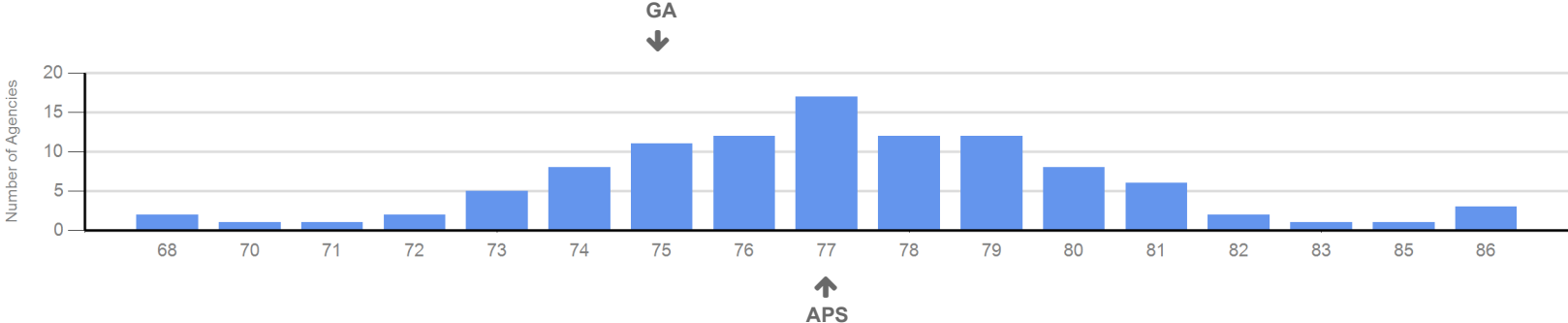
Employee Engagement Index

Ranking : 47th of 104



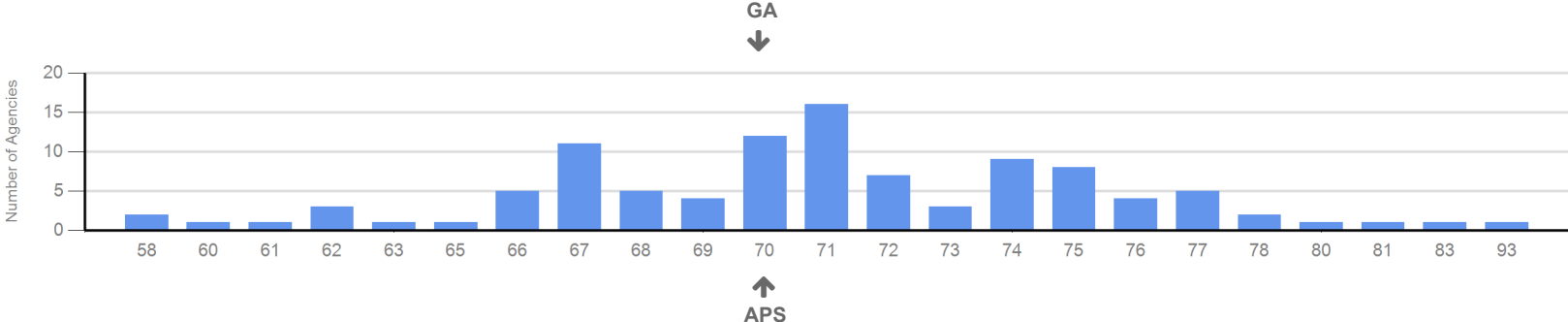
Leadership – Immediate Supervisor Index

Ranking : 82nd of 104



Leadership – SES Manager Index

Ranking : 61st of 104



Agency position



Agency position

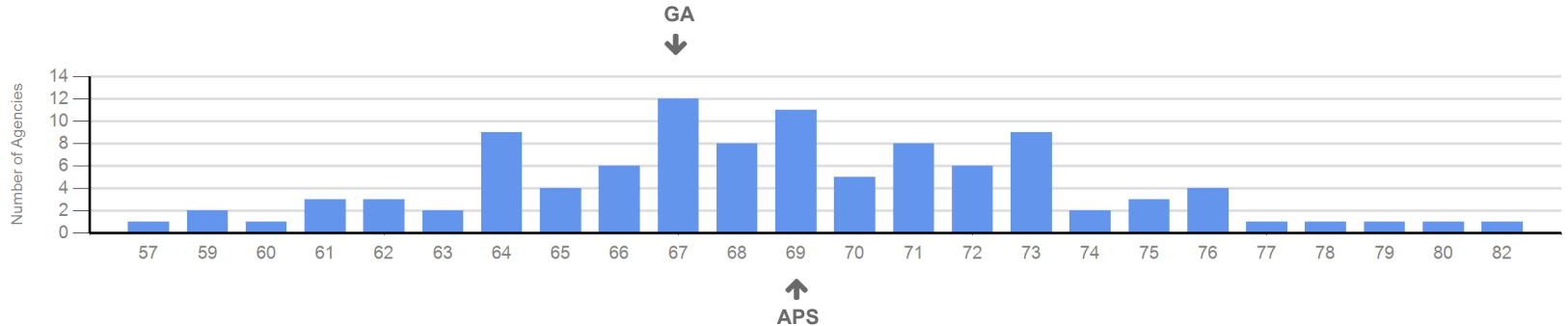
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

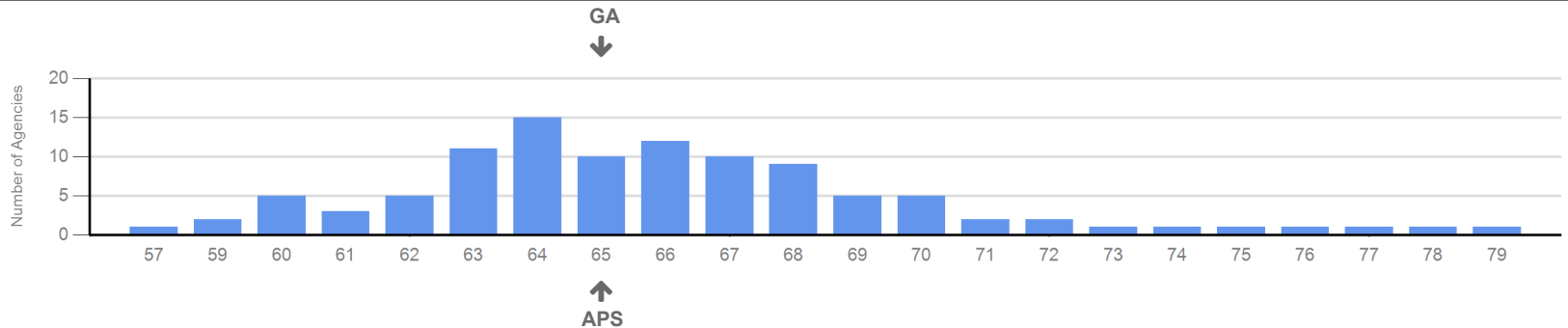
Communication Index

Ranking : 68th of 104



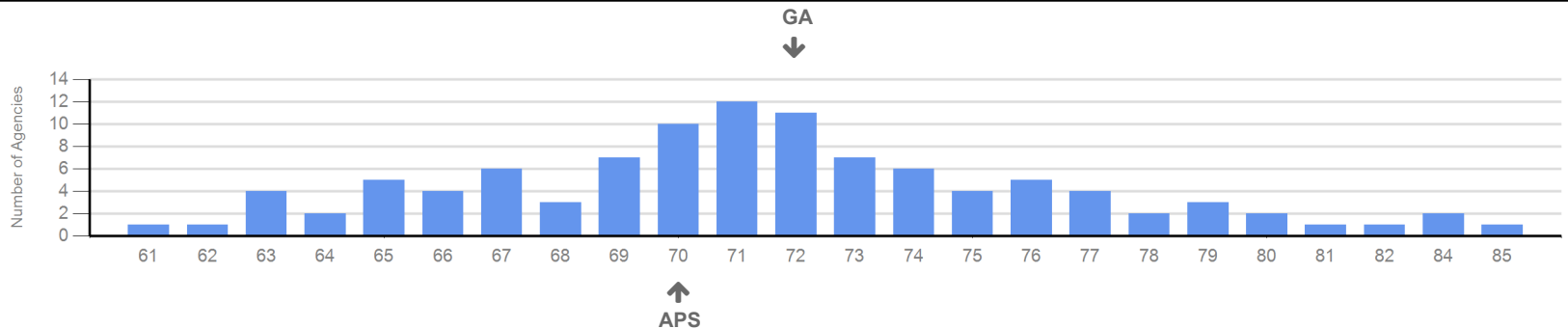
Enabling Innovation Index

Ranking : 56th of 104



Wellbeing Policies and Support Index

Ranking : 47th 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	64%	-	-1	-3	-1
.2	The culture in my agency supports people to act with integrity	74%	-	-2	-5↓	-3
.3	My agency supports and actively promotes an inclusive workplace culture	88%	-1	+7↑	+8↑	+9↑
.4	Where appropriate, I am able to take part in decisions that affect my job	75%	-2	+3	0	+1
.5	My agency inspires me to come up with new or better ways of doing things	51%	-1	+1	-2	-1
.6	I feel I have the same opportunities as anyone else of my ability or experience	67%	+1	-1	-3	-3

GA specific questions

	Response scale	% Positive	Variance from 2023
I know how my work directly links to our Geoscience Australia Corporate Plan	80	80%	-3
I feel that my team has the people we need to deliver our Geoscience Australia Corporate Plan outcomes	45	45%	-11↓
My organisation demonstrates strong science leadership	80	80%	+4
My organisation enables effective use of data and digital platforms	68	68%	+1
In my organisation, staff from culturally and linguistically diverse backgrounds are given equal opportunities for career and professional development	67	67%	-9↓
I believe a diverse workforce and inclusive culture will improve outcomes for Geoscience Australia	89	89%	0
Diverse ideas and feedback influence outcomes in my workgroup	75	75%	+1
I implement feedback from people with diverse views and experiences into my work	86	86%	0
My organisation practises respectful and inclusive behaviours	84	84%	-4
My organisation has a zero-tolerance approach to sexual harassment	84	84%	-3

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



GA specific questions

	Response scale			% Positive	Variance from 2023
My organisation protects people from work-related burnout	27	40	33	27%	-5 ↓
My direct supervisor prevents work-related burnout in my team	64	24	12	64%	+5 ↑

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.

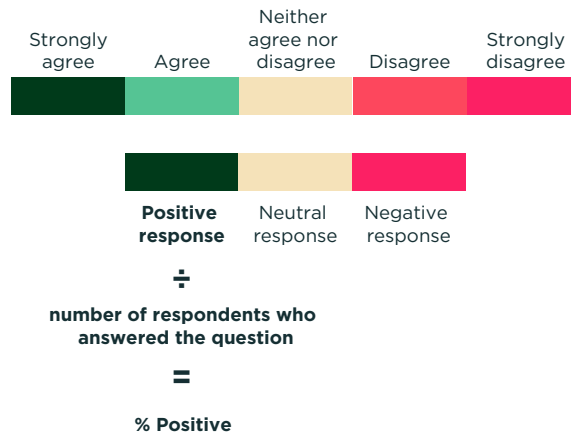
Prioritise 3 areas to take forward

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

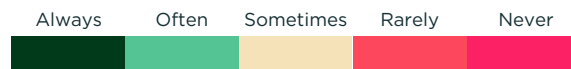
Guide to this report

% 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.

