

Highlights Report AIATSIS



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Responses:

141 of 194

Response Rate:

73%

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		77	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies	
Say	Overall, I am satisfied with my job	73	18	9	73%	-2	-2	-4	-3
	I am proud to work in my agency	87	8		87%	+2	+9 ↑	+4	+7 ↑
	I would recommend my agency as a good place to work	57	28	16	57%	-3	-15 ↓	-17 ↓	-12 ↓
Stay	I believe strongly in the purpose and objectives of my agency	93			93%	+1	+7 ↑	+4	+5 ↑
	I feel a strong personal attachment to my agency	76	18		76%	+1	+13 ↑	+10 ↑	+11 ↑
Strive	I feel committed to my agency's goals	91			91%	+1	+6 ↑	+4	+5 ↑
	I suggest ideas to improve our way of doing things	93			93%	+3	+7 ↑	+4	+3
	I am happy to go the 'extra mile' at work when required	91			91%	0	0	-1	+1
	I work beyond what is required in my job to help my agency achieve its objectives	89	7		89%	+10 ↑	+8 ↑	+8 ↑	+8 ↑
	My agency really inspires me to do my best work every day	66	20	14	66%	+1	+6 ↑	+3	+7 ↑

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		76	Response scale		% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies	
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	76	13	11	76%	-2	-4	-3	-2	
	My supervisor can deliver difficult advice whilst maintaining relationships	80	9	10	80%	-2	+1	+1	+2	
	My supervisor invites a range of views, including those different to their own	83	12		83%	-1	+1	0	+1	
	My supervisor encourages my team to regularly review and improve our work	79	14	7	79%	-2	-4	-3	-1	
	My supervisor is invested in my development	78	14	8	78%	+5 ↑	0	0	+2	
	My supervisor ensures that my workgroup delivers on what we are responsible for	85	10		85%	-3	-3	-3	-2	
Other similar questions										
	My supervisor provides me with helpful feedback to improve my performance	74	14	12	74%	+1	-5 ↓	-3	-2	
	My immediate supervisor encourages me	76	16	8	76%	-3	-1	-1	0	
	My supervisor actively ensures that everyone can be included in workplace activities	78	15	7	78%	-10 ↓	-6 ↓	-6 ↓	-4	
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	77	15	8	77%	-	-4	-4	-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		67			Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
SES Manager	My SES manager clearly articulates the direction and priorities for our area	56	25	19	56%	-18↓	-14↓	-16↓	-10↓	
	My SES manager presents convincing arguments and persuades others towards an outcome	58	30	12	58%	-18↓	-5↓	-9↓	-6↓	
	My SES manager promotes cooperation within and between agencies	63	26	12	63%	-11↓	-6↓	-10↓	-7↓	
	My SES manager encourages innovation and creativity	60	30	10	60%	-16↓	-6↓	-9↓	-5↓	
	My SES manager creates an environment that enables us to deliver our best	59	26	15	59%	-17↓	-6↓	-10↓	-4	
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	67	23	10	67%	-13↓	-7↓	-11↓	-8↓	
Other similar questions										
	In my agency, the SES work as a team	53	24	23	53%	0	-4	-3	-3	
	In my agency, the SES clearly articulate the direction and priorities for our agency	55	23	23	55%	0	-10↓	-10↓	-6↓	
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	55	32	13	55%	-15↓	-12↓	-17↓	-12↓	

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	62	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
				-4	-7↓	-8↓	-6↓

Communication	My supervisor communicates effectively	73	14	12	73%	-7↓	-8↓	-8↓	-7↓
	My SES manager communicates effectively	56	29	15	56%	-28↓	-14↓	-16↓	-12↓
	Internal communication within my agency is effective	34	25	41	34%	+3	-24↓	-23↓	-18↓

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	55	23	22	55%	-3	-13↓	-16↓	-13↓
	Staff are consulted about change at work	39	40	21	39%	+1	-12↓	-12↓	-9↓
	Change is managed well in my agency	29	31	39	29%	+4	-14↓	-14↓	-9↓

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		64	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies	
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	81	15	81%	-7 ↓	+2	-2	0	
	My immediate supervisor encourages me to come up with new or better ways of doing things	70	23	70%	-10 ↓	-3	-5 ↓	-3	
	People are recognised for coming up with new and innovative ways of working	56	27	18	56%	-3	-2	-4	-1
	My agency inspires me to come up with new or better ways of doing things	47	33	20	47%	-9 ↓	-3	-6 ↓	-4
	My agency recognises and supports the notion that failure is a part of innovation	36	34	30	36%	+3	-5 ↓	-4	-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	67	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
				+1	-3	-5 ↓	-3

Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	53	32	15	53%	-2	-14 ↓	-16 ↓	-13 ↓
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	57	27	15	57%	+11 ↑	-9 ↓	-12 ↓	-10 ↓
	My agency does a good job of promoting health and wellbeing	56	32	13	56%	+4	-11 ↓	-12 ↓	-9 ↓
	I think my agency cares about my health and wellbeing	65	21	14	65%	+8 ↑	+1	-4	-3
	I believe my immediate supervisor cares about my health and wellbeing	88	7	5	88%	+1	+2	0	+1

Other similar questions

Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	73	16	11	73%	-	-1	-2	-1
	The people in my workgroup are able to bring up problems and tough issues	76	10	14	76%	-	-4	-6 ↓	-5 ↓
	I receive the respect I deserve from my colleagues at work	76	17	7	76%	-4	-6 ↓	-6 ↓	-4
	My agency supports and actively promotes an inclusive workplace culture	70	19	11	70%	-12 ↓	-11 ↓	-10 ↓	-8 ↓

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 small sized agencies
In general, would you say that your health is:						
Excellent		9%	+3	-2	-3	-3
Very good		27%	-4	-7 ↓	-10 ↓	-9 ↓
Good		42%	+3	+4	+6 ↑	+6 ↑
Fair		16%	-2	+2	+4	+5 ↑
Poor		5%	0	+2	+3	+2
What best describes your current workload?						
Well above capacity - too much work		36%	-10 ↓	+13 ↑	+14 ↑	+11 ↑
Slightly above capacity - lots of work to do		33%	+1	-7 ↓	-7 ↓	-6 ↓
At capacity - about the right amount of work to do		25%	+6 ↑	-6 ↓	-5 ↓	-4
Slightly below capacity - available for more work		4%	+1	-1	-2	-1
Well below capacity - not enough work		2%	+2	+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 small sized agencies
How often do you find your work stressful?						
Always		8%	+1	+3	+5 	+4
Often		30%	-3	+5 	+7 	+6 
Sometimes		41%	-3	-8 	-9 	-8 
Rarely		18%	+4	-1	-3	-2
Never		3%	+1	+1	+1	+1
To what extent is your work emotionally demanding?						
To a very large extent		10%	-6 	+2	+3	+4
To a large extent		24%	+5 	+4	+7 	+6 
Somewhat		40%	-7 	+1	+2	0
To a small extent		19%	+9 	-5 	-8 	-7 
To a very small extent		7%	-1	-2	-4	-3
I feel burned out by my work						
Strongly agree		12%	-4	+4	+5 	+4
Agree		25%	-3	+2	+3	+1
Neither agree nor disagree		25%	-7 	-7 	-5 	-3
Disagree		29%	+12 	0	-3	-2
Strongly disagree		9%	+2	+1	0	0

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 small sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	80 12 9	80%	+1	-3	-7⬇️	-7⬇️
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		12%	-2	-1	-2	-2
Flexible hours of work		30%	0	+4	-2	-3
Compressed work week		6%	+1	+1	+2	-1
Job sharing		0%	0	0	-1	0
Working away from the office/working from home		55%	+8⬆️	-6⬇️	-15⬇️	-14⬇️
None of the above		28%	-3	+5⬆️	+11⬆️	+12⬆️
Working away from the office						
None of the time		45%	-	+6⬆️	+15⬆️	+14⬆️
All of the time		3%	-	-3	-4	-5⬇️
Some of the time as a regular arrangement		37%	-	-10⬇️	-14⬇️	-13⬇️
Only on an irregular basis		15%	-	+6⬆️	+3	+4
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 small sized agencies
I am supported to use my expertise to provide frank and fearless advice		65%	-	0	-2	+1
The people in my workgroup demonstrate stewardship		77%	-	+1	-2	-2
The culture in my agency supports people to act with integrity		62%	-	-14⬇️	-17⬇️	-12⬇️
I believe strongly in the purpose and objectives of the APS		76%	+4	-11⬇️	-10⬇️	-9⬇️
I feel a strong personal attachment to the APS		46%	-3	-18⬇️	-13⬇️	-11⬇️
My workgroup considers the people and businesses affected by what we do		83%	-	-2	-5⬇️	-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 small sized agencies
I am satisfied with the recognition I receive for doing a good job	68	19	14	68%	-11↓	-1	-4	-2
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	41	19	41	41%	+11↑	-22↓	-23↓	-23↓
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	67	22	11	67%	0	-15↓	-18↓	-18↓
I am satisfied with the stability and security of my job	66	16	18	66%	-8↓	-19↓	-15↓	-13↓

Clarity and autonomy

	Response scale			% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	92			92%	-3	-1	-1	-1
I am clear what my duties and responsibilities are	68	22	10	68%	-3	-11↓	-11↓	-10↓
I have a choice in deciding how I do my work	74	18	8	74%	+4	+9↑	-1	0
Where appropriate, I am able to take part in decisions that affect my job	73	19	8	73%	+5↑	+2	-2	+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 small sized agencies
In the last month, please rate your workgroup's overall performance						
Excellent		24%	+3	-3	-6 ↓	-7 ↓
Very good		53%	-9 ↓	-2	-1	+1
Average		18%	+2	+3	+5 ↑	+4
Below average		3%	+2	+1	+1	+1
Well below average		2%	+2	+1	+1	+1

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well		78%	+2	-1	-4	-3
My workgroup has the tools and resources we need to perform well		47%	+11 ↑	-12 ↓	-12 ↓	-5 ↓
The people in my workgroup use time and resources efficiently		73%	-7 ↓	-3	-6 ↓	-4
My job gives me opportunities to utilise my skills		81%	-7 ↓	+1	-2	-2
In the last 12 months, the formal learning I have accessed has improved my performance		63%	-	+5 ↑	+6 ↑	+7 ↑

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 small 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		9%	+2	0	+1	+1
I want to leave my position within the next 12 months		20%	-8 ↓	-3	-1	0
I want to stay working in my position for the next one to two years		43%	+12 ↑	+5 ↑	+2	+4
I want to stay working in my position for at least the next three years		28%	-7 ↓	-2	-2	-4
What best describes your plans involved with leaving your current position?						
I am planning to retire		5%	-1	0	+1	0
I am pursuing another position within my agency		13%	-5 ↓	-30 ↓	-15 ↓	-3
I am pursuing a position in another agency		36%	+6 ↑	+9 ↑	0	-8 ↓
I am pursuing work outside the APS		13%	+4	+3	-1	-3
It is the end of my non-ongoing, casual or contracted employment		10%	+1	+8 ↑	+5 ↑	+4
Other		23%	-6 ↓	+10 ↑	+9 ↑	+10 ↑

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 small sized agencies
What is the primary reason behind your desire to leave your current position? (5 highest responses):						
I can receive a higher salary elsewhere		21%	-	-	-	-
There are a lack of future career opportunities in my agency		8%	-	-	-	-
I am not satisfied with the work		8%	-	-	-	-
I have achieved all I can in my current position		8%	-	-	-	-
Senior leadership is of a poor quality		8%	-	-	-	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



Employees who had perceived discrimination in the last 12 months in the course of their employment were asked 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 small 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		19%	-3	+9	+12	+10
No		81%	+3	-9	-12	-10
Did this discrimination occur in your current agency?						
Yes		92%	+1	0	0	+2
No		8%	-1	0	0	-2
Basis for the discrimination that you experienced (3 highest responses):						
Gender		52%	-	-	-	-
Disability		36%	-	-	-	-
Race		20%	-	-	-	-

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 small sized agencies
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes		16%	-5 ↓	+6 ↑	+8 ↑	+6 ↑
No		74%	0	-10 ↓	-13 ↓	-10 ↓
Not sure		10%	+6 ↑	+4	+5 ↑	+3
Types of harassment or bullying experienced (3 highest responses):						
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		55%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		50%	-	-	-	-
Deliberate exclusion from work-related activities		36%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures		27%	-11 ↓	-9 ↓	-6 ↓	-7 ↓
It was reported by someone else		9%	0	+2	+2	+2
I did not report the behaviour		64%	+11 ↑	+7 ↑	+4	+5 ↑

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



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

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

Corruption	Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small 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		11%	+4	+8	+8	+7
No		71%	-14	-20	-21	-17
Not sure		10%	+3	+7	+7	+6
Would prefer not to answer		7%	+6	+5	+5	+4

Types of corrupt behaviours witnessed (3 highest responses):

Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		53%	-	-	-	-
Theft or misappropriation of official assets		33%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		33%	-	-	-	-

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures		7%	+7	-14	-9	-5
It was reported by someone else		7%	+7	-9	-6	-2
I did not report the behaviour		86%	+86	+23	+15	+8

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	38%
Woman or female	58%
Non-binary	2%
I use a different term	0%
Prefer not to say	2%

Do you identify as an Aboriginal and/or Torres Strait Islander person?	Responses
Yes	34%
No	66%

Do you have an ongoing disability?	Responses
Yes	16%
No	84%

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	15%
No	85%

Do you identify as culturally and linguistically diverse?	Responses
Yes	27%
No	73%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	50%
Australian Aboriginal and/or Torres Strait Islander	34%
New Zealander (excluding Maori)	0%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	13%
North-West European (excluding Anglo-European)	3%
Southern and Eastern European	4%
South-East Asian	3%
North-East Asian	1%
Southern and Central Asian	3%
North American	0%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	1%
Sub-Saharan African	0%

Do you consider yourself to be neurodivergent?	Responses
Yes	13%
No	70%
Maybe	9%
I am unsure what neurodivergent means	8%

Agency position



Agency position

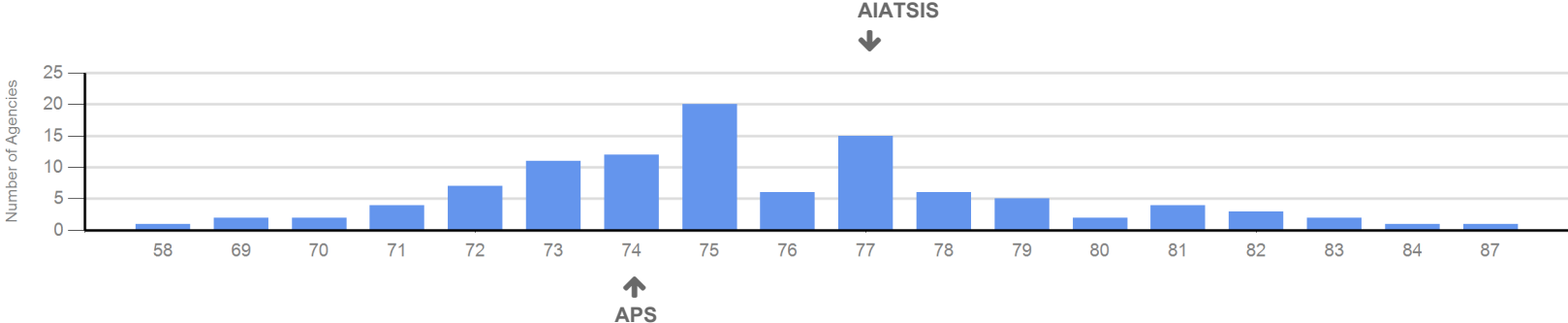
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

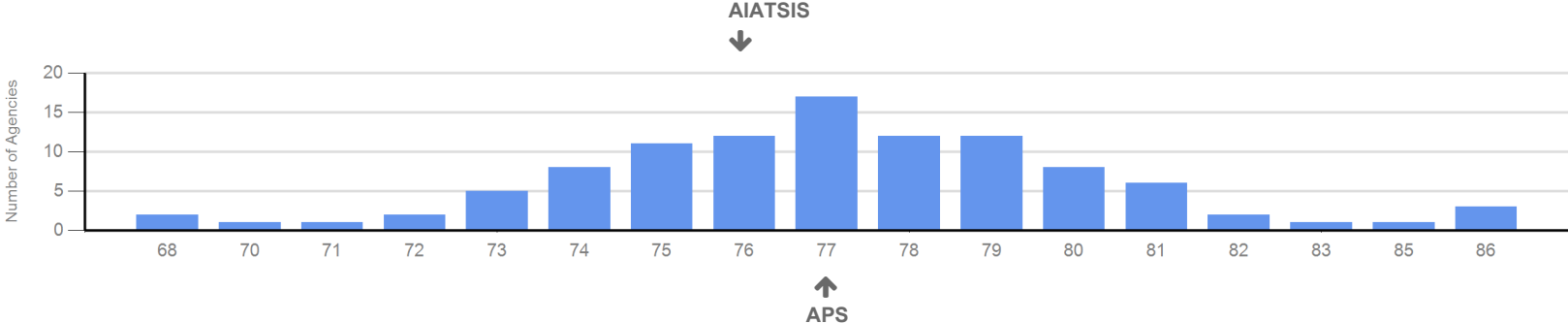
Employee Engagement Index

Ranking : 28th of 104



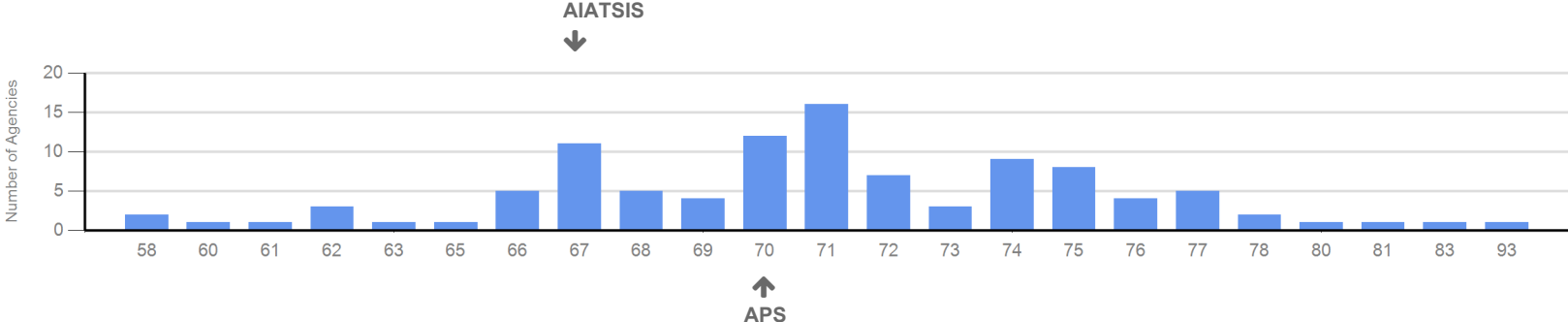
Leadership – Immediate Supervisor Index

Ranking : 66th of 104



Leadership – SES Manager Index

Ranking : 88th of 104



Agency position



Agency position

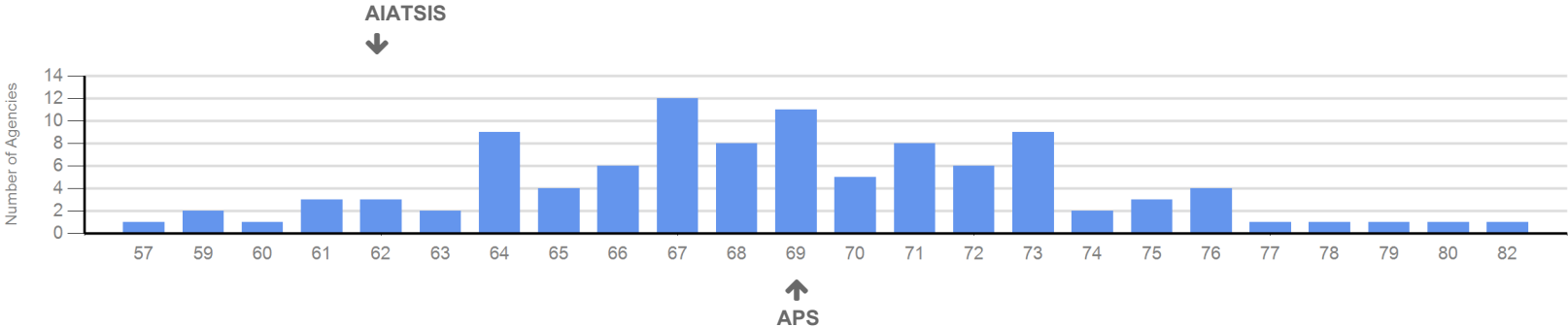
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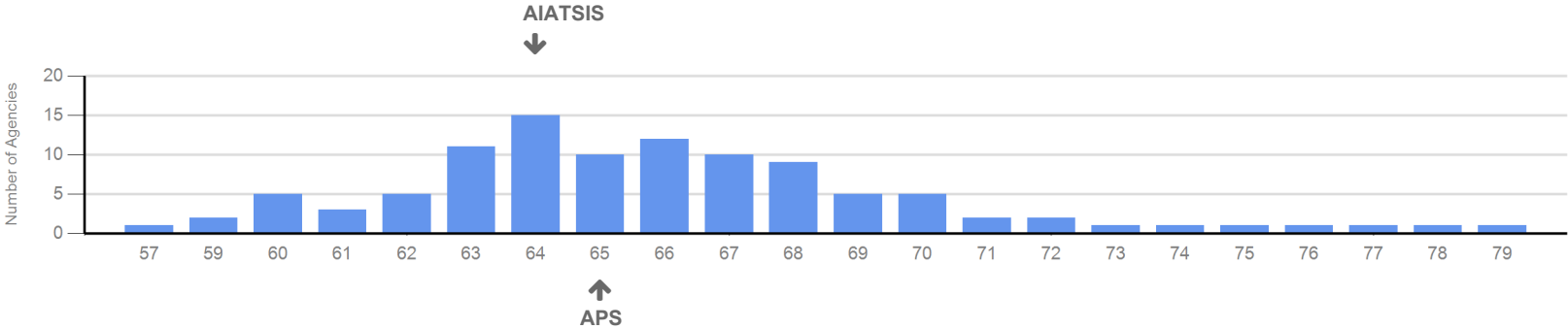
Communication Index

Ranking : 97th of 104



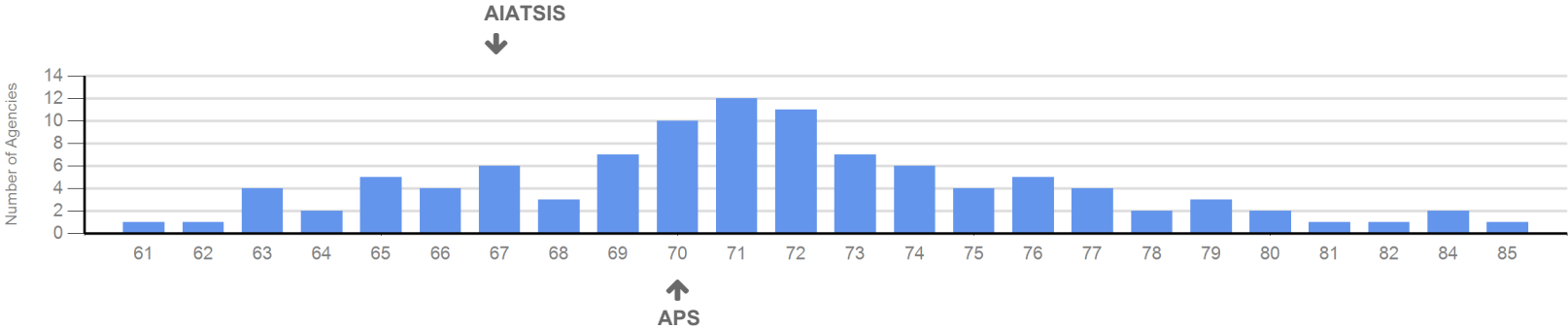
Enabling Innovation Index

Ranking : 75th of 104



Wellbeing Policies and Support Index

Ranking : 82nd 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
small
sized agencies

		% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
.1	My SES manager encourages innovation and creativity	60%	-16↓	-6↓	-9↓	-5↓
.2	Change is managed well in my agency	29%	+4	-14↓	-14↓	-9↓
.3	The culture in my agency supports people to act with integrity	62%	-	-14↓	-17↓	-12↓
.4	My SES manager creates an environment that enables us to deliver our best	59%	-17↓	-6↓	-10↓	-4
.5	The people in my workgroup demonstrate stewardship	77%	-	+1	-2	-2
.6	My agency supports and actively promotes an inclusive workplace culture	70%	-12↓	-11↓	-10↓	-8↓

AIATSIS specific questions

	Response scale	% Positive	Variance from 2023
I understand what the cultural capabilities are to do my job effectively at AIATSIS	95	95%	+1
AIATSIS supports me to grow my understanding of Aboriginal and Torres Strait Islander peoples	86	86%	-1
AIATSIS promotes cultural capability	88	88%	+3
I understand how my job contributes to the wider objectives of AIATSIS	94	94%	-2
I feel valued as an employee of AIATSIS	59	59%	-1
I am likely to recommend AIATSIS as an employer of choice	56	56%	-1
My manager communicates expectations and feedback clearly and professionally	76	76%	0
AIATSIS' vision and mission statement inspires me to contribute to my best work	75	75%	+2
My supervisor does a great job informing us about things that affect our work	76	76%	-3
I am happy with AIATSIS approach with work/life balance	72	72%	+12 ⬆️

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



AIATSIS specific questions

	Response scale			% Positive	Variance from 2023
I am satisfied AIATSIS flexible working arrangements	73	20	7	73%	+14 ⬆
My goals are clearly defined	66	24	10	66%	+5 ⬆
My manager gives their best to provide what I need to perform successfully	77	16		77%	-5 ⬇
My manager supports my learning and development needs	74	18	9	74%	-3

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.

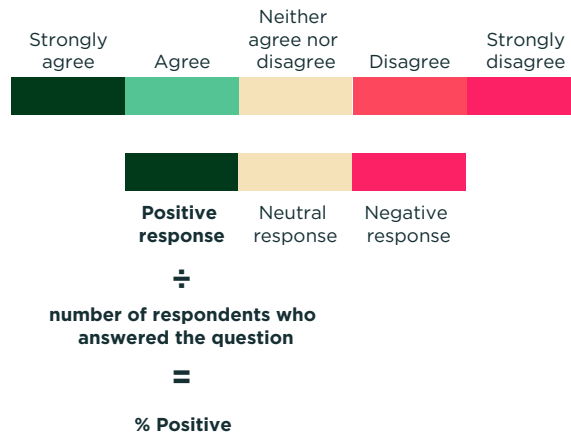
Prioritise 3 areas to take forward

	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.

