Australian Government

2025 APS Employee Census

5 May - 6 June

Highlights Report

DOF



Responses:
1,640 of 1,843

Response rate:
89%

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 tend to be the low results, which are notably below comparisons.



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

Employee Engagement

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 **74**

		Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
				0	-1	-1	-1
Say	Overall, I am satisfied with my job	77 13 10	77%	-2	0	0	-1
	I am proud to work in my agency	82 14	82%	+2	+1	0	-1
	I would recommend my agency as a good place to work	83 11	83%	0	+7 ▲	+3	+4
	I believe strongly in the purpose and objectives of my agency	82 16	82%	+2	-7 ▼	-6 ▼	-7 ▼
Stay	I feel a strong personal attachment to my agency	54 31 15	54%	0	-11 ▼	-9 ▼	-11 ▼
	I feel committed to my agency's goals	81 16	81%	+2	-7 ▼	-6 ▼	-6 ▼
Strive	I suggest ideas to improve our way of doing things	88 9	88%	-2	+2	-1	0
	I am happy to go the 'extra mile' at work when required	93	93%	0	+2	+1	+1
	I work beyond what is required in my job to help my agency achieve its objectives	78 19	78%	-4	0	+1	+1
	My agency really inspires me to do my best work every day	66 25 9	66%	+4	-1	-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	77	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
				-2	0	0	0
Immediate Supervisor							
My supervisor engages with staff on how to respond to future challenges		80 13	80%	-2	0	0	0
My supervisor can deliver difficult advice whilst maintaining relationships		79 13 8	79%	-3	0	-1	-1
My supervisor invites a range of views, including those different to their own		82 11	82%	-2	0	-1	-1
My supervisor encourages my team to regularly review and improve our work		84 10	84%	-1	+1	+1	+1
My supervisor is invested in my development		77 15 8	77%	-4	-1	-2	-2
My supervisor ensures that my workgroup delivers on what we are responsible for		89 8	89%	-3	+1	0	0
Other similar questions							
My supervisor provides me with helpful feedback to improve my performance		77 14 9	77%	-2	-2	-1	-2
My immediate supervisor encourages me		77 16	77%	-2	0	-1	-1
My supervisor actively ensures that everyone can be included in workplace activities		83 11	83%	-3	-2	-2	-2
My supervisor encourages me to take on new tasks and gain experience doing things I've never done before		81 12	81%	-4	0	-1	-1

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 Index score	75	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
					0	+5 ↑	+2	+3
SES Manager	My SES manager clearly articulates the direction and priorities for our area		77 14 9	77%	-1	+6 ↑	+4	+5 ↑
	My SES manager presents convincing arguments and persuades others towards an outcome		75 19	75%	-1	+11 ↑	+5 ↑	+7 ↑
	My SES manager promotes cooperation within and between agencies		81 16	81%	-2	+12 ↑	+5 ↑	+8 ↑
	My SES manager encourages innovation and creativity		75 19	75%	-2	+7 ↑	+4	+6 ↑
	My SES manager creates an environment that enables us to deliver our best		77 15 8	77%	-1	+9 ↑	+4	+7 ↑
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS		83 13	83%	0	+7 ↑	+3	+5 ↑
	Other similar questions							
	In my agency, the SES work as a team		64 24 12	64%	-1	+6 ↑	+3	+5 ↑
	In my agency, the SES clearly articulate the direction and priorities for our agency		69 21 10	69%	0	+2	+1	+3
	My SES manager routinely promotes the use of data and evidence to deliver outcomes		77 18	77%	+1	+8 ↑	+5 ↑	+6 ↑

Key ↑ **At least 5 percentage points greater than comparator** ↓ **At least 5 percentage points less than comparator**

Positive Neutral Negative

Australian Government
Australian Public Service Commission

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.

		Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
	Your Communication Index score 72			0	+1	+1	+1
Communication	My supervisor communicates effectively	79 / 12 / 9	**79%**	-2	-2	-1	-2
Communication	My SES manager communicates effectively	77 / 14 / 9	**77%**	-1	+6 ↑	+2	+4
Communication	Internal communication within my agency is effective	67 / 20 / 13	**67%**	+2	+5 ↑	+4	+5 ↑
	Other similar questions						
Change	When changes occur, the impacts are communicated well within my workgroup	66 / 19 / 14	**66%**	-3	-1	-1	-1
Change	Staff are consulted about change at work	52 / 34 / 14	**52%**	0	0	0	0
Change	Change is managed well in my agency	52 / 29 / 19	**52%**	+2	+4	+4	+6 ↑

Key ↑ **At least 5 percentage points greater than comparator** ↓ **At least 5 percentage points less than comparator**

Positive Neutral Negative

Enabling Innovation

Enabling Innovation

The Enabling 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	68	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
				+2	+1	+1	+1
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	87 / 10	87%	+3	+4	+1	+2
	My immediate supervisor encourages me to come up with new or better ways of doing things	79 / 14	79%	+1	+3	+1	+2
	People are recognised for coming up with new and innovative ways of working	67 / 22 / 10	67%	+2	+3	+4	+4
	My agency inspires me to come up with new or better ways of doing things	60 / 28 / 12	60%	+9 ↑	+1	+3	+3
	My agency recognises and supports the notion that failure is a part of innovation	47 / 36 / 17	47%	+8 ↑	-4	0	-1

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

		Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
Your Wellbeing Policies and Support Index score	**70**			0	-1	-1	-1
Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	72 / 20 / 8	**72%**	+2	-1	-1	-2
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	65 / 24 / 11	**65%**	+2	-5 ↓	-5 ↓	-5 ↓
	My agency does a good job of promoting health and wellbeing	67 / 24 / 10	**67%**	+2	-4	-3	-4
	I think my agency cares about my health and wellbeing	68 / 22 / 10	**68%**	+2	-1	-1	-2
	I believe my immediate supervisor cares about my health and wellbeing	87 / 8	**87%**	-1	0	-2	-2
Other similar questions							
Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	74 / 12 / 14	**74%**	0	-2	-3	-3
	I receive the respect I deserve from my colleagues at work	81 / 15	**81%**	-2	0	-2	-1
	My agency supports and actively promotes an inclusive workplace culture	84 / 11	**84%**	-1	0	-1	-1

Key ↑ **At least 5 percentage points greater than comparator** ↓ **At least 5 percentage points less than comparator**

Positive Neutral Negative

Wellbeing

	Response scale	%	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
In general, would you say that your health is:						
Excellent		**13**%	+2	+1	0	0
Very good		**37**%	+2	+2	0	0
Good		**36**%	-2	-1	0	0
Fair		**11**%	-2	-2	-1	-1
Poor		**3**%	0	0	0	0
What best describes your current workload?						
Well above capacity – too much work		**13**%	-7 ↓	-3	-3	-3
Slightly above capacity – lots of work to do		**38**%	-3	-1	0	0
At capacity – about the right amount of work to do		**36**%	+6 ↑	-1	+1	+1
Slightly below capacity – available for more work		**9**%	+2	+3	+1	+2
Well below capacity – not enough work		**3**%	+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 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
How often do you find your work stressful?					
Always	3%	0	-1	0	0
Often	21%	-3	-2	-2	-1
Sometimes	51%	0	0	-1	-1
Rarely	23%	+3	+3	+2	+2
Never	3%	0	0	+1	+1
To what extent is your work emotionally demanding?					
To a very large extent	5%	0	-2	-1	-1
To a large extent	15%	-2	-4	-2	-2
Somewhat	37%	-1	-2	-2	-2
To a small extent	31%	+3	+6 ↑	+3	+4
To a very small extent	12%	0	+2	+1	+1
I feel burned out by my work					
Strongly agree	6%	-1	-1	0	-1
Agree	19%	-2	-3	-2	-2
Neither agree nor disagree	35%	+1	+2	+4	+3
Disagree	33%	+1	+2	0	0
Strongly disagree	7%	0	-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 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration		87%	+1	0	-2	-1
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		10%	-1	-2	-3	-2
Flexible hours of work		27%	+4	-3	0	-2
Compressed work week		6%	+1	+1	+1	+1
Job sharing		0%	0	0	0	0
Working away from the office/working from home		67%	+5 ↑	0	-5 ↓	-6 ↓
None of the above		21%	-4	+1	+3	+4
Working away from the office						
All of the time		4%	0	-3	-5 ↓	-5 ↓
Some of the time as a regular arrangement		53%	+9 ↑	+1	-1	-3
Only on an irregular basis		10%	-4	+2	+1	+1
None of the time		33%	-5 ↓	0	+5 ↑	+6 ↑
Did not disclose their arrangement		0%	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 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
I am supported to use my expertise to provide frank and fearless advice	74 17 9	74%	+3	+4	+3	+3
The people in my workgroup demonstrate stewardship	80 15	80%	-3	+3	+1	+2
The culture in my agency supports people to act with integrity	85 9	85%	+2	+4	+3	+3
I believe strongly in the purpose and objectives of the APS	88 11	88%	+2	-1	-2	-2
I feel a strong personal attachment to the APS	67 25 9	67%	+3	-2	-1	-1
My workgroup considers the people and businesses affected by what we do	87 10	87%	-2	+2	0	0
The people in my workgroup value others' individual skills and talents	83 12	83%	-	-1	-2	-2
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	88 8	88%	-	0	-1	-1
The people in my workgroup are able to bring up problems and tough issues	80 13	80%	-2	0	0	-1
If you make a mistake in my workgroup, it tends to be held against you (reverse scored : positive scores represent those who disagreed, or strongly disagreed with this statement)	65 23 12	65%	-	-2	-6 ▼	-6 ▼

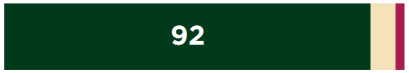
Key ▲ **At least 5 percentage points greater than comparator** ▼ **At least 5 percentage points less than comparator**

Positive Neutral Negative

Job satisfaction

	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
I am satisfied with the recognition I receive for doing a good job		72%	-3	+4	0	+1
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		80%	+3	+14 ↑	+4	+8 ↑
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		86%	+1	+1	-1	-1
I am satisfied with the stability and security of my job		89%	-1	+3	+3	+3

Clarity and autonomy

	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
I understand how my role contributes to achieving an outcome for the Australian public		92%	-1	-1	0	-1
I am clear what my duties and responsibilities are		82%	+4	-2	0	-1
I have a choice in deciding how I do my work		72%	0	+4	-2	-2
Where appropriate, I am able to take part in decisions that affect my job		75%	-3	+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 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
In the last month, please rate your workgroup's overall performance					
Excellent	**26%**	-8 ↓	+1	+1	+1
Very good	**57%**	+6 ↑	+1	0	0
Average	**15%**	+2	-1	0	0
Below average	**2%**	0	0	0	0
Well below average	**1%**	0	0	0	0

Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well	**78%**	-3	0	-1	-2
My workgroup has the tools and resources we need to perform well	**65%**	-2	+5 ↑	+6 ↑	+6 ↑
The people in my workgroup use time and resources efficiently	**73%**	-6 ↓	-1	-1	-1
My job gives me opportunities to utilise my skills	**82%**	-2	+3	+1	+2
During the last 12 months, the formal learning I have accessed has improved my performance	**61%**	0	+2	+4	+4

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 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
Which of the following statements best reflects your thoughts about working in your current position?						
I want to leave my position as soon as possible		**11**%	+2	+2	+2	+3
I want to leave my position within the next 12 months		**25**%	0	+4	0	+2
I want to stay working in my position for the next one to two years		**45**%	-1	+6 ↑	+2	+3
I want to stay working in my position for at least the next three years		**18**%	-1	-13 ↓	-4	-7 ↓
What best describes your plans involved with leaving your current position?						
I am planning to retire		**3**%	0	-2	0	-1
I am pursuing another position within my agency		**37**%	+1	-9 ↓	-6 ↓	-6 ↓
I am pursuing a position in another agency		**39**%	+1	+14 ↑	+10 ↑	+11 ↑
I am pursuing work outside the APS		**7**%	+1	-1	-1	-2
It is the end of my non-ongoing, casual or contracted employment		**1**%	0	-1	-1	-2
Other		**14**%	-3	0	-1	-2

Key

↑ **At least 5 percentage points greater than comparator**

↓ **At least 5 percentage points less than comparator**

Retention

Employees who indicated that they were pursing another position within their agency, another agency, or outside the APS were asked for the primary reason behind their desire to leave. They could select one response from a list of 18 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, therefore those comparisons are not included.

Response scale	%	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
I wish to pursue a promotion opportunity	**16**%	-	-	-	-
I am looking to further my skills in another area	**16**%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	**14**%	-	-	-	-
I have achieved all I can in my current position	**7**%	-	-	-	-
My immediate supervisor's leadership is of a poor quality	**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 where the discrimination came from and if they reported it.

Discrimination	Response scale	%	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
During the last 12 months, and in connection with your work, have you experienced discrimination on the basis of your background or a personal characteristic?						
Yes		6%	-3	-2	-2	-1
No		94%	+3	+2	+2	+1
Did this discrimination occur in your current agency?						
Yes		93%	+12 ↑	-1	-1	-1
No		7%	-12 ↓	+1	+1	+1
The discrimination came from: [Multiple Response]						
Within my agency		95%	-	+3	+1	+1
Another agency		5%	-	+1	0	0
A customer, stakeholder or member of the public		2%	-	-6 ↓	-4	-4
Other		3%	-	-1	0	0
Did you report the discrimination?						
I reported the discrimination in accordance with my agency's policies and procedures		8%	-	-11 ↓	-8 ↓	-9 ↓
It was reported by someone else		2%	-	-2	-2	-2
I did not report the discrimination		90%	-	+13 ↑	+10 ↑	+11 ↑

Key

↑ **At least 5 percentage points greater than comparator**

↓ **At least 5 percentage points less than comparator**

Unacceptable behaviour

In 2025, the survey used an expanded definition of harassment. Comparing results to 2024 should take this change in definition in context.

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

Bullying and harassment	Response scale	%	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
During the last 12 months, have you been subjected to bullying or harassment in your current workplace?						
Yes		8%	-2	-1	-1	0
No		86%	+1	0	-1	-1
Not sure		6%	+1	+1	+1	+1
Types of bullying or harassment 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)		38%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		34%	-	-	-	-
Did you report the bullying or harassment?						
I reported the behaviour in accordance with my agency's policies and procedures		32%	+1	-5 ↓	-1	-2
It was reported by someone else		5%	-1	-2	-1	-2
I did not report the behaviour		63%	0	+7 ↑	+3	+4

Key

↑ **At least 5 percentage points greater than comparator**

↓ **At least 5 percentage points less than comparator**

Unacceptable behaviour

In 2025, the survey used an updated definition of corruption to align with the *National Anti-Corruption Commission Act 2022* and the Commonwealth Fraud and Corruption Control Framework.

Comparing results to 2024 should take this change in definition in context.

Corruption	Response scale	%	Variance from 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
During the last 12 months, excluding behaviour reported to you as part of your duties, have you observed a public official engaging in conduct in your agency that you would consider to be corruption?						
Yes		**1**%	-1	-1	-1	-1
No		**93**%	0	+1	0	0
Not sure		**4**%	+1	0	+1	+1
Prefer not to answer		**1**%	0	0	0	0
Which of the following reflects the conduct you witnessed? [Multiple Response]						
Abuse of office		**80**%	-	-	-	-
Misuse of information or documents		**53**%	-	-	-	-
Adversely affecting the honesty or impartiality of a public official		**40**%	-	-	-	-
A breach of public trust		**33**%	-	-	-	-
Did you report the conduct?						
I reported the behaviour in accordance with my agency's policies and procedures		**24**%	+21 ↑	-2	0	0
It was reported by someone else		**24**%	+1	+6 ↑	+9 ↑	+8 ↑
I did not report the behaviour		**53**%	-22 ↓	-4	-9 ↓	-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	41%
Woman or female	53%
Non-binary	1%
I use a different term	0%
Prefer not to say	5%

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	43%
No	57%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	9%
No	91%

Do you identify as culturally or linguistically diverse?	Responses
Yes	29%
No	71%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	74%
Australian Aboriginal and/or Torres Strait Islander	2%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	14%
North-West European (excluding Anglo-European)	3%
Southern and Eastern European	7%
South-East Asian	12%
North-East Asian	5%
Southern and Central Asian	5%
North American	1%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	1%
Sub-Saharan African	2%

Do you consider yourself to be neurodivergent?	Responses
Yes	10%
No	75%
Maybe	9%
I am unsure what neurodivergent means	5%

Agency position

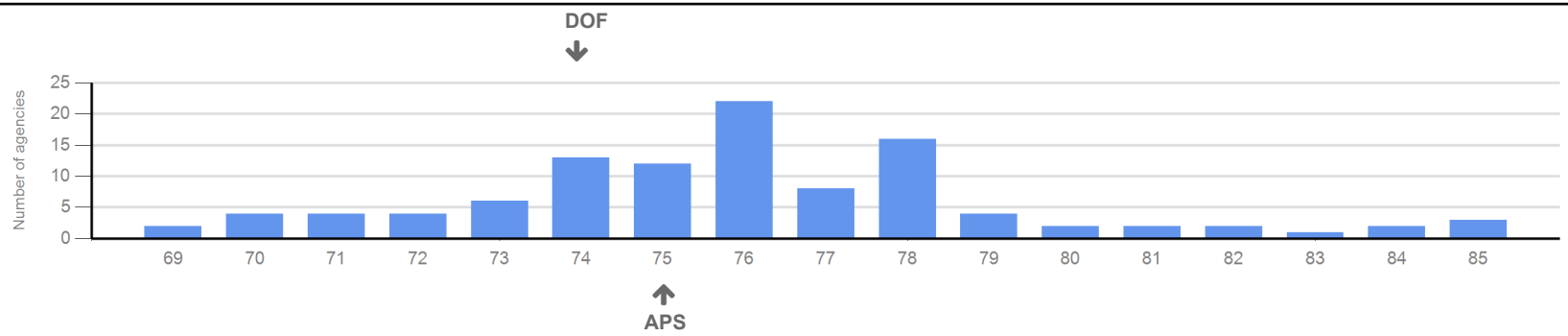
Agency position

These graphs display the overall index score of each agency for the Employee Engagement, Immediate Supervisor, 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.

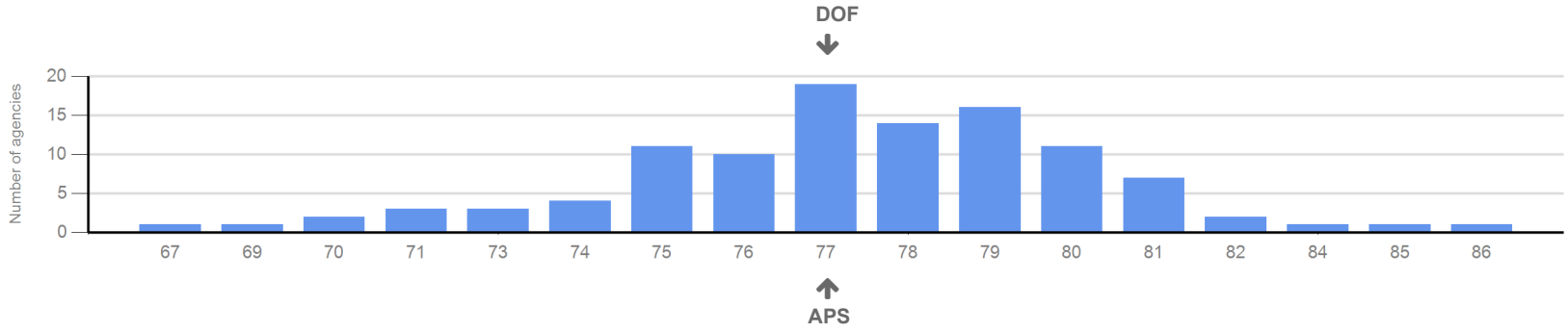
Along the bottom line (x-axis) are the index scores. The height of the bar (y-axis) is how many agencies have that index score.

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

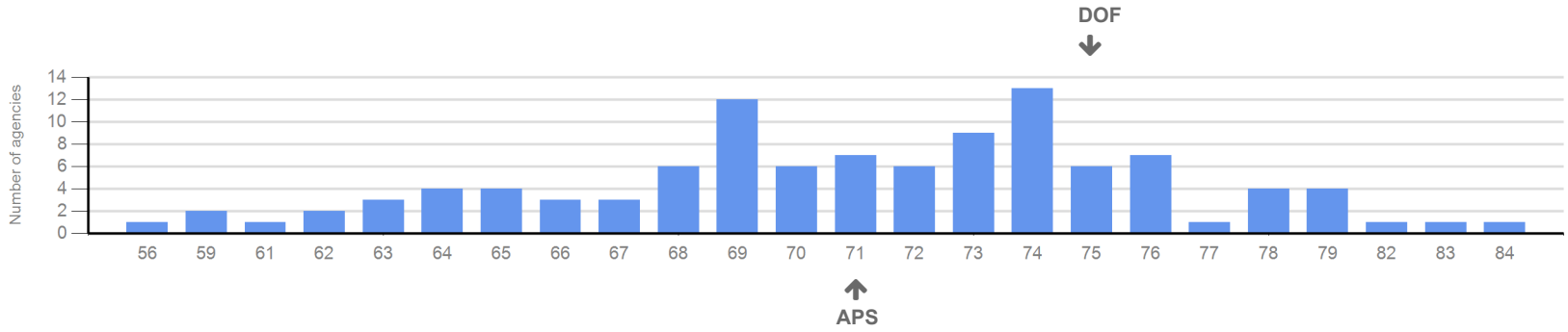
Employee Engagement Index — **Ranking : 81st of 107**



Immediate Supervisor Index — **Ranking : 56th of 107**



SES Manager Index — **Ranking : 23rd of 107**



Agency position

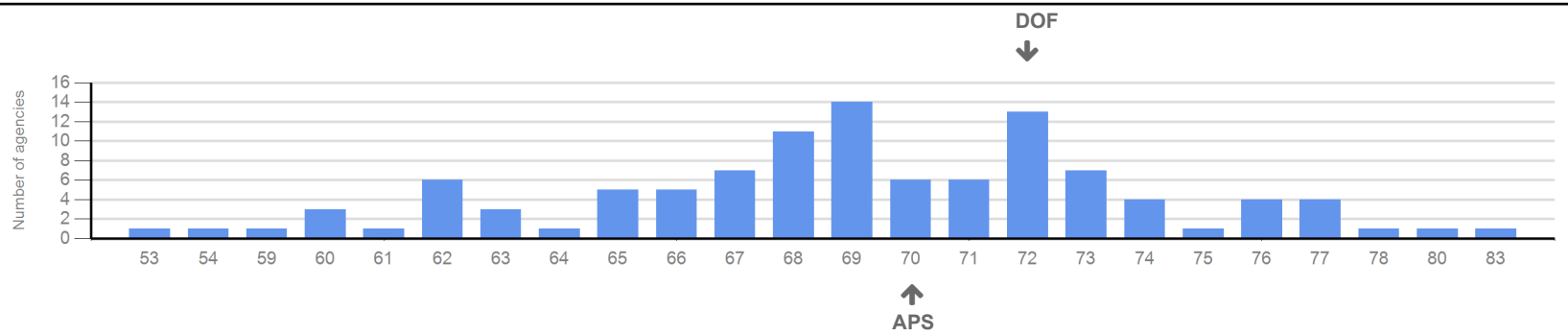
Agency position

These graphs display the overall index score of each agency for the Employee Engagement, Immediate Supervisor, 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.

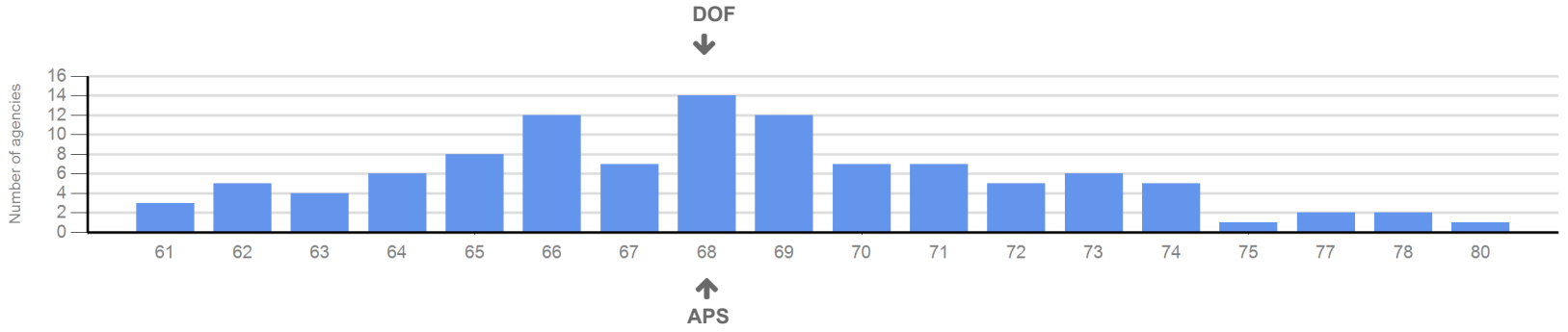
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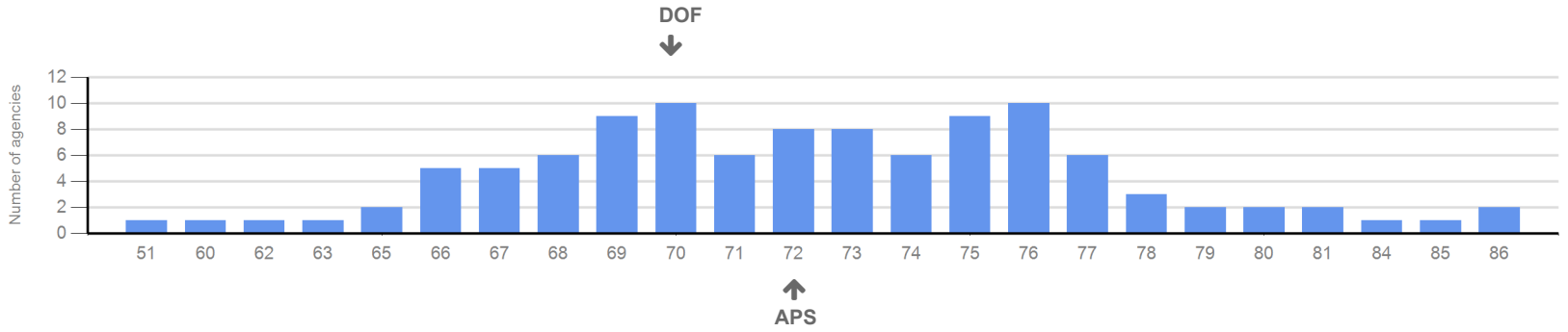
Communication Index — **Ranking : 35th of 107**



Enabling Innovation Index — **Ranking : 51st of 107**



Wellbeing Policies and Support Index — **Ranking : 68th of 107**



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 2024	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
.1	The culture in my agency supports people to act with integrity	85%	+2	+4	+3	+3
.2	I am supported to use my expertise to provide frank and fearless advice	74%	+3	+4	+3	+3
.3	Where appropriate, I am able to take part in decisions that affect my job	75%	-3	+3	0	+1
.4	My agency inspires me to come up with new or better ways of doing things	60%	+9↑	+1	+3	+3
.5	I am satisfied with the recognition I receive for doing a good job	72%	-3	+4	0	+1
.6	I feel I have the same opportunities as anyone else of my ability or experience	73%	0	+4	+2	+2

DOF specific questions

	Response scale	% Positive	Variance from 2024
The teams in my branch take a collaborative approach to achieve outcomes	77 14 8	77%	-
Finance [My agency] routinely applies merit in decisions regarding engagement and promotion	57 31 12	57%	0
My team is encouraged to explore new ways of working	71 20 8	71%	-
I am supported to prioritise professional development to ensure I have the right skills for my role	72 19 9	72%	-
I could recognise corrupt or fraudulent behaviour in the workplace	91	91%	-2
I know how to report suspected fraud or corruption in Finance	91	91%	0
I would be held accountable if I did not follow policies and procedures	91	91%	-2
The managers in my workgroup act with integrity and honesty	88 9	88%	-
My manager sets clear expectations on work priorities, consistent with good health and wellbeing practices	80 13 7	80%	-
Finance provides support to help me manage my health and wellbeing at work	74 19 7	74%	-

Key **At least 5 percentage points greater than comparator** **At least 5 percentage points less than comparator** Positive Neutral Negative

Australian Government
Australian Public Service Commission

DOF specific questions

	Response scale	% Positive	Variance from 2024
Finance provides opportunities for movement		64%	-
My workgroup is safe and inclusive		84%	-
I am aware of changes implemented in my business area to address the 2024 Census results		51%	+2
I am confident inappropriate behaviour will be addressed if I report it		71%	-

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.

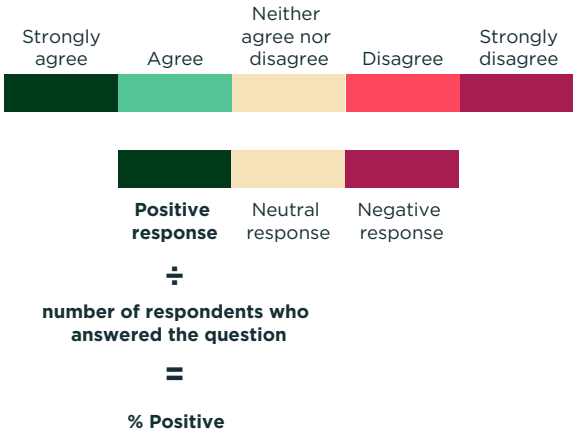
Prioritise 3 areas to take forward

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

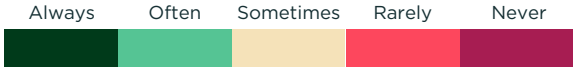
Guide to this report

% 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.

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.