

## Highlights Report ACQSC



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### Responses:

1,157 of 1,503

### Response Rate:

77%

# 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  $\pm 5$  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 regulatory agencies	Variance from medium sized agencies
						+2	+1	-1	0
Say	Overall, I am satisfied with my job	75	14	11	75%	+1	0	-2	-1
	I am proud to work in my agency	78	17		78%	+3	0	-3	-2
	I would recommend my agency as a good place to work	71	18	11	71%	+8 ↑	0	-5 ↓	-1
	I believe strongly in the purpose and objectives of my agency	92			92%	+1	+6 ↑	+2	+3
Stay	I feel a strong personal attachment to my agency	61	26	13	61%	+2	-2	-4	-3
	I feel committed to my agency's goals	91	7		91%	+4	+6 ↑	+2	+3
Strive	I suggest ideas to improve our way of doing things	87	11		87%	+1	0	-2	-2
	I am happy to go the 'extra mile' at work when required	92			92%	0	+1	+1	+1
	I work beyond what is required in my job to help my agency achieve its objectives	80	16		80%	-3	-1	-1	-1
	My agency really inspires me to do my best work every day	63	25	12	63%	+3	+3	-2	0

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 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
							+2	0	0	0
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	79	13 8	79%	0	-1	-1	0		
	My supervisor can deliver difficult advice whilst maintaining relationships	80	13	80%	+2	+1	0	+1		
	My supervisor invites a range of views, including those different to their own	82	10 8	82%	0	0	-2	0		
	My supervisor encourages my team to regularly review and improve our work	83	11	83%	+1	+1	+1	+2		
	My supervisor is invested in my development	76	15 9	76%	+4	-2	-2	-1		
	My supervisor ensures that my workgroup delivers on what we are responsible for	88	9	88%	+2	0	-1	0		
Other similar questions										
	My supervisor provides me with helpful feedback to improve my performance	78	13 8	78%	+1	0	0	+1		
	My immediate supervisor encourages me	79	14 7	79%	+2	+1	0	+1		
	My supervisor actively ensures that everyone can be included in workplace activities	82	12	82%	0	-2	-2	-1		
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	79	13 8	79%	-	-2	-2	-2		
Key		At least 5 percentage points greater than comparator		At least 5 percentage points less than comparator		Positive Neutral Negative				

# Leadership - SES Manager



## SES Manager

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



**Your  
SES Manager  
Leadership  
Index score**

**68**

**Response scale**

**%  
Positive**

Variance from  
2023

Variance from  
APS overall

Variance  
from  
regulatory  
agencies

Variance  
from  
medium  
sized  
agencies

+1

-1

-2

-2

**SES Manager**

My SES manager clearly articulates the direction and priorities for our area

**69**

**21**

**10**

**69%**

+3

-1

-1

-1

My SES manager presents convincing arguments and persuades others towards an outcome

**59**

**31**

**10**

**59%**

0

-4

-6 ↓

-6 ↓

My SES manager promotes cooperation within and between agencies

**62**

**32**

**10**

**62%**

+1

-6 ↓

-8 ↓

-8 ↓

My SES manager encourages innovation and creativity

**66**

**25**

**10**

**66%**

+5 ↑

-1

-2

-2

My SES manager creates an environment that enables us to deliver our best

**61**

**27**

**12**

**61%**

+1

-5 ↓

-5 ↓

-6 ↓

My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS

**74**

**21**

**10**

**74%**

+3

0

-2

-3

### Other similar questions

In my agency, the SES work as a team

**50**

**33**

**17**

**50%**

+4

-6 ↓

-4

-3

In my agency, the SES clearly articulate the direction and priorities for our agency

**62**

**23**

**15**

**62%**

+2

-2

-2

-2

My SES manager routinely promotes the use of data and evidence to deliver outcomes

**65**

**28**

**10**

**65%**

-2

-2

-2

-4

**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 regulatory agencies	Variance from medium sized agencies
				+1	-2	-2	-1

Communication	My supervisor communicates effectively	81	11	8	81%	+1	0	-1	+1
	My SES manager communicates effectively	67	21	12	67%	+2	-2	-3	-3
	Internal communication within my agency is effective	52	23	26	52%	+1	-6⬇️	-7⬇️	-5⬇️

### Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	64	16	20	64%	0	-4	-5⬇️	-5⬇️
	Staff are consulted about change at work	49	34	18	49%	+2	-2	-3	-3
	Change is managed well in my agency	39	28	33	39%	+1	-5⬇️	-5⬇️	-4

### 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 regulatory agencies	Variance from medium sized agencies
						+1	0	-1	0
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	80	14		80%	0	+1	-1	-1
	My immediate supervisor encourages me to come up with new or better ways of doing things	72	20	8	72%	+1	-1	-2	-2
	People are recognised for coming up with new and innovative ways of working	56	31	13	56%	+1	-2	-5⬇️	-2
	My agency inspires me to come up with new or better ways of doing things	48	35	17	48%	0	-2	-4	-4
	My agency recognises and supports the notion that failure is a part of innovation	43	39	18	43%	+6⬆️	+2	+2	+3

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	74	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
					+7 ↑	+4	+1	+3

Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	73	18	10	73%	+12 ↑	+5 ↑	+2	+5 ↑
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	77	16		77%	+19 ↑	+12 ↑	+6 ↑	+10 ↑
	My agency does a good job of promoting health and wellbeing	75	17	8	75%	+17 ↑	+9 ↑	+5 ↑	+9 ↑
	I think my agency cares about my health and wellbeing	69	21	11	69%	+11 ↑	+4	-2	+1
	I believe my immediate supervisor cares about my health and wellbeing	88			88%	+3	+1	-1	0

### Other similar questions

Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	76	11	13	76%	-	+2	+1	+2
	The people in my workgroup are able to bring up problems and tough issues	78	12	10	78%	-	-3	-5 ↓	-4
	I receive the respect I deserve from my colleagues at work	79	17		79%	-1	-2	-3	-2
	My agency supports and actively promotes an inclusive workplace culture	79	14	8	79%	+6 ↑	-2	-4	0

### 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 regulatory agencies	Variance from medium sized agencies
In general, would you say that your health is:						
Excellent	<div></div>	12%	+1	+1	0	0
Very good	<div></div>	36%	0	+1	-1	0
Good	<div></div>	38%	+1	0	+1	+1
Fair	<div></div>	11%	-3	-3	-1	-1
Poor	<div></div>	3%	0	0	+1	0
What best describes your current workload?						
Well above capacity - too much work	<div></div>	17%	-5⬇️	-5⬇️	-5⬇️	-6⬇️
Slightly above capacity - lots of work to do	<div></div>	43%	+2	+3	+1	+3
At capacity - about the right amount of work to do	<div></div>	33%	+3	+2	+3	+4
Slightly below capacity - available for more work	<div></div>	6%	0	0	0	0
Well below capacity - not enough work	<div></div>	1%	0	0	0	0

## 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 regulatory agencies	Variance from medium sized agencies
<b>How often do you find your work stressful?</b>						
Always	<div><div></div></div>	5%	0	0	+1	+1
Often	<div><div></div></div>	23%	-4	-2	-1	-1
Sometimes	<div><div></div></div>	48%	-1	-1	-3	-2
Rarely	<div><div></div></div>	21%	+6 	+2	+2	+2
Never	<div><div></div></div>	2%	0	0	+1	0
<b>To what extent is your work emotionally demanding?</b>						
To a very large extent	<div><div></div></div>	9%	0	+1	+3	+2
To a large extent	<div><div></div></div>	25%	-2	+5 	+7 	+6 
Somewhat	<div><div></div></div>	35%	0	-4	-4	-3
To a small extent	<div><div></div></div>	23%	+3	-1	-4	-3
To a very small extent	<div><div></div></div>	9%	0	-1	-2	-2
<b>I feel burned out by my work</b>						
Strongly agree	<div><div></div></div>	7%	0	-1	0	-1
Agree	<div><div></div></div>	20%	-3	-3	-2	-1
Neither agree nor disagree	<div><div></div></div>	31%	-2	-1	+1	+1
Disagree	<div><div></div></div>	31%	+1	+2	-1	0
Strongly disagree	<div><div></div></div>	11%	+3	+3	+2	+2

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

# Flexible work



The working away from the office responses present how often employees worked away from the office/worked from home during a usual working week. It includes the responses for all employees, not just those who indicated they accessed working from home as a flexible working arrangement.

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	85	85%	+4	+2	-4	0
<b>Do you currently access any of the following flexible working arrangements? [Multiple Response]</b>						
Part time		9%	-2	-4	-4	-3
Flexible hours of work		26%	-2	-1	-5	-2
Compressed work week		6%	+2	+1	-1	+1
Job sharing		0%	0	0	0	0
Working away from the office/working from home		79%	+3	+17	+1	+10
None of the above		12%	-1	-12	+1	-7
<b>Working away from the office</b>						
None of the time		21%	-	-17	-1	-10
All of the time		14%	-	+9	+4	+6
Some of the time as a regular arrangement		58%	-	+11	-3	+8
Only on an irregular basis		6%	-	-2	0	-4
Did not disclose their arrangement		0%	-	0	0	0

**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 regulatory agencies	Variance from medium sized agencies
I am supported to use my expertise to provide frank and fearless advice	62 22 16	62%	-	-3	-5 ↓	-3
The people in my workgroup demonstrate stewardship	75 18	75%	-	-2	-5 ↓	-4
The culture in my agency supports people to act with integrity	73 16 11	73%	-	-3	-6 ↓	-4
I believe strongly in the purpose and objectives of the APS	90 9	90%	+1	+3	+1	+3
I feel a strong personal attachment to the APS	65 27 8	65%	+2	+1	+1	+4
My workgroup considers the people and businesses affected by what we do	84 9	84%	-	-1	-4	-3

## 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 regulatory agencies	Variance from medium sized agencies
I am satisfied with the recognition I receive for doing a good job	70 19 11	70%	+1	+1	-2	0
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	65 17 18	65%	+10⬆	+2	+2	+1
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	82 11	82%	+9⬆	+1	-4	0
I am satisfied with the stability and security of my job	79 10 11	79%	0	-6⬇	-6⬇	-3

## Clarity and autonomy

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	94	94%	-1	+1	0	0
I am clear what my duties and responsibilities are	77 18	77%	-4	-3	-2	-2
I have a choice in deciding how I do my work	70 20 10	70%	+3	+4	-2	-2
Where appropriate, I am able to take part in decisions that affect my job	70 16 14	70%	+4	-1	-4	-3

### 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 regulatory agencies	Variance from medium sized agencies
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In the last month, please rate your workgroup's overall performance

Excellent	<div><div></div></div>	29%	+4	+2	-1	+1
Very good	<div><div></div></div>	51%	-6 ⬇	-3	-3	-4
Average	<div><div></div></div>	16%	+1	+1	+2	+2
Below average	<div><div></div></div>	3%	0	+1	+1	+1
Well below average	<div><div></div></div>	1%	+1	+1	+1	0

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well	<div><div>76</div><div>14</div><div>10</div></div>	76%	-1	-3	-4	-5 ⬇
My workgroup has the tools and resources we need to perform well	<div><div>54</div><div>18</div><div>28</div></div>	54%	+3	-5 ⬇	0	-2
The people in my workgroup use time and resources efficiently	<div><div>69</div><div>17</div><div>14</div></div>	69%	-5 ⬇	-7 ⬇	-8 ⬇	-8 ⬇
My job gives me opportunities to utilise my skills	<div><div>79</div><div>9</div><div>11</div></div>	79%	-2	-1	-3	-3
In the last 12 months, the formal learning I have accessed has improved my performance	<div><div>59</div><div>28</div><div>14</div></div>	59%	-	+1	0	+2

## 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 regulatory agencies	Variance from medium sized agencies
<b>Which of the following statements best reflects your current thoughts about working in your current position?</b>						
I want to leave my position as soon as possible	<div></div>	9%	0	0	+1	0
I want to leave my position within the next 12 months	<div></div>	22%	-1	-1	-1	-1
I want to stay working in my position for the next one to two years	<div></div>	36%	-3	-1	-6 ↓	-4
I want to stay working in my position for at least the next three years	<div></div>	33%	+4	+3	+6 ↑	+5 ↑
<b>What best describes your plans involved with leaving your current position?</b>						
I am planning to retire	<div></div>	5%	-1	0	+1	+1
I am pursuing another position within my agency	<div></div>	37%	+7 ↑	-6 ↓	+2	+7 ↑
I am pursuing a position in another agency	<div></div>	29%	-9 ↓	+2	-4	-7 ↓
I am pursuing work outside the APS	<div></div>	8%	-1	-2	-4	-4
It is the end of my non-ongoing, casual or contracted employment	<div></div>	9%	+2	+7 ↑	+5 ↑	+4
Other	<div></div>	13%	+3	-1	-1	-2

## 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 regulatory 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	<div></div>	18%	-	-	-	-
I am looking to further my skills in another area	<div></div>	13%	-	-	-	-
Senior leadership is of a poor quality	<div></div>	9%	-	-	-	-
Other	<div></div>	8%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	<div></div>	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 regulatory 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	<div></div>	10%	0	0	+2	+1
No	<div></div>	90%	0	0	-2	-1
Did this discrimination occur in your current agency?						
Yes	<div></div>	92%	-2	0	-1	0
No	<div></div>	8%	+2	0	+1	0
Basis for the discrimination that you experienced (3 highest responses):						
Age	<div></div>	41%	-	-	-	-
Other	<div></div>	24%	-	-	-	-
Race	<div></div>	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 regulatory agencies	Variance from medium sized agencies
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes	<div></div>	15%	0	+5 ↑	+6 ↑	+5 ↑
No	<div></div>	81%	0	-4	-6 ↓	-4
Not sure	<div></div>	4%	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)	<div></div>	46%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	<div></div>	41%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)	<div></div>	25%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	46%	+8 ↑	+10 ↑	+11 ↑	+9 ↑
It was reported by someone else	<div></div>	10%	-4	+3	+1	+2
I did not report the behaviour	<div></div>	44%	-4	-12 ↓	-12 ↓	-11 ↓

## 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 regulatory agencies	Variance from medium sized agencies
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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	<div></div>	4%	0	+1	+1	+1
No	<div></div>	91%	0	0	-2	0
Not sure	<div></div>	3%	0	-1	0	0
Would prefer not to answer	<div></div>	2%	0	0	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	<div></div>	57%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit	<div></div>	43%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest	<div></div>	17%	-	-	-	-

## Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	12%	-18↓	-9↓	-1	-3
It was reported by someone else	<div></div>	33%	+13↑	+17↑	+12↑	+16↑
I did not report the behaviour	<div></div>	55%	+5↑	-8↓	-12↓	-13↓

### 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	28%
Woman or female	66%
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	3%
No	97%

Do you have an ongoing disability?	Responses
Yes	11%
No	89%

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	11%
No	89%

Do you identify as culturally and linguistically diverse?	Responses
Yes	22%
No	78%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	69%
Australian Aboriginal and/or Torres Strait Islander	3%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	15%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	4%
South-East Asian	10%
North-East Asian	1%
Southern and Central Asian	3%
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	9%
No	73%
Maybe	10%
I am unsure what neurodivergent means	8%

# Agency position



## Agency position

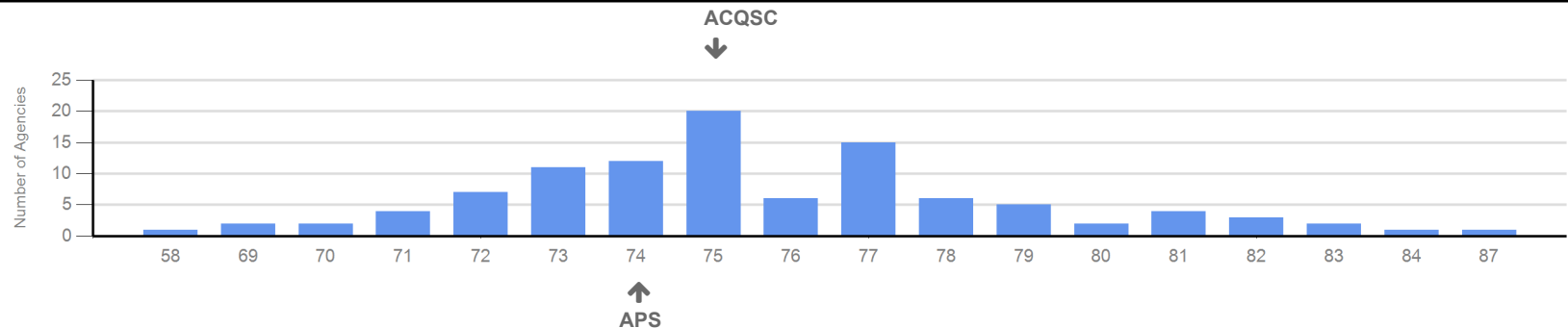
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

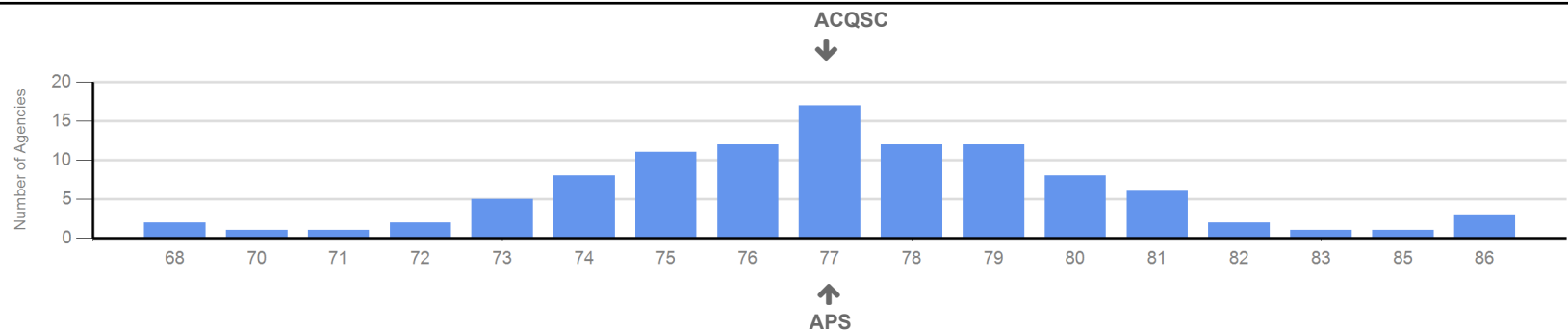
### Employee Engagement Index

Ranking : 54th of 104



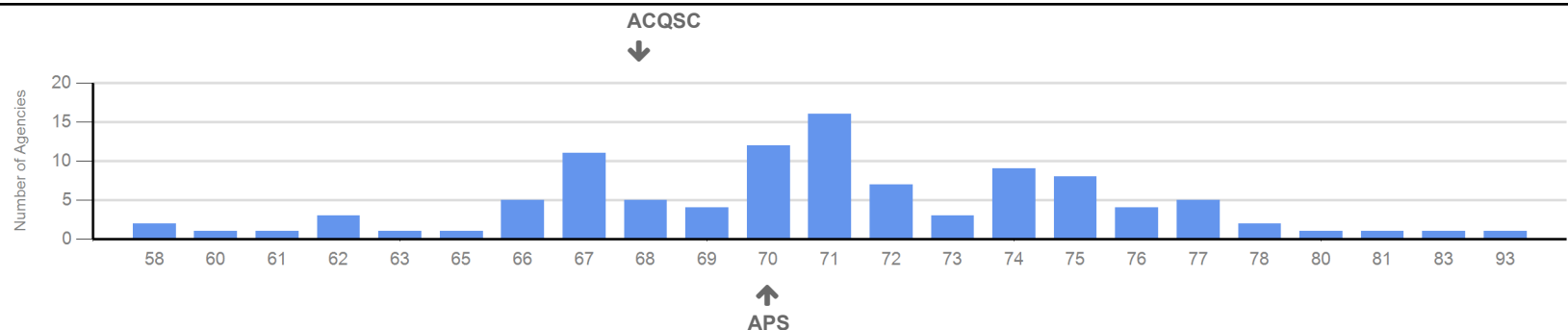
### Leadership – Immediate Supervisor Index

Ranking : 46th of 104



### Leadership – SES Manager Index

Ranking : 75th of 104



# Agency position



## Agency position

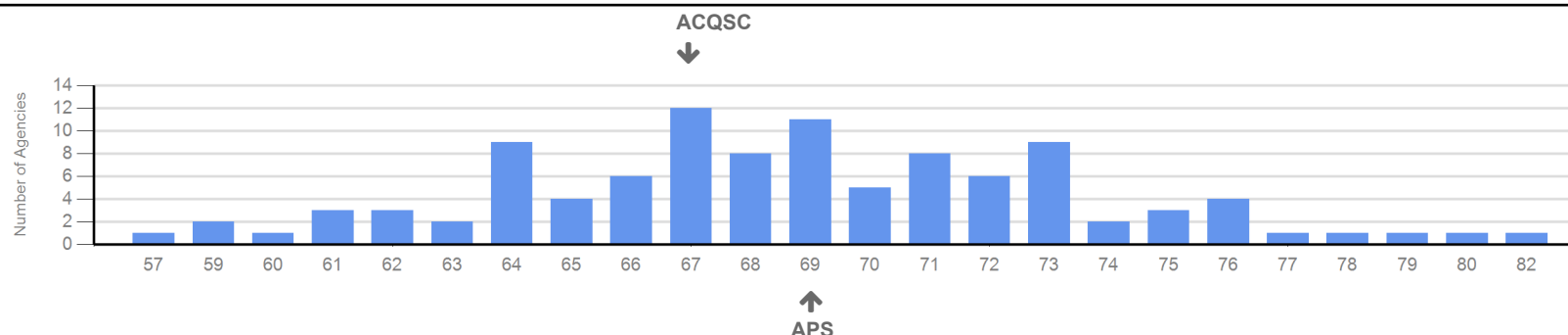
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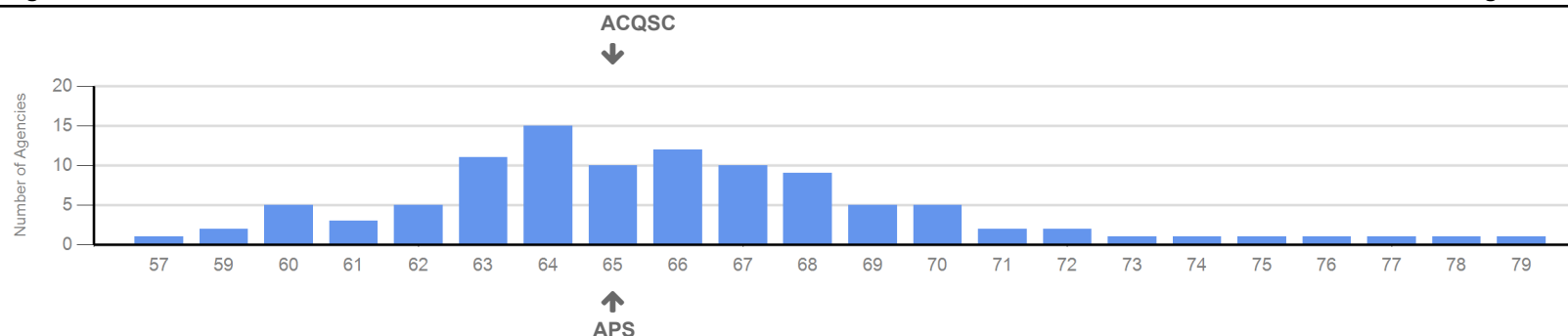
### Communication Index

Ranking : 64th of 104



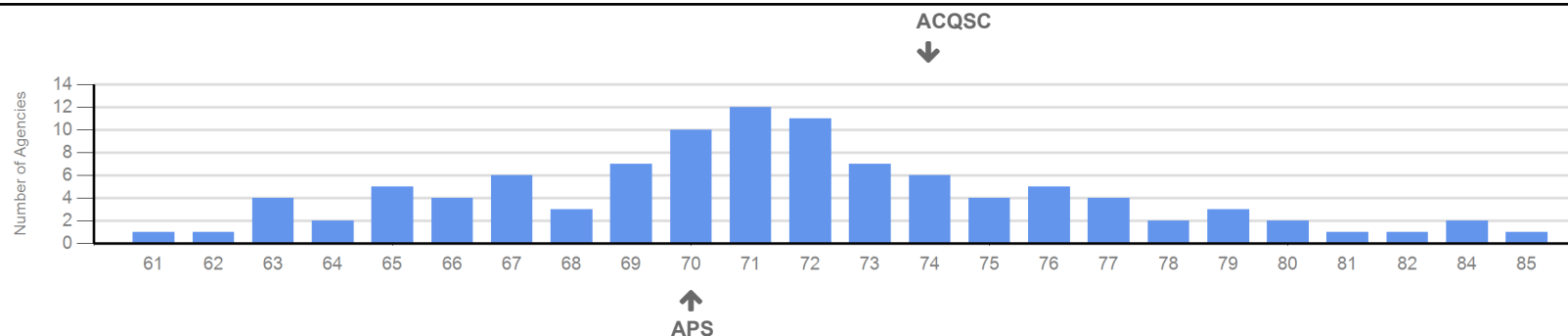
### Enabling Innovation Index

Ranking : 59th of 104



### Wellbeing Policies and Support Index

Ranking : 31st 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  
regulatory  
agencies

Variance from  
medium  
sized agencies

<b>.1</b>	The culture in my agency supports people to act with integrity	<b>73%</b>	-	-3	-6↓	-4
<b>.2</b>	I am supported to use my expertise to provide frank and fearless advice	<b>62%</b>	-	-3	-5↓	-3
<b>.3</b>	My agency supports and actively promotes an inclusive workplace culture	<b>79%</b>	+6↑	-2	-4	0
<b>.4</b>	I am satisfied with the recognition I receive for doing a good job	<b>70%</b>	+1	+1	-2	0
<b>.5</b>	My agency inspires me to come up with new or better ways of doing things	<b>48%</b>	0	-2	-4	-4
<b>.6</b>	My SES manager creates an environment that enables us to deliver our best	<b>61%</b>	+1	-5↓	-5↓	-6↓

# ACQSC specific questions

	Response scale			% Positive	Variance from 2023
The Commission's work environment contributes positively to our overall success as an organisation	72	19	9	72%	-
The Commission is committed to creating a diverse and inclusive workforce (e.g. gender, cultural and linguistic background, disability, neurodiversity, Indigenous, LGBTQIA+)	78	19		78%	+8 ⬆
The Commission is committed to creating a respectful work environment where staff feel valued, accepted, supported, and have equal opportunity to succeed	74	17	10	74%	+8 ⬆
I understand the Commission's commitment to reconciliation as expressed in our 'Innovate' Reconciliation Action Plan	80	17		80%	+3
I understand how reforms to the aged care sector will impact older Australians	89	8		89%	-4
I understand the Commission's approach to regulating the Aged Care sector and resolving complaints	89	8		89%	-
The Commission is making progress on becoming a world-class regulator	69	20	11	69%	+6 ⬆
The right stakeholders are involved in the early stages of projects/change	39	38	22	39%	+4
I am supported to plan and develop my career	61	25	14	61%	0
I am comfortable having discussions about my workload with my immediate supervisor	85	8		85%	+1

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative





# ACQSC specific questions

	Response scale	% Positive	Variance from 2023
I have regular two-way conversations with my manager regarding my performance	<div> <div>77</div> <div>12</div> <div>11</div> </div>	77%	+2
My immediate supervisor initiates conversations to support my health and wellbeing	<div> <div>74</div> <div>15</div> <div>11</div> </div>	74%	+1
I am confident I could successfully report a workplace incident if the need arose (e.g. WHS, complaints, fraud, facilities, etc.)	<div> <div>85</div> <div>9</div> <div></div> </div>	85%	-
I am aware of services available to me at the Commission to encourage my wellbeing, such as access to the Employee Assistance Program (EAP), Feel Good Sessions, and the Wellbeing Plan	<div> <div>95</div> <div></div> <div></div> </div>	95%	+4

Key

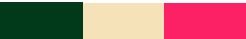


At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



# Time to take action



## Celebrate

What things do we do well?

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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?

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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:

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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.

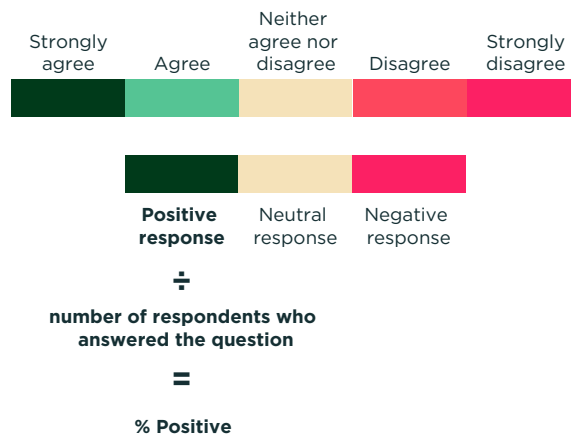
Prioritise 3 areas to take forward

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

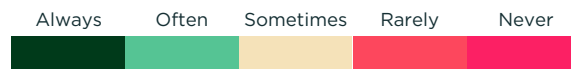
# Guide to this report

## % 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.

