

## Highlights Report NMHC



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### Responses:

29 of 33

### Response Rate:

88%

# Exploring your results



Take time to understand your report. Consider your response rate to determine how representative your results are of the views of your colleagues.



Most questions in this report have information about the proportion of colleagues responding positively, neutrally or negatively.



Identify the areas where you are performing well. These will tend to be high results which are notably above any comparative results. Celebrate these results.



Identify areas that need improvement. These will be the lower results, and/or those which are scoring notably below your comparators.



Generally a difference of  $\pm 5$  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		58		Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
						+8 ⬆	-16 ⬇	-18 ⬇	-19 ⬇
Say	Overall, I am satisfied with my job	48	17	34	48%	+11 ⬆	-27 ⬇	-29 ⬇	-29 ⬇
	I am proud to work in my agency	38	17	45	38%	+16 ⬆	-40 ⬇	-45 ⬇	-46 ⬇
	I would recommend my agency as a good place to work	28	17	55	28%	+17 ⬆	-43 ⬇	-46 ⬇	-45 ⬇
	I believe strongly in the purpose and objectives of my agency	48	34	17	48%	-8 ⬇	-38 ⬇	-41 ⬇	-43 ⬇
Stay	I feel a strong personal attachment to my agency	28	24	48	28%	-5 ⬇	-35 ⬇	-39 ⬇	-37 ⬇
	I feel committed to my agency's goals	48	34	17	48%	+10 ⬆	-37 ⬇	-39 ⬇	-42 ⬇
Strive	I suggest ideas to improve our way of doing things	97			97%	+4	+10 ⬆	+7 ⬆	+3
	I am happy to go the 'extra mile' at work when required	90			90%	+8 ⬆	-1	-3	-4
	I work beyond what is required in my job to help my agency achieve its objectives	79			79%	+12 ⬆	-2	-1	-3
	My agency really inspires me to do my best work every day	38	21	41	38%	+24 ⬆	-23 ⬇	-25 ⬇	-29 ⬇

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



# Leadership - Immediate Supervisor



## Immediate Supervisor

The Immediate Supervisor Index assesses how employees view the leadership behaviours of their immediate supervisor in line with the *APS Leadership Capability Framework*.

Your Immediate Supervisor Index score		74	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
					+6 ⬆	-3	-3	-3
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	83	10	83%	+8 ⬆	+3	+3	+5 ⬆
	My supervisor can deliver difficult advice whilst maintaining relationships	90	10	90%	+18 ⬆	+10 ⬆	+11 ⬆	+10 ⬆
	My supervisor invites a range of views, including those different to their own	90	10	90%	+6 ⬆	+7 ⬆	+6 ⬆	+8 ⬆
	My supervisor encourages my team to regularly review and improve our work	69	17	14	69%	0	-13 ⬇	-13 ⬇
	My supervisor is invested in my development	79	14	79%	+18 ⬆	+1	+1	+1
	My supervisor ensures that my workgroup delivers on what we are responsible for	90		90%	+12 ⬆	+2	+2	+1
Other similar questions								
	My supervisor provides me with helpful feedback to improve my performance	83	10	83%	+19 ⬆	+4	+6 ⬆	+6 ⬆
	My immediate supervisor encourages me	82	7	11	82%	+16 ⬆	+5 ⬆	+4
	My supervisor actively ensures that everyone can be included in workplace activities	83	14	83%	+19 ⬆	-2	-1	-1
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	83	14	83%	-	+2	+2	+2
Key		⬆ At least 5 percentage points greater than comparator    ⬇ At least 5 percentage points less than comparator						
		Positive Neutral Negative <div> <span></span> <span></span> <span></span> </div>						

# 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		Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
				-	-	-	-
SES Manager	My SES manager clearly articulates the direction and priorities for our area	The data for this question has been hidden for anonymity reasons.					
	My SES manager presents convincing arguments and persuades others towards an outcome	The data for this question has been hidden for anonymity reasons.					
	My SES manager promotes cooperation within and between agencies	The data for this question has been hidden for anonymity reasons.					
	My SES manager encourages innovation and creativity	The data for this question has been hidden for anonymity reasons.					
	My SES manager creates an environment that enables us to deliver our best	The data for this question has been hidden for anonymity reasons.					
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	The data for this question has been hidden for anonymity reasons.					
Other similar questions							
Key	In my agency, the SES work as a team	The data for this question has been hidden for anonymity reasons.					
	In my agency, the SES clearly articulate the direction and priorities for our agency	The data for this question has been hidden for anonymity reasons.					
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	The data for this question has been hidden for anonymity reasons.					
<div>Key</div> <div><div>⬆</div>At least 5 percentage points greater than comparator</div> <div><div>⬇</div>At least 5 percentage points less than comparator</div> <div>Positive Neutral Negative</div> <div><div></div><div></div><div></div></div>							

# Communication and change

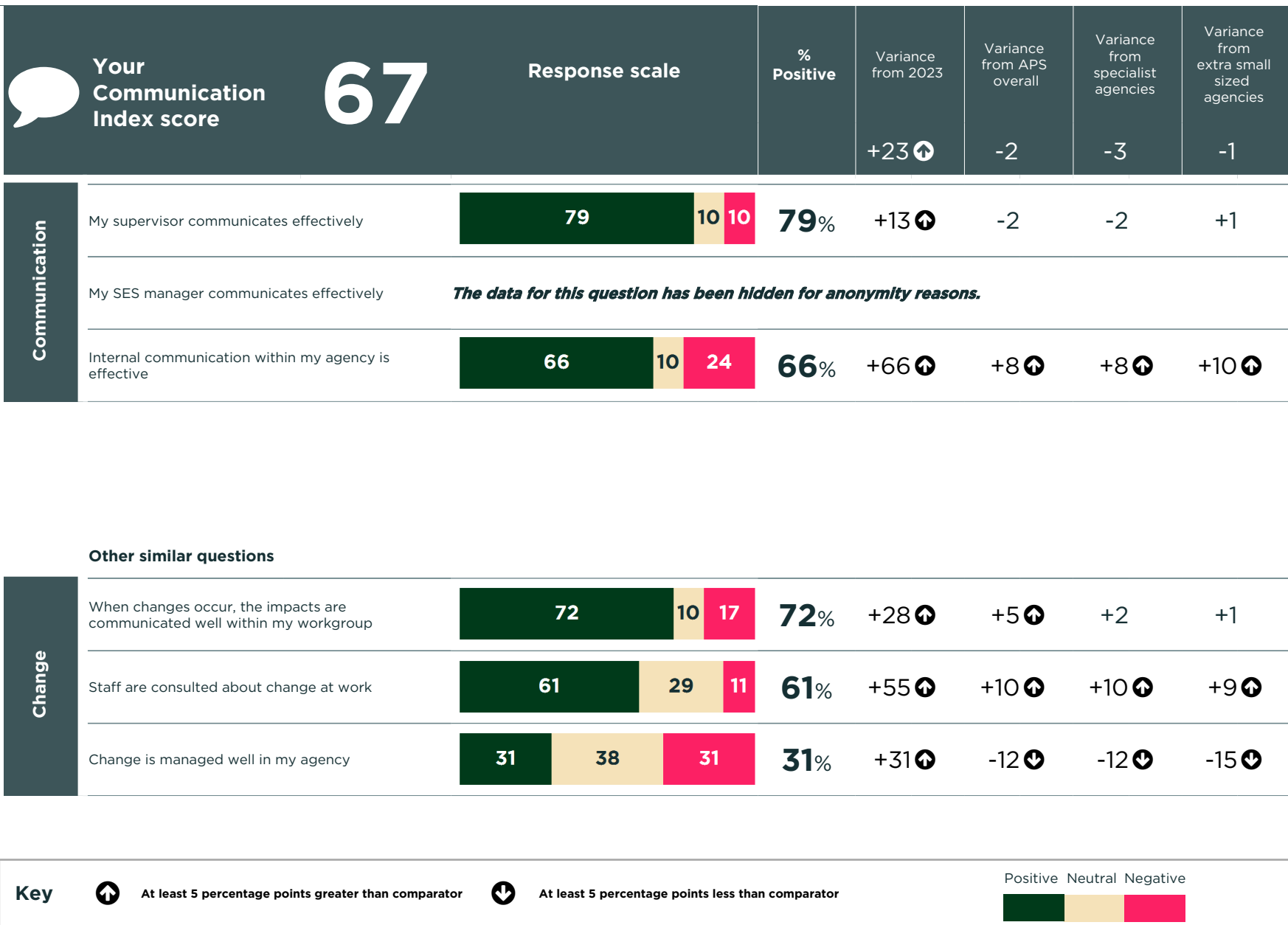


## Communication

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.

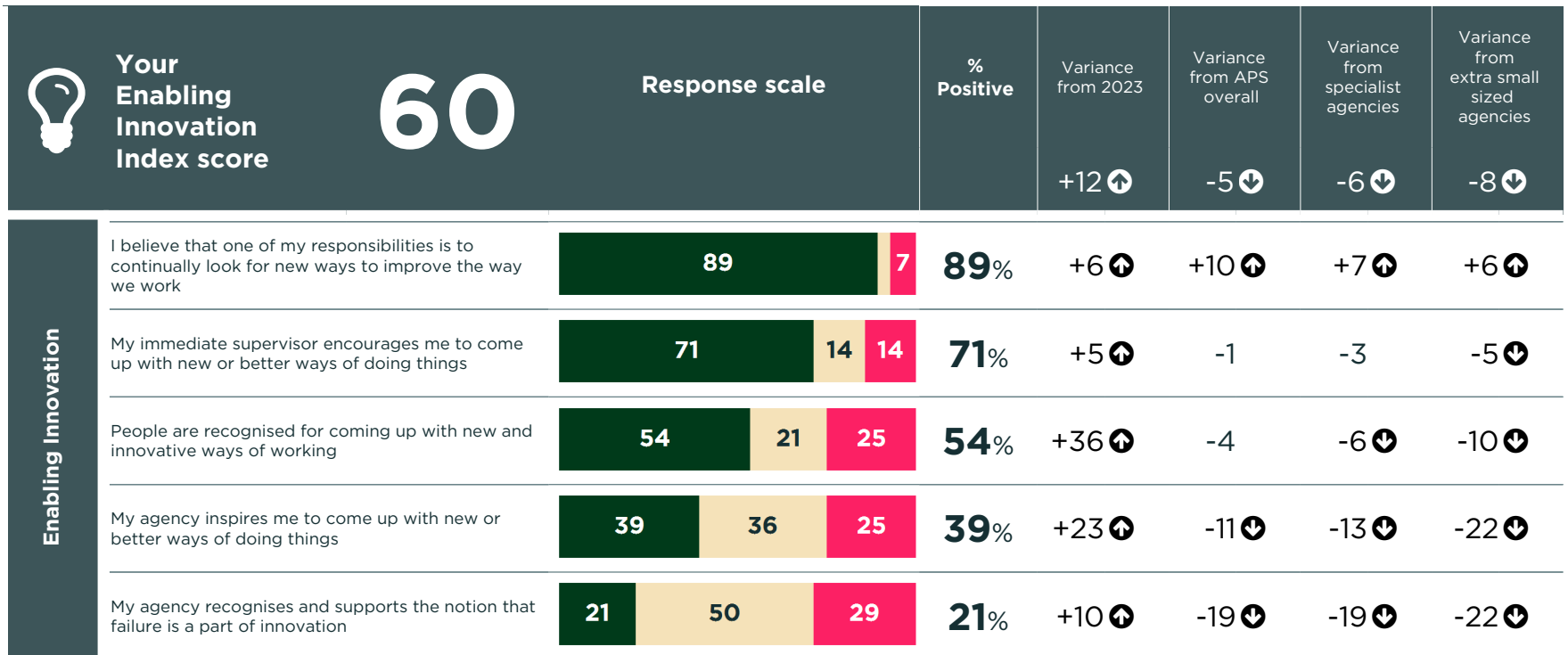


# Enabling Innovation



## 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.



Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



# Wellbeing Policies and Support



## Wellbeing

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

Your Wellbeing Policies and Support Index score				63	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
							+20 ⬆	-7 ⬇	-9 ⬇	-10 ⬇
Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	46	36	18	46%	+26 ⬆	-21 ⬇	-23 ⬇	-23 ⬇	
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	64	14	21	64%	+41 ⬆	-2	-5 ⬇	-7 ⬇	
	My agency does a good job of promoting health and wellbeing	54	21	25	54%	+36 ⬆	-13 ⬇	-14 ⬇	-13 ⬇	
	I think my agency cares about my health and wellbeing	64	18	18	64%	+41 ⬆	0	-5 ⬇	-9 ⬇	
	I believe my immediate supervisor cares about my health and wellbeing	86		11	86%	+6 ⬆	-1	-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	75	14	11	75%	-	+1	0	-1	
	The people in my workgroup are able to bring up problems and tough issues	93			93%	-	+13 ⬆	+11 ⬆	+9 ⬆	
	I receive the respect I deserve from my colleagues at work	75	18	7	75%	+14 ⬆	-6 ⬇	-7 ⬇	-7 ⬇	
	My agency supports and actively promotes an inclusive workplace culture	66	14	21	66%	+49 ⬆	-16 ⬇	-15 ⬇	-14 ⬇	
<div>Key</div> <div><div>⬆</div>At least 5 percentage points greater than comparator</div> <div><div>⬇</div>At least 5 percentage points less than comparator</div> <div>Positive Neutral Negative</div> <div><div></div><div></div><div></div></div>										



# Wellbeing

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
In general, would you say that your health is:						
Excellent	<div></div>	11%	+2	0	-2	-4
Very good	<div></div>	32%	+7	-2	-5	-5
Good	<div></div>	29%	+6	-9	-8	-6
Fair	<div></div>	18%	-18	+4	+6	+6
Poor	<div></div>	11%	+2	+8	+8	+9
What best describes your current workload?						
Well above capacity - too much work	<div></div>	18%	-6	-5	-4	-6
Slightly above capacity - lots of work to do	<div></div>	21%	-16	-19	-19	-21
At capacity - about the right amount of work to do	<div></div>	43%	+19	+12	+13	+15
Slightly below capacity - available for more work	<div></div>	18%	+10	+13	+11	+13
Well below capacity - not enough work		0%	-5	-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 extra small sized agencies
<b>How often do you find your work stressful?</b>						
Always	<div></div>	7%	-12⬇️	+2	+4	+4
Often	<div></div>	29%	-21⬇️	+4	+5⬆️	+5⬆️
Sometimes	<div></div>	46%	+16⬆️	-3	-4	-3
Rarely	<div></div>	11%	+11⬆️	-8⬇️	-10⬇️	-12⬇️
Never	<div></div>	7%	+7⬆️	+5⬆️	+5⬆️	+5⬆️
<b>To what extent is your work emotionally demanding?</b>						
To a very large extent	<div></div>	21%	-1	+14⬆️	+15⬆️	+16⬆️
To a large extent	<div></div>	14%	-16⬇️	-6⬇️	-3	-1
Somewhat	<div></div>	50%	+11⬆️	+12⬆️	+13⬆️	+12⬆️
To a small extent	<div></div>	7%	-1	-17⬇️	-20⬇️	-21⬇️
To a very small extent	<div></div>	7%	+7⬆️	-2	-4	-5⬇️
<b>I feel burned out by my work</b>						
Strongly agree	<div></div>	21%	-12⬇️	+13⬆️	+15⬆️	+14⬆️
Agree	<div></div>	18%	-15⬇️	-5⬇️	-4	-2
Neither agree nor disagree	<div></div>	32%	+7⬆️	0	+2	+5⬆️
Disagree	<div></div>	18%	+10⬆️	-12⬇️	-15⬇️	-15⬇️
Strongly disagree	<div></div>	11%	+11⬆️	+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 specialist agencies	Variance from extra small sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	97	97%	+41↑	+14↑	+9↑	+10↑
<b>Do you currently access any of the following flexible working arrangements? [Multiple Response]</b>						
Part time		21%	+5↑	+8↑	+7↑	+7↑
Flexible hours of work		31%	-7↓	+5↑	-2	+4
Compressed work week		17%	+15↑	+13↑	+13↑	+12↑
Job sharing		0%	0	0	-1	0
Working away from the office/working from home		76%	+2	+14↑	+6↑	+9↑
None of the above		14%	+4	-10↓	-4	-5↓
<b>Working away from the office</b>						
None of the time		24%	-	-14↓	-6↓	-9↓
All of the time		0%	-	-6↓	-7↓	-6↓
Some of the time as a regular arrangement		66%	-	+19↑	+14↑	+19↑
Only on an irregular basis		10%	-	+2	-2	-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 specialist agencies	Variance from extra small sized agencies
I am supported to use my expertise to provide frank and fearless advice	<div> <div>62</div> <div>10</div> <div>28</div> </div>	62%	-	-3	-5 ↓	-7 ↓
The people in my workgroup demonstrate stewardship	<div> <div>83</div> <div>14</div> <div></div> </div>	83%	-	+6 ↑	+3	-2
The culture in my agency supports people to act with integrity	<div> <div>62</div> <div>24</div> <div>14</div> </div>	62%	-	-14 ↓	-17 ↓	-18 ↓
I believe strongly in the purpose and objectives of the APS	<div> <div>79</div> <div>17</div> <div></div> </div>	79%	+9 ↑	-7 ↓	-6 ↓	-6 ↓
I feel a strong personal attachment to the APS	<div> <div>48</div> <div>24</div> <div>28</div> </div>	48%	+8 ↑	-16 ↓	-11 ↓	-6 ↓
My workgroup considers the people and businesses affected by what we do	<div> <div>86</div> <div>14</div> <div></div> </div>	86%	-	+1	-2	-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 extra small sized agencies
I am satisfied with the recognition I receive for doing a good job	66 14 21	66%	+23 ⬆	-3	-6 ⬇	-8 ⬇
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	79 14	79%	+8 ⬆	+16 ⬆	+16 ⬆	+5 ⬆
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	97	97%	+33 ⬆	+15 ⬆	+12 ⬆	+13 ⬆
I am satisfied with the stability and security of my job	48 14 38	48%	+9 ⬆	-37 ⬇	-33 ⬇	-33 ⬇

## Clarity and autonomy

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	66 17 17	66%	-11 ⬇	-27 ⬇	-28 ⬇	-29 ⬇
I am clear what my duties and responsibilities are	64 32	64%	+25 ⬆	-15 ⬇	-15 ⬇	-16 ⬇
I have a choice in deciding how I do my work	68 14 18	68%	+29 ⬆	+2	-7 ⬇	-10 ⬇
Where appropriate, I am able to take part in decisions that affect my job	62 14 24	62%	+28 ⬆	-9 ⬇	-13 ⬇	-16 ⬇

### 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 extra small sized agencies
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In the last month, please rate your workgroup's overall performance

Excellent	<div><div></div></div>	21%	+3	-6 ⬇️	-8 ⬇️	-11 ⬇️
Very good	<div><div></div></div>	39%	-7 ⬇️	-15 ⬇️	-15 ⬇️	-15 ⬇️
Average	<div><div></div></div>	32%	+8 ⬆️	+17 ⬆️	+19 ⬆️	+20 ⬆️
Below average	<div><div></div></div>	4%	-2	+1	+2	+2
Well below average	<div><div></div></div>	4%	-2	+3	+3	+3

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well	<div><div>79</div><div>10</div><div>10</div></div>	79%	+6 ⬆️	+1	-2	-6 ⬇️
My workgroup has the tools and resources we need to perform well	<div><div>52</div><div>21</div><div>28</div></div>	52%	+20 ⬆️	-7 ⬇️	-7 ⬇️	-10 ⬇️
The people in my workgroup use time and resources efficiently	<div><div>79</div><div>10</div><div>10</div></div>	79%	+11 ⬆️	+3	0	-3
My job gives me opportunities to utilise my skills	<div><div>59</div><div>17</div><div>24</div></div>	59%	-7 ⬇️	-21 ⬇️	-24 ⬇️	-26 ⬇️
In the last 12 months, the formal learning I have accessed has improved my performance	<div><div>53</div><div>37</div><div>11</div></div>	53%	-	-5 ⬇️	-4	-10 ⬇️

## 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 extra small 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>	<b>29%</b>	-29 ⬇	+19 ⬆	+21 ⬆	+20 ⬆
I want to leave my position within the next 12 months	<div></div>	<b>39%</b>	+19 ⬆	+17 ⬆	+18 ⬆	+16 ⬆
I want to stay working in my position for the next one to two years	<div></div>	<b>14%</b>	+3	-24 ⬇	-26 ⬇	-27 ⬇
I want to stay working in my position for at least the next three years	<div></div>	<b>18%</b>	+6 ⬆	-13 ⬇	-12 ⬇	-9 ⬇
<b>What best describes your plans involved with leaving your current position?</b>						
I am planning to retire		<b>0%</b>	-7 ⬇	-5 ⬇	-4	-6 ⬇
I am pursuing another position within my agency		<b>0%</b>	0	-43 ⬇	-28 ⬇	-11 ⬇
I am pursuing a position in another agency	<div></div>	<b>68%</b>	+17 ⬆	+42 ⬆	+33 ⬆	+20 ⬆
I am pursuing work outside the APS	<div></div>	<b>11%</b>	-8 ⬇	+1	-3	-1
It is the end of my non-ongoing, casual or contracted employment		<b>0%</b>	-11 ⬇	-3	-5 ⬇	-7 ⬇
Other	<div></div>	<b>21%</b>	+10 ⬆	+8 ⬆	+7 ⬆	+5 ⬆

## 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 extra small sized agencies
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
I want to try a different type of work or I'm seeking a career change	13%	-	-	-	-
I am looking to further my skills in another area	13%	-	-	-	-
I have achieved all I can in my current position	13%	-	-	-	-
I don't think my work performance is fairly assessed in comparison to others	13%	-	-	-	-
Other	13%	-	-	-	-

## 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 extra 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	<div></div>	7%	+4	-3	-1	0
No	<div></div>	93%	-4	+3	+1	0

Did this discrimination occur in your current agency?

Yes	The data for this question has been hidden for anonymity reasons.
No	The data for this question has been hidden for anonymity reasons.

## 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 extra small sized agencies

During the last 12 months, have you been subjected to harassment or bullying in your current workplace?

Yes	<div><div></div></div>	11%	-12↓	0	+2	+1
No	<div><div></div></div>	82%	+15↑	-2	-4	-3
Not sure	<div><div></div></div>	7%	-4	+2	+2	+2

### Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures

The data for this question has been hidden for anonymity reasons.

It was reported by someone else

The data for this question has been hidden for anonymity reasons.

I did not report the behaviour

The data for this question has been hidden for anonymity reasons.

### 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 extra 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		0%	-14 ⬇️	-3	-3	-3
No		93%	+40 ⬆️	+2	+1	+1
Not sure		7%	-18 ⬇️	+3	+4	+3
Would prefer not to answer		0%	-8 ⬇️	-2	-2	-1

### Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures

The data for this question has been hidden for anonymity reasons.

It was reported by someone else

The data for this question has been hidden for anonymity reasons.

I did not report the behaviour

The data for this question has been hidden for anonymity reasons.

### 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	31%
Woman or female	69%
Non-binary	0%
I use a different term	0%
Prefer not to say	0%

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	7%
No	93%

Do you have carer responsibilities?	Responses
Yes	45%
No	55%

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

Do you identify as culturally and linguistically diverse?	Responses
Yes	17%
No	83%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	83%
Australian Aboriginal and/or Torres Strait Islander	3%
New Zealander (excluding Maori)	0%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	0%
Anglo-European	21%
North-West European (excluding Anglo-European)	0%
Southern and Eastern European	0%
South-East Asian	7%
North-East Asian	0%
Southern and Central Asian	10%
North American	3%
South and Central American and Caribbean Islander	0%
North African and Middle Eastern	0%
Sub-Saharan African	0%

Do you consider yourself to be neurodivergent?	Responses
Yes	10%
No	79%
Maybe	3%
I am unsure what neurodivergent means	7%

# Agency position



## Agency position

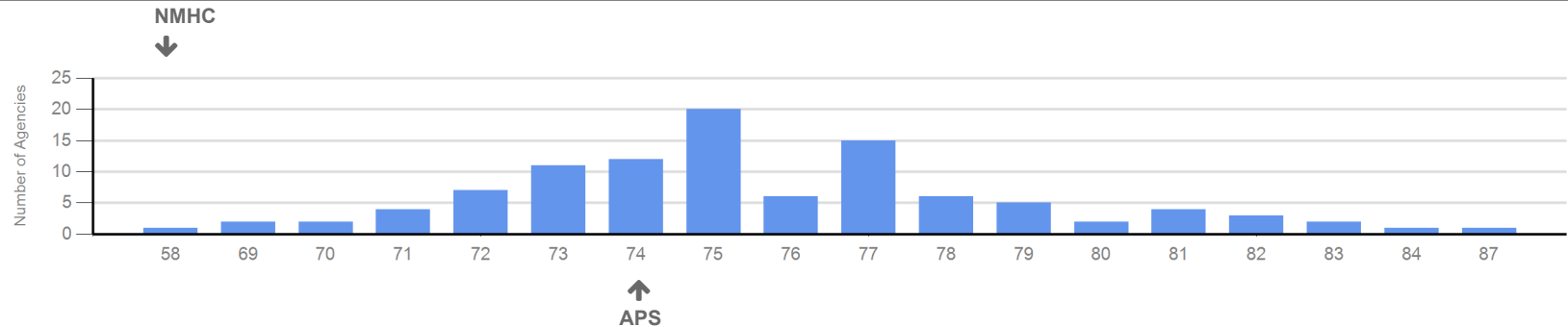
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

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

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

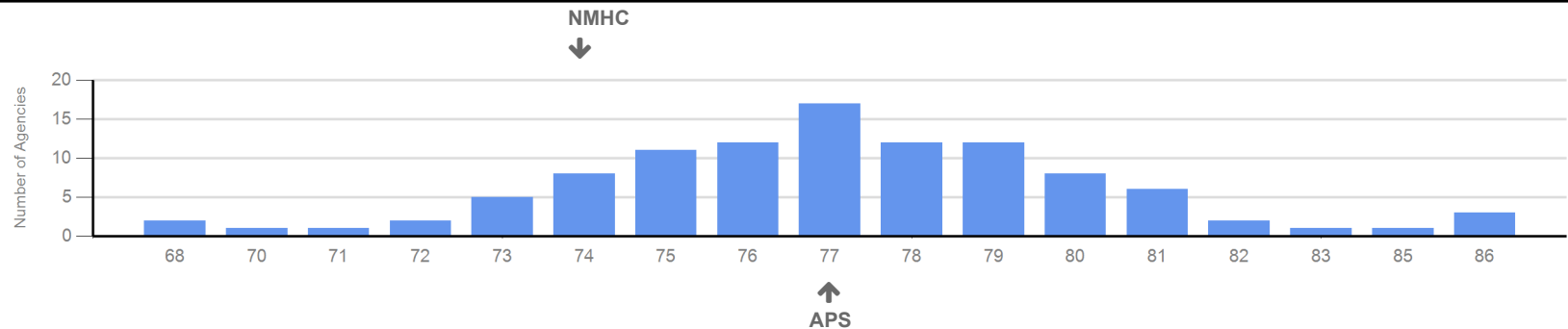
### Employee Engagement Index

Ranking : 104th of 104



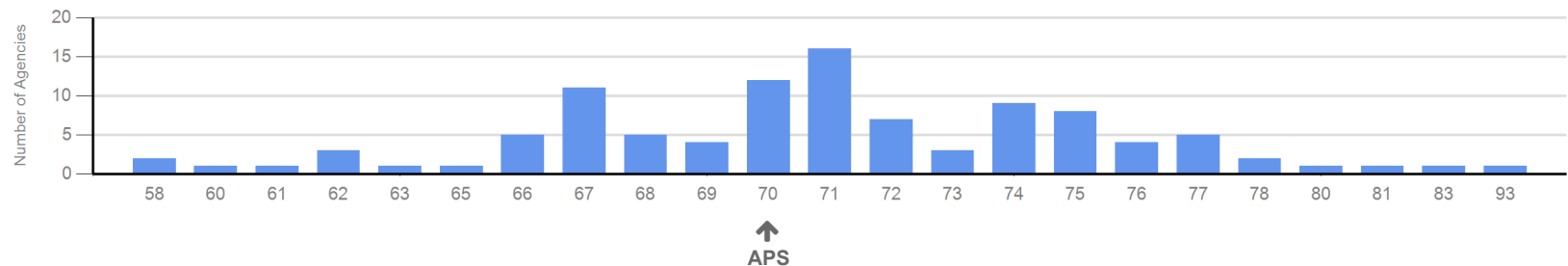
### Leadership – Immediate Supervisor Index

Ranking : 86th of 104



### Leadership – SES Manager Index

The agency data for this index has been hidden for anonymity reasons.



# Agency position



## Agency position

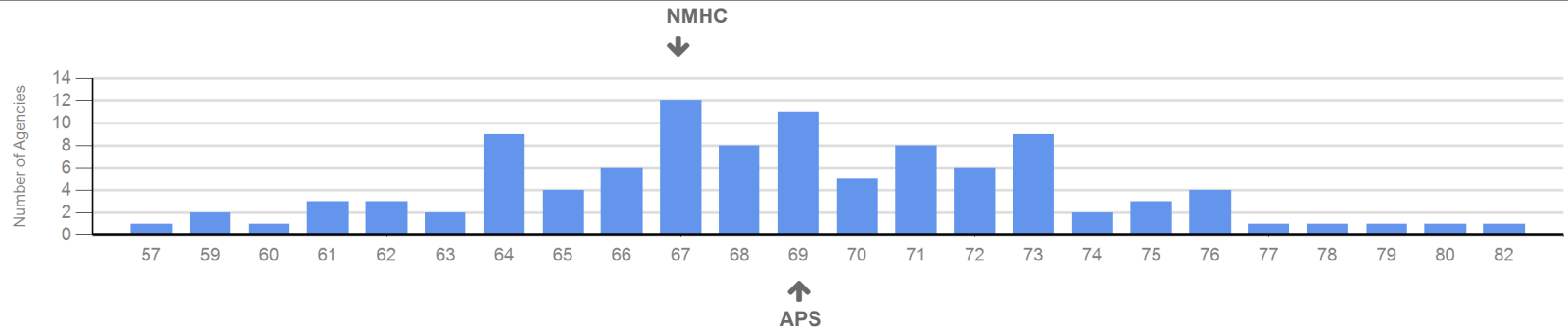
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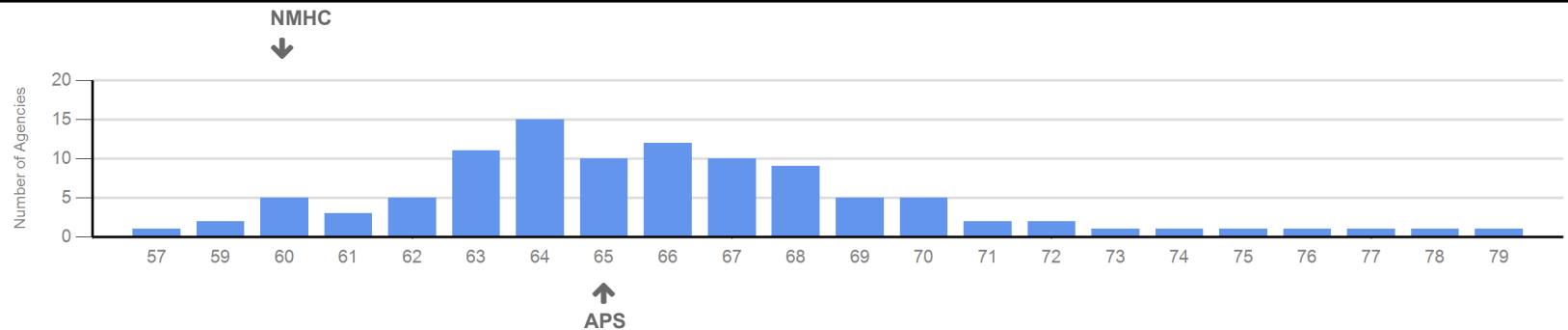
### Communication Index

Ranking : 72nd of 104



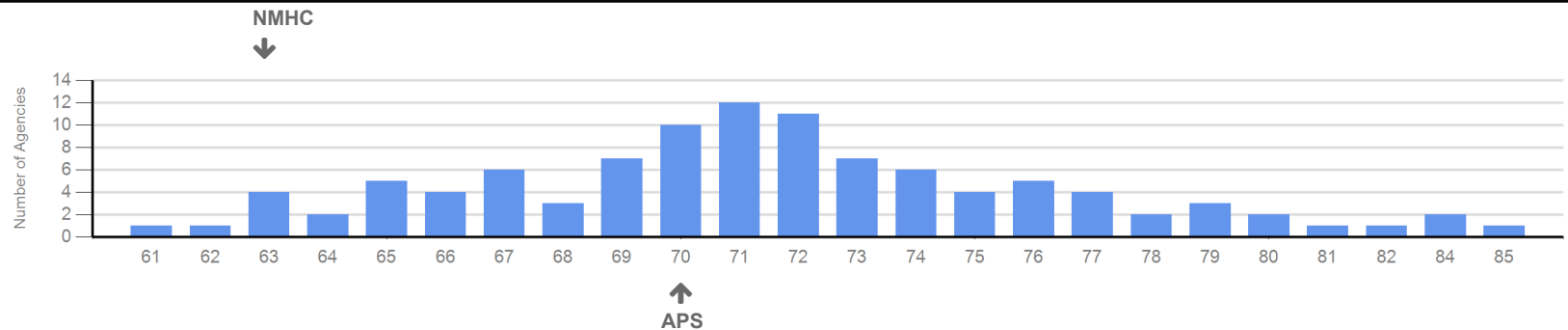
### Enabling Innovation Index

Ranking : 99th of 104



### Wellbeing Policies and Support Index

Ranking : 99th 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 extra small sized agencies

<b>.1</b>	The culture in my agency supports people to act with integrity	<b>62%</b>	-	-14↓	-17↓	-18↓
<b>.2</b>	I am supported to use my expertise to provide frank and fearless advice	<b>62%</b>	-	-3	-5↓	-7↓
<b>.3</b>	Relationships at work are strained	<b>61%</b>	+52↑	-2	-3	+1
<b>.4</b>	Change is managed well in my agency	<b>31%</b>	+31↑	-12↓	-12↓	-15↓
<b>.5</b>	My agency supports and actively promotes an inclusive workplace culture	<b>66%</b>	+49↑	-16↓	-15↓	-14↓
<b>.6</b>	My supervisor encourages my team to regularly review and improve our work	<b>69%</b>	0	-13↓	-13↓	-13↓

# 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

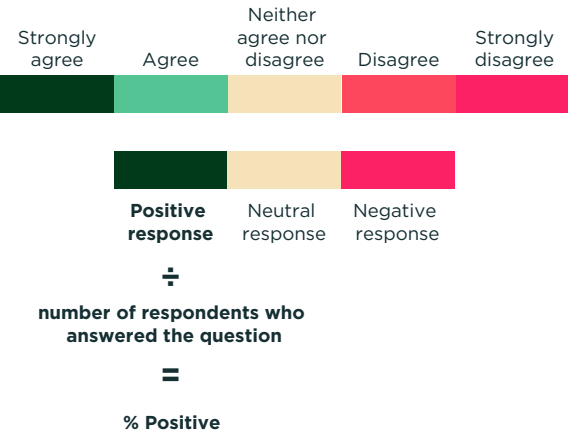
	Prioritise 3 areas for action	Timescales	Owner	Resources required	Target/Success measure
1					
2					
3					



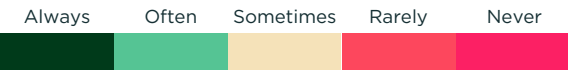
# Guide to this report

## % 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.

