

2025 APS Employee Census

5 May - 6 June

Highlights Report

HOME AFFAIRS

Responses:

12,427 of 17,296

Response rate:

72%



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 larger operational agencies	Variance from extra large sized agencies
Say	Overall, I am satisfied with my job	77	14 9	77%	+4	0	0	0
	I am proud to work in my agency	78	17	78%	+8 ↑	-4	-2	-2
	I would recommend my agency as a good place to work	72	18 10	72%	+12 ↑	-5 ↓	-4	-4
	I believe strongly in the purpose and objectives of my agency	85	12	85%	+6 ↑	-3	-2	-2
Stay	I feel a strong personal attachment to my agency	63	25 11	63%	+5 ↑	-2	-2	-2
	I feel committed to my agency's goals	86	11	86%	+6 ↑	-2	-2	-2
Strive	I suggest ideas to improve our way of doing things	85	12	85%	0	-1	+1	+1
	I am happy to go the 'extra mile' at work when required	90		90%	0	-1	0	0
	I work beyond what is required in my job to help my agency achieve its objectives	77	19	77%	-2	-1	-1	-2
	My agency really inspires me to do my best work every day	61	26 13	61%	+11 ↑	-5 ↓	-5 ↓	-5 ↓

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Leadership - Immediate Supervisor



Immediate Supervisor

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

Your Immediate Supervisor Index score					75	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from larger operational agencies	Variance from extra large sized agencies
								+1	-3	-2	-2
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	77	14	9	77%	+2	-4	-3	-3		
	My supervisor can deliver difficult advice whilst maintaining relationships	77	14	9	77%	+1	-3	-3	-3		
	My supervisor invites a range of views, including those different to their own	79	13	8	79%	+1	-4	-3	-3		
	My supervisor encourages my team to regularly review and improve our work	79	14	7	79%	+1	-4	-4	-5⬇️		
	My supervisor is invested in my development	74	17	10	74%	+3	-4	-4	-4		
	My supervisor ensures that my workgroup delivers on what we are responsible for	86	9		86%	+1	-2	-2	-2		
Other similar questions											
	My supervisor provides me with helpful feedback to improve my performance	76	14	9	76%	+2	-3	-4	-4		
	My immediate supervisor encourages me	74	18	8	74%	+2	-4	-3	-3		
	My supervisor actively ensures that everyone can be included in workplace activities	82	11		82%	+2	-2	-2	-2		
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	79	14	8	79%	+2	-3	-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 Index score	69	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from larger operational agencies	Variance from extra large sized agencies
				+3	-2	-1	-1

SES Manager	My SES manager clearly articulates the direction and priorities for our area	68	21	11	68%	+3	-3	-2	-2
	My SES manager presents convincing arguments and persuades others towards an outcome	60	30	10	60%	+3	-3	0	0
	My SES manager promotes cooperation within and between agencies	68	26		68%	+4	-2	+1	+1
	My SES manager encourages innovation and creativity	66	25	9	66%	+4	-2	-1	-1
	My SES manager creates an environment that enables us to deliver our best	65	23	12	65%	+5	-3	-1	-1
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	73	21		73%	+3	-3	-1	-1

Other similar questions

	In my agency, the SES work as a team	55	29	16	55%	+4	-3	-3	-4
	In my agency, the SES clearly articulate the direction and priorities for our agency	63	23	13	63%	+5	-3	-3	-4
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	63	28	8	63%	+3	-6	-4	-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	68	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from larger operational agencies	Variance from extra large sized agencies
				+3	-2	-2	-2

Communication	My supervisor communicates effectively	79	12	10	79%	+1	-3	-3	-3
	My SES manager communicates effectively	69	20	11	69%	+4	-2	-1	-1
	Internal communication within my agency is effective	60	23	17	60%	+7 ↑	-2	-2	-3

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	65	18	17	65%	+3	-2	-2	-2
	Staff are consulted about change at work	52	33	15	52%	+5 ↑	0	-1	-1
	Change is managed well in my agency	45	29	26	45%	+8 ↑	-3	-4	-5 ↓

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		66	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from larger operational agencies	Variance from extra large sized agencies
					+5 ⬆	-2	-2	-2
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	80	15	80%	+6 ⬆	-3	-2	-2
	My immediate supervisor encourages me to come up with new or better ways of doing things	72	19	72%	+6 ⬆	-4	-3	-3
	People are recognised for coming up with new and innovative ways of working	59	27	59%	+10 ⬆	-5 ⬇	-5 ⬇	-6 ⬇
	My agency inspires me to come up with new or better ways of doing things	54	31	54%	+14 ⬆	-5 ⬇	-5 ⬇	-6 ⬇
	My agency recognises and supports the notion that failure is a part of innovation	46	36	46%	+14 ⬆	-4	-6 ⬇	-7 ⬇

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Wellbeing Policies and Support



Wellbeing

The Wellbeing Policies and Support 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					69	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from larger operational agencies	Variance from extra large sized agencies
								+3	-2	-2	-2
Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	69	21	10	69%	+8 ⬆	-4	-4	-4		
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	67	21	12	67%	+7 ⬆	-3	-3	-3		
	My agency does a good job of promoting health and wellbeing	67	22	11	67%	+7 ⬆	-4	-3	-4		
	I think my agency cares about my health and wellbeing	64	22	14	64%	+7 ⬆	-5 ⬇	-4	-4		
	I believe my immediate supervisor cares about my health and wellbeing	85	9		85%	+3	-2	-1	-1		
Other similar questions											
Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	72	13	15	72%	+4	-4	-3	-3		
	I receive the respect I deserve from my colleagues at work	79	17		79%	+1	-3	-3	-3		
	My agency supports and actively promotes an inclusive workplace culture	79	13	8	79%	+8 ⬆	-5 ⬇	-4	-4		
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 larger operational agencies	Variance from extra large sized agencies
In general, would you say that your health is:						
Excellent		13%	+2	+1	+2	+2
Very good		36%	+2	+1	+2	+2
Good		37%	-2	0	-1	-2
Fair		11%	-2	-1	-2	-2
Poor		3%	0	0	-1	-1
What best describes your current workload?						
Well above capacity - too much work		15%	-6⬇️	-1	-1	0
Slightly above capacity - lots of work to do		39%	0	0	0	0
At capacity - about the right amount of work to do		38%	+6⬆️	+1	0	-1
Slightly below capacity - available for more work		6%	0	0	+1	+1
Well below capacity - not enough work		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 2024	Variance from APS overall	Variance from larger operational agencies	Variance from extra large sized agencies
How often do you find your work stressful?						
Always		4%	0	-1	-1	-2
Often		20%	-2	-4	-4	-4
Sometimes		52%	+2	+1	+2	+2
Rarely		22%	+1	+2	+3	+3
Never		3%	0	+1	+1	+1
To what extent is your work emotionally demanding?						
To a very large extent		6%	-1	-1	-2	-3
To a large extent		18%	-1	-1	-3	-3
Somewhat		41%	0	+1	+1	+1
To a small extent		25%	0	+1	+3	+3
To a very small extent		10%	+1	0	+1	+2
I feel burned out by my work						
Strongly agree		6%	-1	-1	-1	-1
Agree		20%	-2	-1	-2	-2
Neither agree nor disagree		34%	+2	+2	0	0
Disagree		32%	+1	0	+2	+2
Strongly disagree		8%	+1	0	+1	+1

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 2024	Variance from APS overall	Variance from larger operational agencies	Variance from extra large sized agencies
I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	81 10 9	81%	+4	-5 ↓	-4	-4
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		9%	0	-3	-3	-3
Flexible hours of work		29%	+3	-2	-2	-2
Compressed work week		4%	+1	-1	-1	-1
Job sharing		0%	0	0	0	0
Working away from the office/working from home		58%	+3	-9 ↓	-5 ↓	-4
None of the above		27%	-1	+8 ↑	+6 ↑	+5 ↑
Working away from the office						
All of the time		4%	+1	-3	-2	-2
Some of the time as a regular arrangement		48%	+2	-4	-2	-1
Only on an irregular basis		7%	0	-2	-1	-1
None of the time		42%	-3	+9 ↑	+5 ↑	+4
Did not disclose their arrangement		0%	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 2024	Variance from APS overall	Variance from larger operational agencies	Variance from extra large sized agencies
I am supported to use my expertise to provide frank and fearless advice	65 20 14	65%	+7 ⬆	-4	-4	-4
The people in my workgroup demonstrate stewardship	71 22 7	71%	+1	-6 ⬇	-4	-4
The culture in my agency supports people to act with integrity	78 13 9	78%	+9 ⬆	-3	-3	-3
I believe strongly in the purpose and objectives of the APS	87 11	87%	+4	-2	-2	-2
I feel a strong personal attachment to the APS	68 24 9	68%	+5 ⬆	-1	-2	-2
My workgroup considers the people and businesses affected by what we do	80 14	80%	+1	-4	-3	-3
The people in my workgroup value others' individual skills and talents	78 13 8	78%	-	-5 ⬇	-4	-4
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	86 8	86%	-	-3	-2	-2
The people in my workgroup are able to bring up problems and tough issues	76 15 10	76%	0	-4	-4	-4
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)	61 24 15	61%	-	-6 ⬇	-3	-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 2024	Variance from APS overall	Variance from larger operational agencies	Variance from extra large sized agencies
I am satisfied with the recognition I receive for doing a good job	63 20 17	63%	+2	-5⬇️	-3	-3
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	52 20 28	52%	+3	-14⬇️	-10⬇️	-9⬇️
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	80 12 8	80%	+4	-5⬇️	-4	-3
I am satisfied with the stability and security of my job	87 8	87%	+4	+1	0	-1

Clarity and autonomy

	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from larger operational agencies	Variance from extra large sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	92	92%	0	-1	-1	-1
I am clear what my duties and responsibilities are	84 12	84%	+5⬆️	0	-1	-1
I have a choice in deciding how I do my work	66 24 10	66%	+4	-2	+3	+4
Where appropriate, I am able to take part in decisions that affect my job	72 16 12	72%	+4	0	+1	+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 larger operational agencies	Variance from extra large sized agencies
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In the last month, please rate your workgroup's overall performance

Excellent		24%	-1	-1	0	0
Very good		56%	+1	-1	-1	-1
Average		18%	0	+2	+1	+1
Below average		2%	-1	0	0	0
Well below average		1%	0	0	0	0

	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from larger operational agencies	Variance from extra large sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well	76 14 11	76%	+1	-3	-2	-2
My workgroup has the tools and resources we need to perform well	57 21 23	57%	+3	-3	-4	-5⬇️
The people in my workgroup use time and resources efficiently	71 18 11	71%	0	-3	-3	-3
My job gives me opportunities to utilise my skills	78 13 9	78%	+2	-1	-1	-1
During the last 12 months, the formal learning I have accessed has improved my performance	57 29 14	57%	+5⬆️	-2	-3	-3

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 larger operational agencies	Variance from extra 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		9%	-2	0	+1	0
I want to leave my position within the next 12 months		21%	-2	0	+2	+1
I want to stay working in my position for the next one to two years		39%	+2	0	+3	+3
I want to stay working in my position for at least the next three years		30%	+2	-1	-5↓	-5↓
What best describes your plans involved with leaving your current position?						
I am planning to retire		5%	0	+1	-1	-1
I am pursuing another position within my agency		53%	+8↑	+7↑	+1	-1
I am pursuing a position in another agency		20%	-8↓	-5↓	0	0
I am pursuing work outside the APS		7%	0	-2	-1	-1
It is the end of my non-ongoing, casual or contracted employment		2%	0	-1	+1	+1
Other		14%	+1	0	+1	+1

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Retention



Employees who indicated that they were pursuing 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 larger operational agencies	Variance from extra 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		18%	-	-	-	-
I am looking to further my skills in another area		12%	-	-	-	-
I want to try a different type of work or I'm seeking a career change		10%	-	-	-	-
I can receive a higher salary elsewhere		7%	-	-	-	-
Senior 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 larger operational agencies	Variance from extra 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		10%	-2	+2	+1	+1
No		90%	+2	-2	-1	-1
Did this discrimination occur in your current agency?						
Yes		94%	-1	+1	+1	+1
No		6%	+1	-1	-1	-1
The discrimination came from: [Multiple Response]						
Within my agency		94%	-	+2	+3	+3
Another agency		4%	-	0	0	0
A customer, stakeholder or member of the public		6%	-	-2	-3	-3
Other		4%	-	0	-1	-1
Did you report the discrimination?						
I reported the discrimination in accordance with my agency's policies and procedures		20%	-	+1	0	0
It was reported by someone else		5%	-	+1	+1	+1
I did not report the discrimination		75%	-	-2	0	0

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 larger operational agencies	Variance from extra large sized agencies
During the last 12 months, have you been subjected to bullying or harassment in your current workplace?						
Yes		12%	-2	+3	+2	+2
No		83%	+3	-3	-2	-2
Not sure		5%	-1	0	0	0
Types of bullying or harassment experienced (3 highest responses):						
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		47%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		42%	-	-	-	-
Deliberate exclusion from work-related activities		31%	-	-	-	-
Did you report the bullying or harassment?						
I reported the behaviour in accordance with my agency's policies and procedures		35%	+1	-2	-4	-4
It was reported by someone else		9%	+1	+1	+1	+1
I did not report the behaviour		56%	-2	0	+2	+3

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 larger operational agencies	Variance from extra 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		2%	-2	0	0	+1
No		92%	+3	-1	0	0
Not sure		4%	-1	0	0	0
Prefer not to answer		2%	0	0	0	0
Which of the following reflects the conduct you witnessed? [Multiple Response]						
Abuse of office		64%	-	-	-	-
Adversely affecting the honesty or impartiality of a public official		40%	-	-	-	-
Misuse of information or documents		30%	-	-	-	-
A breach of public trust		22%	-	-	-	-
Did you report the conduct?						
I reported the behaviour in accordance with my agency's policies and procedures		30%	+6 ⬆	+4	+1	+1
It was reported by someone else		24%	+6 ⬆	+7 ⬆	+6 ⬆	+6 ⬆
I did not report the behaviour		46%	-12 ⬇	-11 ⬇	-7 ⬇	-6 ⬇

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	42%
Woman or female	54%
Non-binary	0%
I use a different term	0%
Prefer not to say	3%

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	8%
No	92%

Do you have carer responsibilities?	Responses
Yes	44%
No	56%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	8%
No	92%

Do you identify as culturally or linguistically diverse?	Responses
Yes	34%
No	66%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	62%
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	16%
North-East Asian	4%
Southern and Central Asian	6%
North American	1%
South and Central American and Caribbean Islander	2%
North African and Middle Eastern	2%
Sub-Saharan African	2%

Do you consider yourself to be neurodivergent?	Responses
Yes	8%
No	76%
Maybe	9%
I am unsure what neurodivergent means	8%

Agency position



Agency position

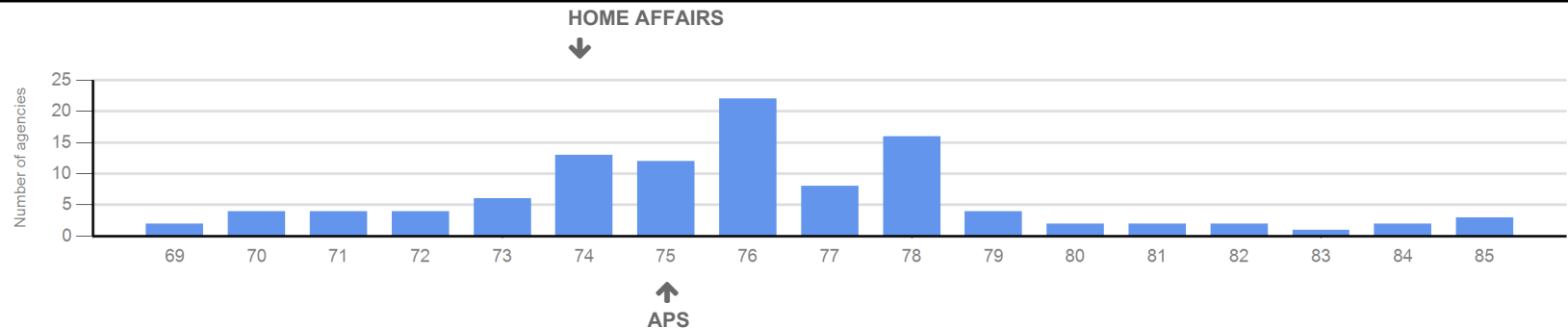
These graphs display the overall index score of each agency for the Employee Engagement, Immediate Supervisor, SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the overall APS index score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

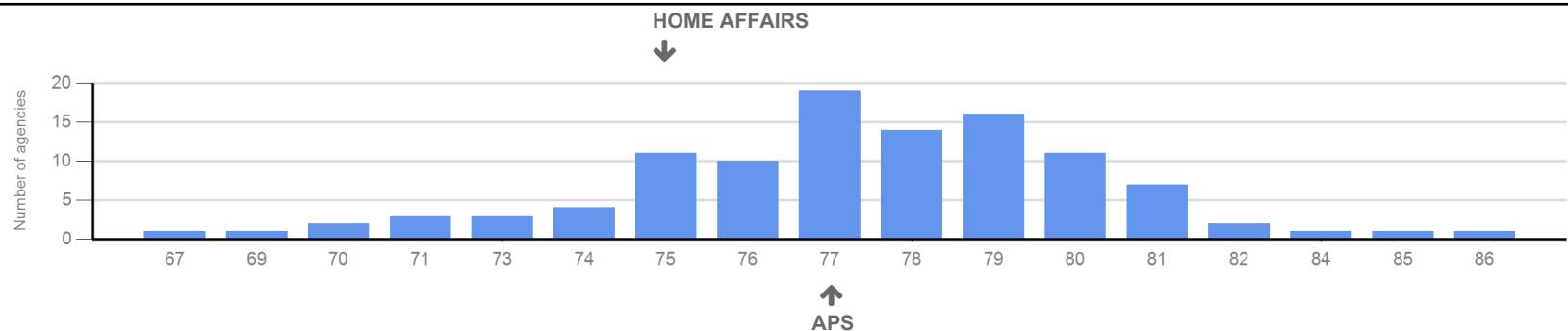
Employee Engagement Index

Ranking : 87th of 107



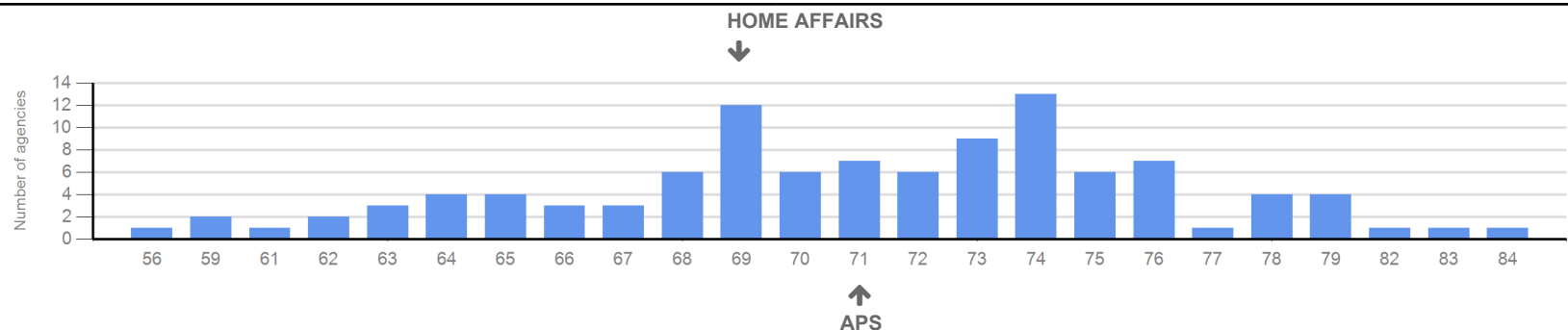
Immediate Supervisor Index

Ranking : 91st of 107



SES Manager Index

Ranking : 76th of 107



Agency position



Agency position

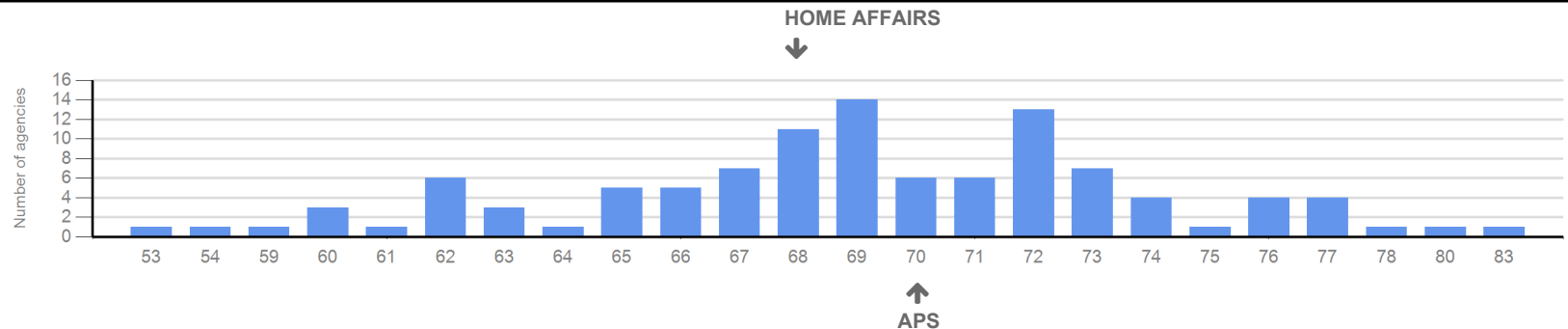
These graphs display the overall index score of each agency for the Employee Engagement, Immediate Supervisor, SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the overall APS index score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

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.

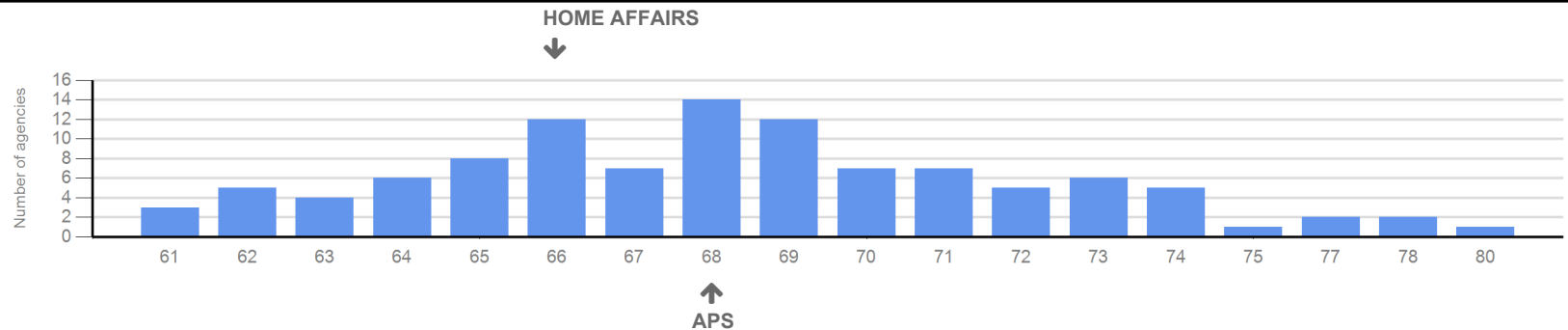
Communication Index

Ranking : 63rd of 107



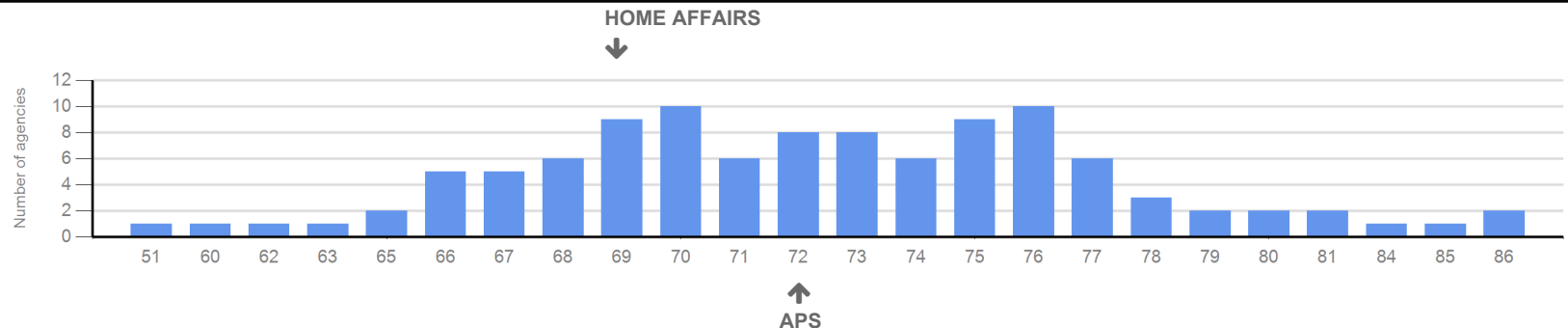
Enabling Innovation Index

Ranking : 81st of 107



Wellbeing Policies and Support Index

Ranking : 81st 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
larger
operational
agencies

Variance from
extra large
sized agencies

.1	My agency inspires me to come up with new or better ways of doing things	54%	+14↑	-5↓	-5↓	-6↓
.2	I am supported to use my expertise to provide frank and fearless advice	65%	+7↑	-4	-4	-4
.3	The culture in my agency supports people to act with integrity	78%	+9↑	-3	-3	-3
.4	I am satisfied with the recognition I receive for doing a good job	63%	+2	-5↓	-3	-3
.5	I think my agency cares about my health and wellbeing	64%	+7↑	-5↓	-4	-4
.6	My agency supports and actively promotes an inclusive workplace culture	79%	+8↑	-5↓	-4	-4

HOME AFFAIRS specific questions

	Response scale			% Positive	Variance from 2024
How satisfied are you with the action taken to address 2024 Census results within your workgroup?	42	46	12	42%	+6 ⬆
I have noticed signs of positive culture change in the Department of Home Affairs (including the ABF)	52	35	13	52%	+3
To what extent do you agree that our cultural transformation agenda has positively influenced behaviours and activities?	42	44	14	42%	-
I feel empowered to contribute to positive cultural change within Home Affairs (including the ABF)	50	37	13	50%	+7 ⬆
I feel supported and safe in my workgroup to offer my views and opinions	73	20	7	73%	+7 ⬆
I am satisfied with the communication from senior leaders about departmental (including ABF) updates that directly affect me	66	23	11	66%	+6 ⬆
I feel supported and safe to report inappropriate behaviour in the workplace	70	18	12	70%	+5 ⬆
The Department of Home Affairs (including the ABF) actively takes action to prevent physical and psychosocial hazards/risks in the workplace	69	21	10	69%	+3
My job inspires me	66	25	10	66%	-
The work I do gives me a sense of accomplishment	77	16	7	77%	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



HOME AFFAIRS specific questions

	Response scale			% Positive	Variance from 2024
My SES effectively communicates how my workgroup's priorities align to the Department's (including the ABF) priorities and objectives	62	27	11	62%	-

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.

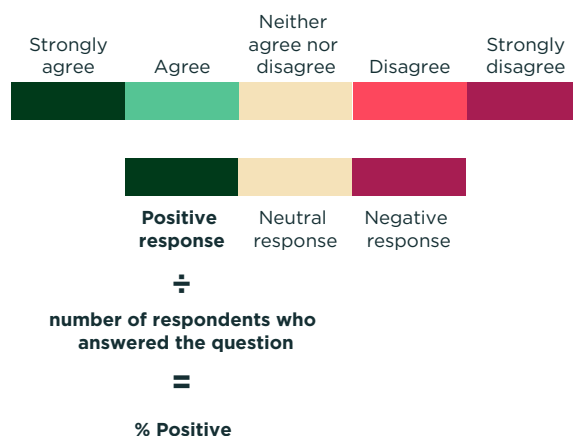
Prioritise 3 areas to take forward

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

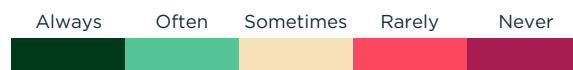
Guide to this report

% 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.

