

Highlights Report DITRDCA



Content	
	Page
Exploring your results	2
Employee Engagement: Say, Stay, Strive	3
Leadership	4
Communication and change	6
Enabling Innovation	7
Wellbeing Policies and Support	8
Wellbeing	9
Flexible work	11
Working in the APS	12
Performance	14
Retention	15
Unacceptable behaviour	17
Demographics	20
Agency position	21
Suggested questions to focus on	23
Agency specific questions	24
Time to take action	26
Guide to this report	27

Responses:

1,927 of 2,124

Response Rate:

91%

Exploring your results



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



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



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



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



Generally a difference of $-/+$ 5 percentage points is worthy of attention, but the size of the group is important. Changes in small groups can be unreliable.

Employee Engagement: Say, Stay, Strive



How engaged is your team?

Employee engagement is more than simply job satisfaction or commitment to an organisation. It is the extent to which employees are motivated, inspired and enabled to improve an organisation's outcomes.

Your Employee Engagement Index score		73	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
Say	Overall, I am satisfied with my job	78	12 10	78%	+2	+3	+1	+1
	I am proud to work in my agency	73	22	73%	+3	-5 ↓	-7 ↓	-8 ↓
	I would recommend my agency as a good place to work	77	16 7	77%	+4	+6 ↑	+1	+2
	I believe strongly in the purpose and objectives of my agency	80	17	80%	+3	-6 ↓	-6 ↓	-7 ↓
Stay	I feel a strong personal attachment to my agency	53	31 16	53%	+5 ↑	-10 ↓	-7 ↓	-10 ↓
	I feel committed to my agency's goals	79	17	79%	+2	-6 ↓	-5 ↓	-6 ↓
Strive	I suggest ideas to improve our way of doing things	91	8	91%	0	+4	+1	+2
	I am happy to go the 'extra mile' at work when required	93		93%	0	+2	0	+1
	I work beyond what is required in my job to help my agency achieve its objectives	80	16	80%	-1	-1	-1	-1
	My agency really inspires me to do my best work every day	59	29 11	59%	+5 ↑	-1	-2	-2

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	78	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
				0	+1	0	0

Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	79	14	79%	-2	0	-1	-1
	My supervisor can deliver difficult advice whilst maintaining relationships	79	14	79%	-3	-1	-1	-1
	My supervisor invites a range of views, including those different to their own	83	10	83%	0	+1	0	0
	My supervisor encourages my team to regularly review and improve our work	82	12	82%	+1	0	0	0
	My supervisor is invested in my development	81	13	81%	+1	+3	+2	+2
	My supervisor ensures that my workgroup delivers on what we are responsible for	90		90%	0	+2	+1	+1

Other similar questions

	My supervisor provides me with helpful feedback to improve my performance	79	13	79%	0	+1	+1	+1
	My immediate supervisor encourages me	80	14	80%	+2	+3	+2	+2
	My supervisor actively ensures that everyone can be included in workplace activities	85	9	85%	0	+1	+1	+1
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	83	11	83%	-	+2	+1	+1

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Leadership - SES Manager



SES Manager

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

	Your SES Manager Leadership Index score	75	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
					+2	+5	+2	+3

SES Manager	My SES manager clearly articulates the direction and priorities for our area	76	14	10	76%	+2	+7	+3	+4
	My SES manager presents convincing arguments and persuades others towards an outcome	73	20		73%	+1	+10	+2	+6
	My SES manager promotes cooperation within and between agencies	80	17		80%	+1	+12	+3	+7
	My SES manager encourages innovation and creativity	72	22		72%	+2	+5	+1	+3
	My SES manager creates an environment that enables us to deliver our best	77	15	8	77%	+5	+12	+6	+8
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	83	14		83%	+1	+8	+2	+4

Other similar questions

In my agency, the SES work as a team	61	26	13	61%	+4	+5	+1	+3
In my agency, the SES clearly articulate the direction and priorities for our agency	69	20	11	69%	+2	+5	+2	+4
My SES manager routinely promotes the use of data and evidence to deliver outcomes	73	21		73%	+2	+6	+1	+3

Key	At least 5 percentage points greater than comparator	At least 5 percentage points less than comparator	Positive	Neutral	Negative
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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	72	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
				+1	+3	+1	+2

Communication	My supervisor communicates effectively	81	10	9	81%	+1	0	0	0
	My SES manager communicates effectively	78	12	9	78%	+3	+9↑	+3	+5↑
	Internal communication within my agency is effective	62	24	14	62%	+2	+4	+3	+5↑

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	69	17	14	69%	0	+1	+1	+1
	Staff are consulted about change at work	54	33	13	54%	+2	+4	+3	+4
	Change is managed well in my agency	42	37	20	42%	+3	-1	-1	+1

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		66	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	84	13	84%	+1	+5	+1	+3
	My immediate supervisor encourages me to come up with new or better ways of doing things	75	18	75%	0	+2	0	+1
	People are recognised for coming up with new and innovative ways of working	57	31	57%	0	0	-1	-1
	My agency inspires me to come up with new or better ways of doing things	47	39	47%	0	-3	-2	-2
	My agency recognises and supports the notion that failure is a part of innovation	42	39	42%	+3	+1	+3	+2

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Wellbeing Policies and Support



Wellbeing

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

Your Wellbeing Policies and Support Index score			71	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
						+1	+1	+1	0

Wellbeing Policies and Support	Question	Score	Neutral	Negative	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	66	24	10	66%	0	-1	-1	-2
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	66	23	11	66%	0	0	+1	-1
	My agency does a good job of promoting health and wellbeing	68	22	10	68%	-1	+2	+3	+1
	I think my agency cares about my health and wellbeing	68	23	9	68%	0	+4	+3	+2
	I believe my immediate supervisor cares about my health and wellbeing	88	8		88%	0	+2	0	0

Other similar questions

Wellbeing	Question	Score	Neutral	Negative	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	76	12	12	76%	-	+2	0	0
	The people in my workgroup are able to bring up problems and tough issues	82	12		82%	-	+2	+1	+1
	I receive the respect I deserve from my colleagues at work	82	14		82%	-1	+1	0	0
	My agency supports and actively promotes an inclusive workplace culture	86	10		86%	0	+5 ↑	+3	+3

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 policy agencies	Variance from large sized agencies
In general, would you say that your health is:						
Excellent		9%	0	-2	-2	-2
Very good		34%	0	-1	-2	-1
Good		37%	-1	-1	0	0
Fair		16%	+1	+2	+2	+2
Poor		4%	0	+1	+1	+1
What best describes your current workload?						
Well above capacity - too much work		22%	-2	-1	-2	-1
Slightly above capacity - lots of work to do		42%	+2	+2	+2	+1
At capacity - about the right amount of work to do		27%	0	-4	-1	-2
Slightly below capacity - available for more work		8%	0	+2	+1	+2
Well below capacity - not enough work		2%	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 policy agencies	Variance from large sized agencies
How often do you find your work stressful?						
Always		4%	+1	-1	0	0
Often		24%	-1	-1	-1	-1
Sometimes		50%	0	+1	+1	+1
Rarely		20%	0	+1	+1	+2
Never		1%	0	-1	0	0
To what extent is your work emotionally demanding?						
To a very large extent		6%	0	-2	0	-1
To a large extent		17%	0	-4	-2	-3
Somewhat		38%	-2	-1	0	0
To a small extent		29%	+2	+4	+2	+3
To a very small extent		11%	0	+2	+1	+1
I feel burned out by my work						
Strongly agree		8%	0	0	0	0
Agree		22%	0	-1	-1	-1
Neither agree nor disagree		30%	0	-2	0	-1
Disagree		33%	0	+3	+2	+3
Strongly disagree		7%	0	-1	0	-1

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Flexible work



	Response scale	%	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	90	90%	+2	+7 ⬆️	+3	+3
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		13%	-1	0	0	0
Flexible hours of work		21%	0	-6 ⬇️	-2	-5 ⬇️
Compressed work week		4%	+1	0	0	-1
Job sharing		0%	0	0	0	0
Working away from the office/working from home		74%	+5 ⬆️	+13 ⬆️	+6 ⬆️	+4
None of the above		16%	-4	-7 ⬇️	-4	-2
Working away from the office						
None of the time		26%	-	-13 ⬇️	-6 ⬇️	-4
All of the time		4%	-	-2	-3	-4
Some of the time as a regular arrangement		55%	-	+8 ⬆️	+4	+2
Only on an irregular basis		15%	-	+6 ⬆️	+5 ⬆️	+6 ⬆️
Did not disclose their arrangement		0%	-	0	0	0

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

Key



At least 5 percentage points greater than comparator







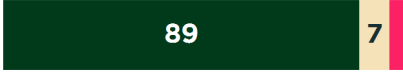


At least 5 percentage points less than comparator

Positive Neutral Negative



Working in the APS

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
I am supported to use my expertise to provide frank and fearless advice		67%	-	+1	0	0
The people in my workgroup demonstrate stewardship		81%	-	+4	+2	+3
The culture in my agency supports people to act with integrity		81%	-	+5 	+3	+4
I believe strongly in the purpose and objectives of the APS		86%	0	0	0	-1
I feel a strong personal attachment to the APS		63%	+1	-1	0	0
My workgroup considers the people and businesses affected by what we do		89%	-	+4	+2	+2

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 policy agencies	Variance from large sized agencies
I am satisfied with the recognition I receive for doing a good job		76%	+2	+8	+2	+4
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		71%	+12	+8	-3	+2
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		86%	+5	+5	+1	+2
I am satisfied with the stability and security of my job		89%	+1	+4	+2	+4

Clarity and autonomy

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
I understand how my role contributes to achieving an outcome for the Australian public		91%	0	-2	-1	-2
I am clear what my duties and responsibilities are		77%	-2	-2	0	-1
I have a choice in deciding how I do my work		75%	+2	+9	+3	+3
Where appropriate, I am able to take part in decisions that affect my job		79%	-1	+8	+3	+5

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 policy agencies	Variance from large sized agencies
In the last month, please rate your workgroup's overall performance						
Excellent		30%	0	+3	+1	+1
Very good		54%	-1	-1	0	0
Average		12%	-1	-3	-1	-2
Below average		3%	+1	0	0	0
Well below average		1%	0	0	0	0

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well		81%	+2	+3	+1	+1
My workgroup has the tools and resources we need to perform well		56%	+5	-3	-2	-2
The people in my workgroup use time and resources efficiently		77%	-1	+1	+1	+1
My job gives me opportunities to utilise my skills		82%	+2	+2	0	+1
In the last 12 months, the formal learning I have accessed has improved my performance		55%	-	-2	-1	-1

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 policy agencies	Variance from large sized agencies
Which of the following statements best reflects your current thoughts about working in your current position?						
I want to leave my position as soon as possible		9%	-1	0	0	0
I want to leave my position within the next 12 months		27%	-3	+4	0	+2
I want to stay working in my position for the next one to two years		46%	+1	+8	+3	+6
I want to stay working in my position for at least the next three years		18%	+2	-13	-4	-8
What best describes your plans involved with leaving your current position?						
I am planning to retire		3%	0	-2	0	-1
I am pursuing another position within my agency		42%	+6	-1	0	-3
I am pursuing a position in another agency		29%	-6	+2	+1	+4
I am pursuing work outside the APS		7%	0	-2	-1	-2
It is the end of my non-ongoing, casual or contracted employment		2%	0	0	-1	-2
Other		17%	+1	+4	+2	+3

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 policy agencies	Variance from large sized agencies
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
I wish to pursue a promotion opportunity	15%	-	-	-	-
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	12%	-	-	-	-
I have achieved all I can in my current position	8%	-	-	-	-
I am not satisfied with the work	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 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 policy agencies	Variance from large 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		10%	0	0	0	+1
No		90%	0	0	0	-1
Did this discrimination occur in your current agency?						
Yes		90%	+3	-2	-1	-1
No		10%	-3	+2	+1	+1
Basis for the discrimination that you experienced (3 highest responses):						
Gender		38%	-	-	-	-
Age		30%	-	-	-	-
Disability		18%	-	-	-	-

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 policy agencies	Variance from large sized agencies
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes		10%	0	0	0	0
No		84%	0	0	0	-1
Not sure		5%	0	0	0	0
Types of harassment or bullying experienced (3 highest responses):						
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		53%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		46%	-	-	-	-
Deliberate exclusion from work-related activities		31%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures		37%	+12	+1	+2	+1
It was reported by someone else		7%	+1	0	0	0
I did not report the behaviour		56%	-13	-1	-3	-1

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 policy agencies	Variance from large 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		2%	0	-1	0	-1
No		93%	+1	+2	+1	+1
Not sure		3%	0	-1	0	0
Would prefer not to answer		1%	-1	-1	0	-1

Types of corrupt behaviours witnessed (3 highest responses):

Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		55%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		32%	-	-	-	-
Other		18%	-	-	-	-

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures		24%	-7⬇️	+3	+3	+3
It was reported by someone else		19%	+16⬆️	+2	+4	+4
I did not report the behaviour		57%	-9⬇️	-6⬇️	-7⬇️	-7⬇️

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	37%
Woman or female	57%
Non-binary	1%
I use a different term	0%
Prefer not to say	4%

Do you identify as an Aboriginal and/or Torres Strait Islander person?	Responses
Yes	4%
No	96%

Do you have an ongoing disability?	Responses
Yes	13%
No	87%

Do you have carer responsibilities?	Responses
Yes	41%
No	59%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	14%
No	86%

Do you identify as culturally and linguistically diverse?	Responses
Yes	21%
No	79%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	75%
Australian Aboriginal and/or Torres Strait Islander	4%
New Zealander (excluding Maori)	2%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	15%
North-West European (excluding Anglo-European)	4%
Southern and Eastern European	6%
South-East Asian	7%
North-East Asian	3%
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	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	11%
No	73%
Maybe	11%
I am unsure what neurodivergent means	5%

Agency position



Agency position

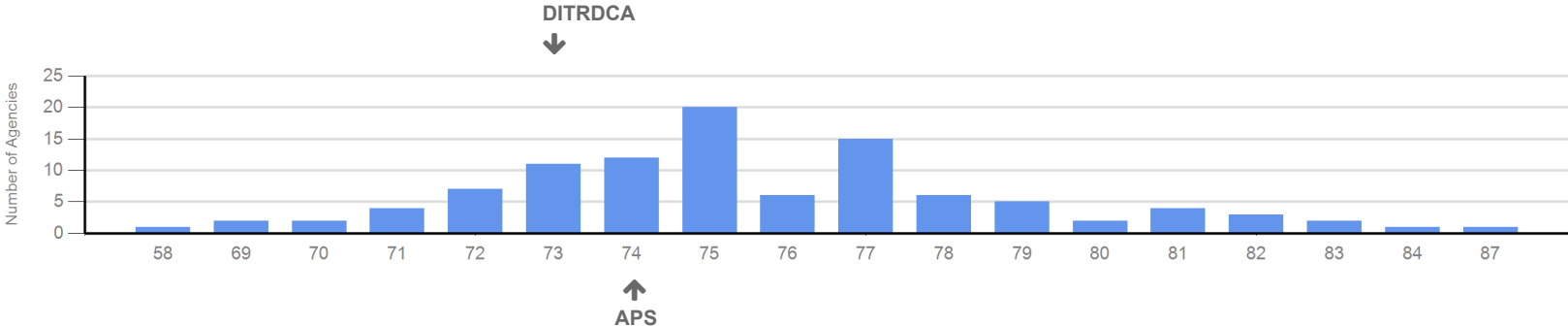
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

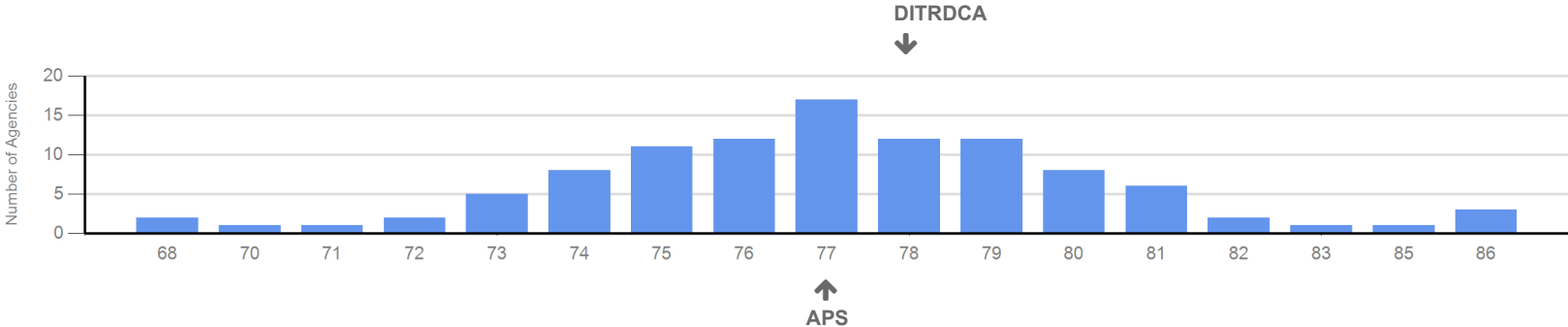
Employee Engagement Index

Ranking : 83rd of 104



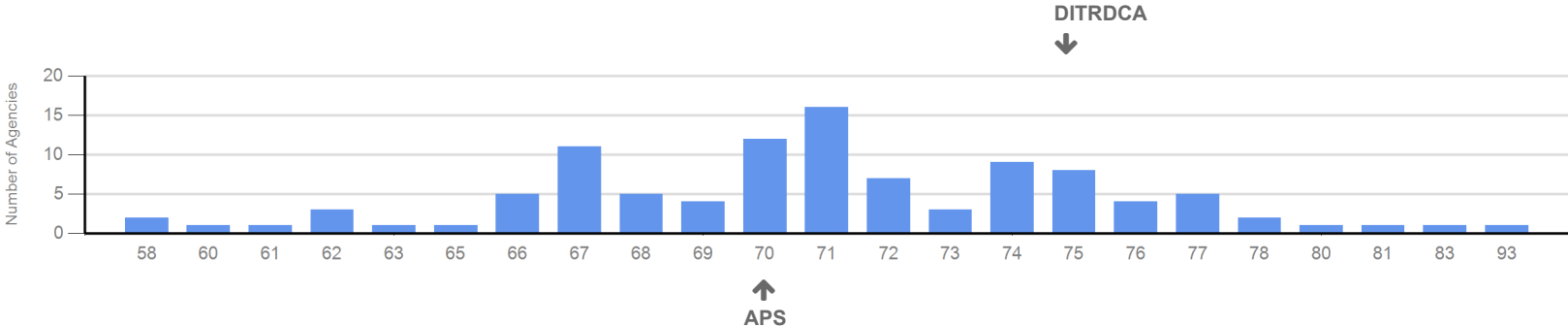
Leadership – Immediate Supervisor Index

Ranking : 38th of 104



Leadership – SES Manager Index

Ranking : 21st of 104



Agency position



Agency position

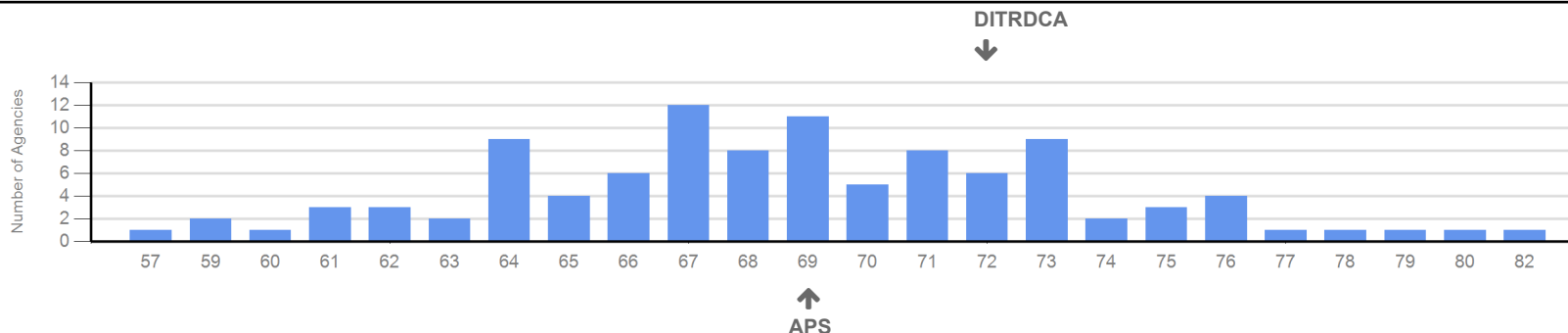
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Along the line (y-axis) are the index scores. The height of the bar (x-axis) is how many agencies have that index score.

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

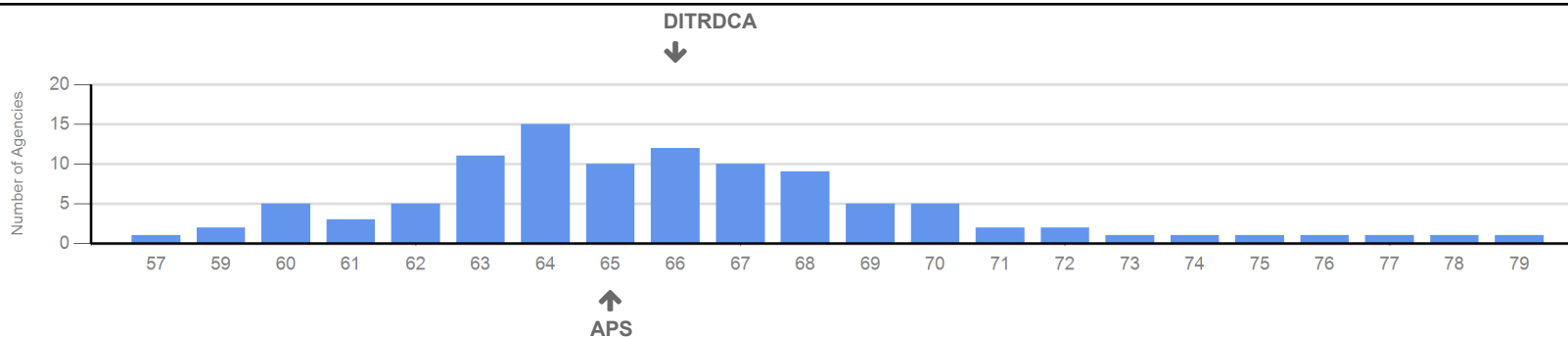
Communication Index

Ranking : 29th of 104



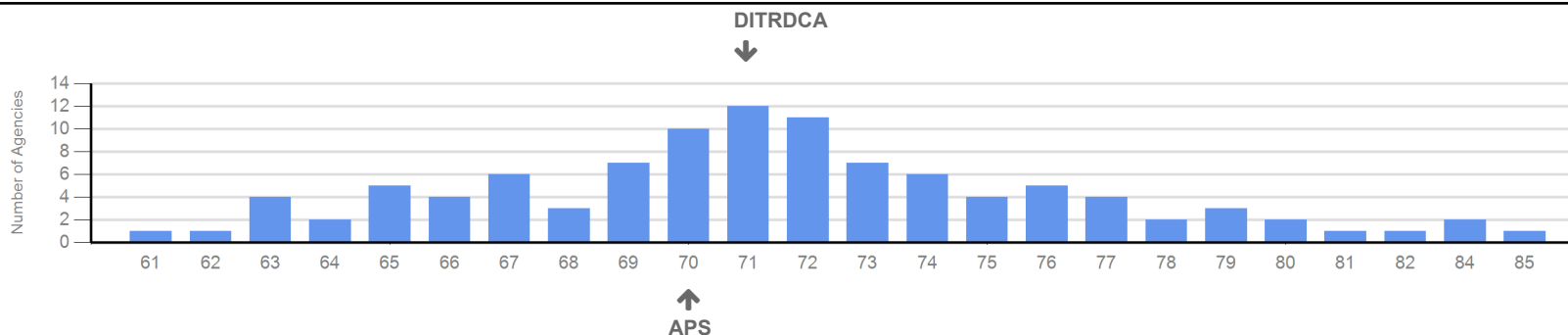
Enabling Innovation Index

Ranking : 52nd of 104



Wellbeing Policies and Support Index

Ranking : 56th 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 policy agencies	Variance from large sized agencies
.1 I am supported to use my expertise to provide frank and fearless advice			67%	-	+1	0	0
.2 The culture in my agency supports people to act with integrity			81%	-	+5	+3	+4
.3 My agency supports and actively promotes an inclusive workplace culture			86%	0	+5	+3	+3
.4 My agency inspires me to come up with new or better ways of doing things			47%	0	-3	-2	-2
.5 Internal communication within my agency is effective			62%	+2	+4	+3	+5
.6 I am satisfied with the recognition I receive for doing a good job			76%	+2	+8	+2	+4

DITRDCA specific questions

	Response scale			% Positive	Variance from 2023
The skills, knowledge and experience I bring as an individual are valued by the department	75	17	8	75%	-
The department is committed to creating a diverse workforce (i.e. gender, age, cultural and linguistic background, disability, neurodiversity, First Nations, LGBTIQ+)	87	10		87%	-
The department is proactive in encouraging a culture of integrity	83	14		83%	-
The department adapts to and innovates in response to change	56	32	12	56%	-
In the department, the rationale for change is communicated well	51	35	14	51%	-
The department's internal communication channels (intranet, emails, videos, etc.) give me the information I need to do my job and stay engaged and connected	67	22	11	67%	-
I understand my responsibilities towards the appropriate use and management of data	88	9		88%	-
I feel that staff in the department work well together to achieve outcomes	75	19		75%	-
My workgroup strives to collaborate and have strong connections with branches and divisions across the department	75	16	8	75%	-
My direct supervisor has the skills and capability to manage hybrid and remote teams	83	10		83%	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



DITRDCA specific questions

	Response scale			% Positive	Variance from 2023
The SES in my department actively promote the value of a diverse and inclusive workplace	78	17		78%	-
The SES in my department demonstrate and discuss the value of managing risk appropriately	62	27	11	62%	-
The SES in my department support me to make the decisions necessary for me to do my job effectively	69	23	8	69%	-
Thinking about your First Assistant Secretary, to what extent do you agree they provide positive leadership to your Division	73	20	8	73%	-
Thinking about your Deputy Secretary, to what extent do you agree they provide positive leadership to your Group	61	31	8	61%	-

Key



At least 5 percentage points greater than comparator




At least 5 percentage points less than comparator

Positive Neutral Negative




Time to take action



Celebrate

What things do we do well?


Think about how we can build on our strengths and learn from what we are good at.



Investigate further with our teams

Are there any other opportunities coming out of the results that we want to explore further?

How could we investigate? Through looking at the data in more detail or through discussions with staff?



Opportunities

Areas we need to focus on and turn into action plans:

What are the key things we need to improve to make working here better?

 **Use this page to start your local action plans**

Identify areas to celebrate, opportunities for improvement and areas which you need to investigate further.

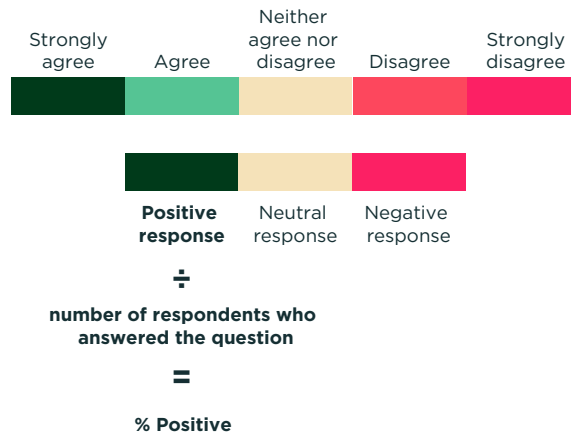
Prioritise 3 areas to take forward

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

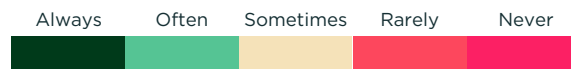
Guide to this report

% Positive

Where results are shown as positive percentages (% positive), these are calculated by adding together positive responses ("strongly agree" + "agree" or "always" + "often") and dividing by the number of respondents who answered the question.



For 5 point scale questions not asked on the *agree to disagree* scale the same rules apply, the green percent represents a **positive response** (unless the question is negatively worded).



Rounding

Results are presented as whole numbers for ease of reading, with rounding performed at the last stage of calculation for maximum accuracy. Values from x.00 to x.49 are rounded down and values from x.50 to x.99 are rounded up. Therefore in some instances, results may not total 100%.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Total
Number of responses	151	166	176	96	24	613
Percentage	24.63%	27.08%	28.71%	15.66%	3.92%	100%
Rounded percentage	25%	27%	29%	16%	4%	101%
Number of positive	151 + 166 = 317					
% Positive	317 ÷ 613 = 52%					

Anonymity

It is best practice not to display the results of groups of respondents to the extent where the anonymity of individuals may be compromised. Results will not be shown where there are less than 10 respondents in a group.

Comparisons

Comparisons to other similarly sized agencies are used through this report. To see how agencies are categorised visit:

<https://www.apsc.gov.au/aps-agencies-size-and-function>

Comparisons to previous years

The method of analysing and reporting specific results may be periodically reviewed and revised. Such improvements are applied to current data and that of previous years. For this reason the current report is always the most accurate data source for APS Employee Census results, including comparisons with time series data.

