

Highlights Report SIA



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Responses:

234 of 385

Response Rate:

61%

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		74	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
Say	Overall, I am satisfied with my job	77	10 13	77%	-2	+2	0	+1
	I am proud to work in my agency	85	8 7	85%	+5 ↑	+7 ↑	+3	+4
	I would recommend my agency as a good place to work	71	16 14	71%	0	0	-5 ↓	-1
	I believe strongly in the purpose and objectives of my agency	90	9	90%	+1	+4	-1	0
Stay	I feel a strong personal attachment to my agency	68	19 13	68%	+3	+5 ↑	+2	+3
	I feel committed to my agency's goals	89	8	89%	+1	+3	0	+1
Strive	I suggest ideas to improve our way of doing things	82	12	82%	+3	-4	-7 ↓	-7 ↓
	I am happy to go the 'extra mile' at work when required	91		91%	-4	0	-1	-1
	I work beyond what is required in my job to help my agency achieve its objectives	78	17	78%	0	-3	-3	-4
	My agency really inspires me to do my best work every day	56	30 14	56%	-4	-5 ↓	-9 ↓	-8 ↓

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		68			Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	66	16	17	66%	0	-13 ↓	-14 ↓	-13 ↓	
	My supervisor can deliver difficult advice whilst maintaining relationships	65	20	15	65%	-4	-15 ↓	-16 ↓	-15 ↓	
	My supervisor invites a range of views, including those different to their own	61	22	17	61%	-5 ↓	-21 ↓	-23 ↓	-21 ↓	
	My supervisor encourages my team to regularly review and improve our work	66	18	16	66%	-2	-16 ↓	-16 ↓	-15 ↓	
	My supervisor is invested in my development	62	20	19	62%	-1	-16 ↓	-16 ↓	-16 ↓	
	My supervisor ensures that my workgroup delivers on what we are responsible for	80	12	8	80%	0	-8 ↓	-9 ↓	-8 ↓	
Other similar questions										
	My supervisor provides me with helpful feedback to improve my performance	67	16	17	67%	-2	-12 ↓	-12 ↓	-11 ↓	
	My immediate supervisor encourages me	67	20	13	67%	+1	-11 ↓	-12 ↓	-11 ↓	
	My supervisor actively ensures that everyone can be included in workplace activities	69	16	15	69%	-5 ↓	-15 ↓	-15 ↓	-14 ↓	
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	67	18	15	67%	-	-14 ↓	-14 ↓	-14 ↓	
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		58			Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
SES Manager	My SES manager clearly articulates the direction and priorities for our area	41	35	24	41%	-11↓	-28↓	-28↓	-29↓	
	My SES manager presents convincing arguments and persuades others towards an outcome	42	40	18	42%	-8↓	-21↓	-23↓	-23↓	
	My SES manager promotes cooperation within and between agencies	49	41	10	49%	-6↓	-19↓	-21↓	-21↓	
	My SES manager encourages innovation and creativity	42	39	19	42%	-6↓	-24↓	-25↓	-25↓	
	My SES manager creates an environment that enables us to deliver our best	41	39	20	41%	-7↓	-25↓	-25↓	-26↓	
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	52	35	13	52%	-9↓	-23↓	-25↓	-25↓	
Other similar questions										
	In my agency, the SES work as a team	45	36	19	45%	+5↑	-11↓	-9↓	-8↓	
	In my agency, the SES clearly articulate the direction and priorities for our agency	47	27	26	47%	-3	-18↓	-18↓	-17↓	
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	41	43	15	41%	-6↓	-26↓	-26↓	-28↓	

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	59	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
				-2	-10 ↓	-10 ↓	-9 ↓

Communication	My supervisor communicates effectively	69	12	19	69%	0	-12 ↓	-13 ↓	-11 ↓
	My SES manager communicates effectively	44	30	26	44%	-8 ↓	-26 ↓	-27 ↓	-26 ↓
	Internal communication within my agency is effective	50	20	30	50%	+1	-8 ↓	-9 ↓	-6 ↓

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	61	17	22	61%	-6 ↓	-7 ↓	-7 ↓	-7 ↓
	Staff are consulted about change at work	36	32	32	36%	-9 ↓	-15 ↓	-16 ↓	-15 ↓
	Change is managed well in my agency	30	36	35	30%	-10 ↓	-14 ↓	-14 ↓	-13 ↓

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative

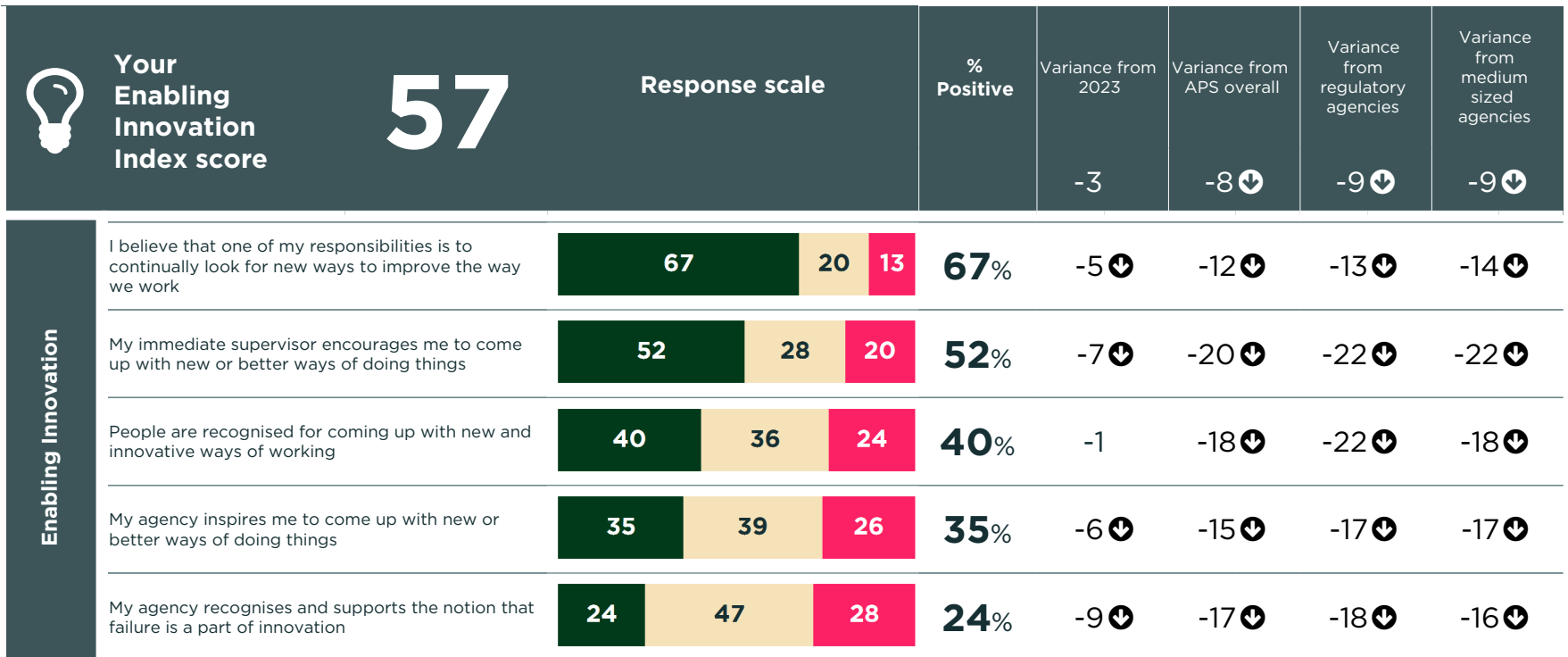


Enabling Innovation



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.



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		65	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
					-2	-5 ↓	-7 ↓	-5 ↓

Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing		61	27	11	61%	-1	-6 ↓	-9 ↓	-6 ↓
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing		56	26	18	56%	+1	-10 ↓	-15 ↓	-12 ↓
	My agency does a good job of promoting health and wellbeing		59	26	15	59%	-6 ↓	-8 ↓	-12 ↓	-8 ↓
	I think my agency cares about my health and wellbeing		59	24	17	59%	-6 ↓	-6 ↓	-12 ↓	-9 ↓
	I believe my immediate supervisor cares about my health and wellbeing		77	13	10	77%	-4	-9 ↓	-11 ↓	-10 ↓

Other similar questions

Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor		67	11	22	67%	-	-7 ↓	-8 ↓	-8 ↓
	The people in my workgroup are able to bring up problems and tough issues		73	15	13	73%	-	-8 ↓	-10 ↓	-9 ↓
	I receive the respect I deserve from my colleagues at work		76	17		76%	-1	-5 ↓	-6 ↓	-5 ↓
	My agency supports and actively promotes an inclusive workplace culture		70	18	13	70%	-2	-11 ↓	-13 ↓	-9 ↓

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Wellbeing

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
In general, would you say that your health is:						
Excellent		20%	+1	+10	+9	+9
Very good		48%	+3	+13	+11	+12
Good		24%	+2	-14	-12	-13
Fair		6%	-5	-7	-6	-6
Poor		1%	0	-2	-1	-2

What best describes your current workload?

Well above capacity - too much work		10%	0	-12	-12	-13
Slightly above capacity - lots of work to do		26%	+1	-13	-15	-14
At capacity - about the right amount of work to do		31%	+2	0	+1	+2
Slightly below capacity - available for more work		18%	-2	+13	+13	+12
Well below capacity - not enough work		15%	-1	+13	+13	+13

Key















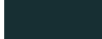


At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Wellbeing

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
How often do you find your work stressful?						
Always		2%	-1	-3	-2	-2
Often		14%	-2	-11↓	-10↓	-10↓
Sometimes		46%	+5↑	-4	-5↓	-5↓
Rarely		32%	0	+13↑	+12↑	+12↑
Never		7%	-1	+5↑	+5↑	+5↑
To what extent is your work emotionally demanding?						
To a very large extent		3%	-1	-4	-3	-4
To a large extent		11%	+3	-9↓	-7↓	-8↓
Somewhat		33%	-5↓	-6↓	-6↓	-5↓
To a small extent		30%	-2	+5↑	+3	+4
To a very small extent		24%	+5↑	+14↑	+13↑	+13↑
I feel burned out by my work						
Strongly agree		4%	0	-4	-3	-4
Agree		11%	-3	-12↓	-10↓	-10↓
Neither agree nor disagree		25%	+4	-7↓	-5↓	-6↓
Disagree		35%	-1	+5↑	+2	+3
Strongly disagree		26%	0	+18↑	+17↑	+17↑

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 regulatory agencies	Variance from medium sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	77 12 11	77%	+1	-6 ↓	-12 ↓	-9 ↓
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		9%	-5 ↓	-4	-4	-3
Flexible hours of work		15%	+1	-11 ↓	-15 ↓	-13 ↓
Compressed work week		4%	+1	0	-3	0
Job sharing		0%	0	0	0	0
Working away from the office/working from home		45%	+3	-16 ↓	-33 ↓	-23 ↓
None of the above		41%	-2	+17 ↑	+30 ↑	+22 ↑
Working away from the office						
None of the time		55%	-	+16 ↑	+33 ↑	+23 ↑
All of the time		13%	-	+8 ↑	+3	+5 ↑
Some of the time as a regular arrangement		22%	-	-24 ↓	-38 ↓	-27 ↓
Only on an irregular basis		9%	-	+1	+3	-1
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 regulatory agencies	Variance from medium sized agencies
I am supported to use my expertise to provide frank and fearless advice	46	32	23	46%	-	-20 ↓	-21 ↓	-20 ↓
The people in my workgroup demonstrate stewardship	74	20	6	74%	-	-3	-6 ↓	-6 ↓
The culture in my agency supports people to act with integrity	70	16	13	70%	-	-6 ↓	-9 ↓	-7 ↓
I believe strongly in the purpose and objectives of the APS	77	20	3	77%	+1	-9 ↓	-11 ↓	-9 ↓
I feel a strong personal attachment to the APS	44	37	19	44%	+1	-20 ↓	-19 ↓	-17 ↓
My workgroup considers the people and businesses affected by what we do	83	12	5	83%	-	-2	-5 ↓	-4

Key

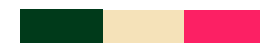


At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Job satisfaction

	Response scale			% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
I am satisfied with the recognition I receive for doing a good job	59	18	23	59%	+1	-9↓	-12↓	-10↓
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	73	12	15	73%	+8↑	+10↑	+10↑	+9↑
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	71	19	9	71%	-6↓	-10↓	-15↓	-11↓
I am satisfied with the stability and security of my job	69	13	19	69%	+4	-16↓	-16↓	-13↓

Clarity and autonomy

	Response scale			% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	91			91%	-1	-2	-3	-2
I am clear what my duties and responsibilities are	83	13		83%	0	+4	+4	+5↑
I have a choice in deciding how I do my work	62	22	15	62%	-3	-3	-10↓	-10↓
Where appropriate, I am able to take part in decisions that affect my job	64	16	20	64%	+1	-7↓	-10↓	-9↓

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Performance

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
In the last month, please rate your workgroup's overall performance						
Excellent		25%	+3	-3	-5 ⬇️	-4
Very good		54%	-1	-1	-1	-1
Average		16%	-2	+1	+3	+2
Below average		4%	-1	+2	+2	+2
Well below average		2%	+1	+1	+1	+1

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well		85%	-2	+6 ⬆️	+5 ⬆️	+5 ⬆️
My workgroup has the tools and resources we need to perform well		68%	-2	+9 ⬆️	+14 ⬆️	+12 ⬆️
The people in my workgroup use time and resources efficiently		74%	+3	-2	-3	-3
My job gives me opportunities to utilise my skills		79%	+3	-1	-3	-3
In the last 12 months, the formal learning I have accessed has improved my performance		62%	-	+4	+3	+4

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Retention



Employees who indicated that they wanted to leave their current position as soon as possible or within the next 12 months were asked what their plans were.

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium 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		6%	-1	-3	-2	-2
I want to leave my position within the next 12 months		15%	-1	-7↓	-7↓	-7↓
I want to stay working in my position for the next one to two years		32%	-1	-6↓	-10↓	-9↓
I want to stay working in my position for at least the next three years		46%	+3	+16↑	+19↑	+18↑
What best describes your plans involved with leaving your current position?						
I am planning to retire		2%	-12↓	-3	-1	-1
I am pursuing another position within my agency		26%	+5↑	-18↓	-10↓	-4
I am pursuing a position in another agency		40%	-4	+14↑	+8↑	+5↑
I am pursuing work outside the APS		6%	-8↓	-3	-5↓	-5↓
It is the end of my non-ongoing, casual or contracted employment		2%	-3	-1	-2	-3
Other		23%	+21↑	+10↑	+10↑	+9↑

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Retention



Employees were also asked for the primary reason behind their desire to leave and could select one response from a list of items.

Only the five reasons for leaving with the highest proportion of responses are presented here. These may vary between agencies, work units and with results for the APS overall.

Response scale	%	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
There are a lack of future career opportunities in my agency	18%	-	-	-	-
I wish to pursue a promotion opportunity	18%	-	-	-	-
Senior leadership is of a poor quality	12%	-	-	-	-
My immediate supervisor's leadership is of a poor quality	12%	-	-	-	-
I am looking to further my skills in another area	9%	-	-	-	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



Employees who had perceived discrimination in the last 12 months in the course of their employment were asked what the basis was for the discrimination. Employees could select one or more responses from a list of items.

Only the three types of discrimination with the highest proportion of responses are presented here. These may vary between agencies, work units and with results for the APS overall.

Discrimination	Response scale	%	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
During the last 12 months and in the course of your employment, have you experienced discrimination on the basis of your background or a personal characteristic?						
Yes		10%	+3	0	+3	+2
No		90%	-3	0	-3	-2
Did this discrimination occur in your current agency?						
Yes		86%	+1	-6 ↓	-6 ↓	-5 ↓
No		14%	-1	+6 ↑	+6 ↑	+5 ↑
Basis for the discrimination that you experienced (3 highest responses):						
Gender		48%	-	-	-	-
Age		26%	-	-	-	-
Other		22%	-	-	-	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



Employees who perceived harassment or bullying in the last 12 months were asked what type of harassment or bullying they experienced. Employees could select one or more responses from a list of items.

Only the three options with the highest proportion of responses are presented here. These may vary between agencies, work units and with results for the APS overall.

Harassment and bullying	Response scale	%	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes		10%	-3	0	+2	0
No		87%	+3	+3	+1	+3
Not sure		2%	0	-3	-2	-3
Types of harassment or bullying experienced (3 highest responses):						
Deliberate exclusion from work-related activities		61%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		43%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		30%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures		17%	-7↓	-19↓	-17↓	-19↓
It was reported by someone else		4%	+4	-3	-5↓	-4
I did not report the behaviour		78%	+2	+22↑	+22↑	+23↑

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



Employees who indicated that they had witnessed potential corrupt behaviour were asked to describe the behaviour. Employees could select one or more responses from a list of items.

Only the three types of corrupt behaviours with the highest proportion of responses are presented here. These may vary between agencies and with results for the APS overall.

Corruption	Response scale	%	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
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		6%	+1	+3	+3	+3
No		85%	-3	-6 ↓	-7 ↓	-6 ↓
Not sure		5%	+2	+1	+2	+2
Would prefer not to answer		4%	-1	+1	+2	+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		69%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		31%	-	-	-	-
Fraud, forgery or embezzlement		15%	-	-	-	-
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		23%	+13 ↑	+2	+11 ↑	+8 ↑
It was reported by someone else		15%	+5 ↑	-1	-6 ↓	-2
I did not report the behaviour		62%	-18 ↓	-1	-5 ↓	-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	47%
Woman or female	49%
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	0%
No	100%

Do you have an ongoing disability?	Responses
Yes	6%
No	94%

Do you have carer responsibilities?	Responses
Yes	28%
No	72%

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

Do you identify as culturally and linguistically diverse?	Responses
Yes	13%
No	87%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	76%
Australian Aboriginal and/or Torres Strait Islander	0%
New Zealander (excluding Maori)	3%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	16%
North-West European (excluding Anglo-European)	0%
Southern and Eastern European	3%
South-East Asian	3%
North-East Asian	0%
Southern and Central Asian	1%
North American	2%
South and Central American and Caribbean Islander	0%
North African and Middle Eastern	1%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	6%
No	73%
Maybe	7%
I am unsure what neurodivergent means	14%

Agency position



Agency position

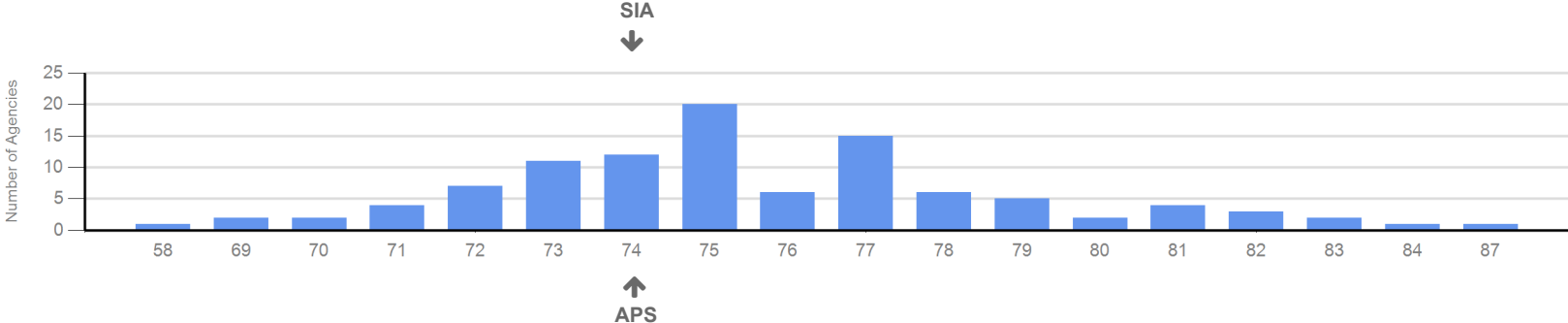
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

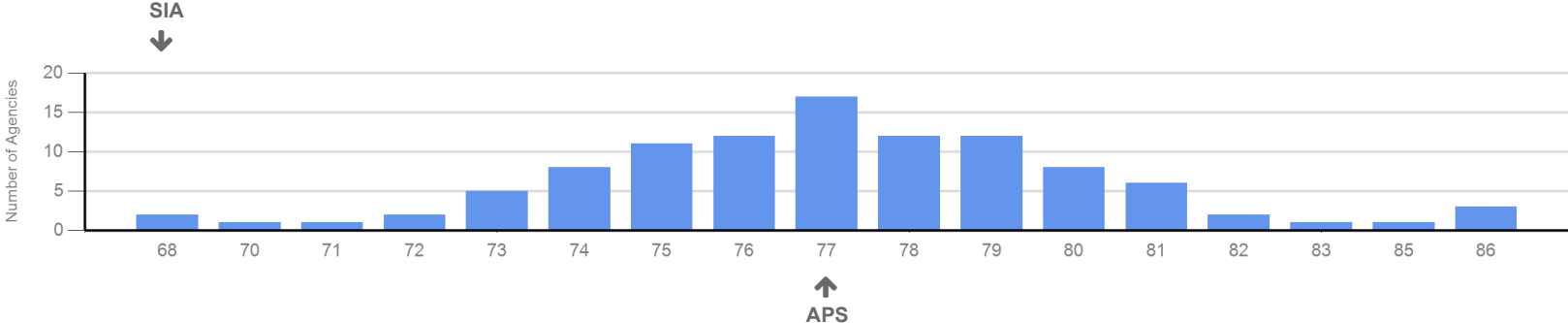
Employee Engagement Index

Ranking : 68th of 104



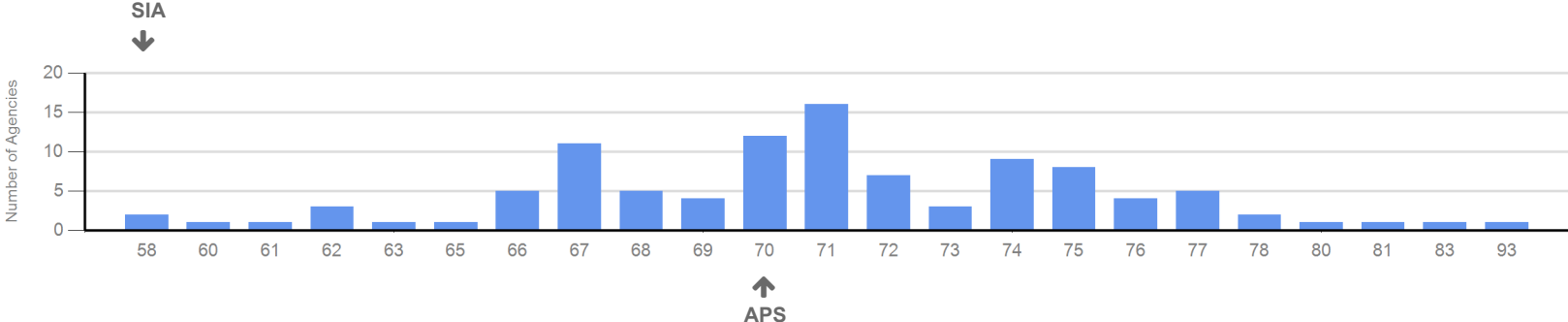
Leadership – Immediate Supervisor Index

Ranking : 104th of 104



Leadership – SES Manager Index

Ranking : 104th of 104



Agency position



Agency position

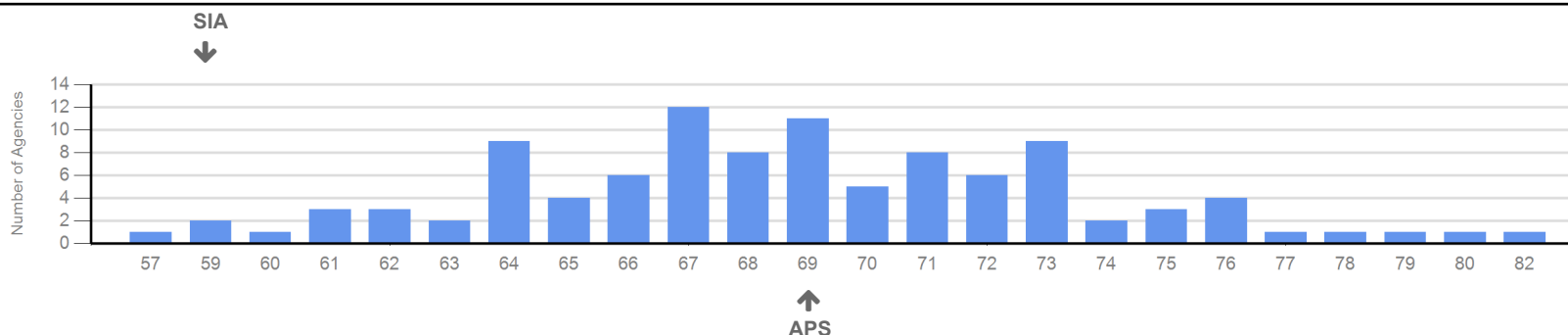
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

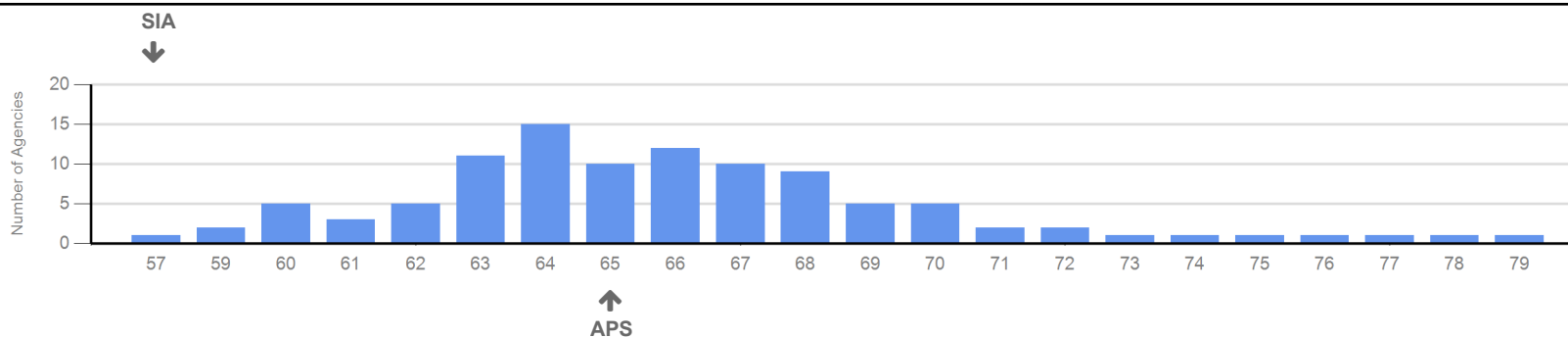
Communication Index

Ranking : 102nd of 104



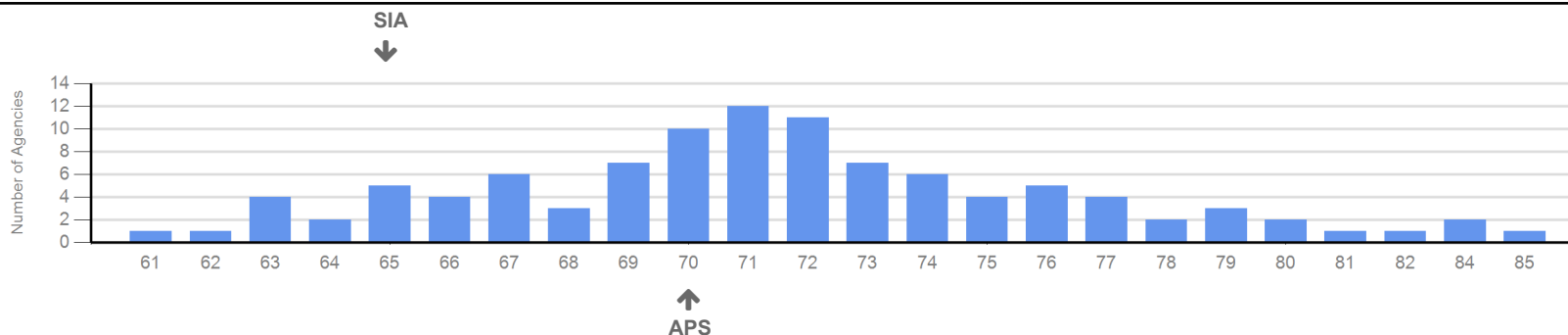
Enabling Innovation Index

Ranking : 104th of 104



Wellbeing Policies and Support Index

Ranking : 92nd of 104



Suggested questions to focus on



What to focus on?

Through driver analysis, these key questions have been identified as being important to employees in your agency and associated with employee engagement.

They are not necessarily the questions with the lowest scores.

Some will be areas to improve upon and some will be areas to maintain.

Develop actions and activities to improve upon these, where possible, to drive higher levels of performance.

	At least 5 percentage points greater than comparator	At least 5 percentage points less than comparator	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
.1	I am supported to use my expertise to provide frank and fearless advice		46%	-	-20	-21	-20
.2	In my agency, the SES clearly articulate the direction and priorities for our agency		47%	-3	-18	-18	-17
.3	My agency supports and actively promotes an inclusive workplace culture		70%	-2	-11	-13	-9
.4	The culture in my agency supports people to act with integrity		70%	-	-6	-9	-7
.5	Change is managed well in my agency		30%	-10	-14	-14	-13
.6	Where appropriate, I am able to take part in decisions that affect my job		64%	+1	-7	-10	-9

SIA specific questions

	Response scale			% Positive	Variance from 2023
Our Agency's Executive team role-models a positive, accountable and inclusive culture	50	28	22	50%	-5 ↓
Our Agency's Directors role-model a positive, accountable and inclusive culture	60	28	12	60%	-2
People at all levels proactively contribute to a positive, accountable and inclusive culture	57	30	13	57%	0
Our Agency is taking steps to improve the culture for every employee	58	25	17	58%	-6 ↓
The steps our Agency is taking to improve the culture for every employee is having a positive impact	41	39	20	41%	-2
Overall, our Agency's culture is heading in the right direction	49	32	19	49%	-10 ↓
Our Agency's Executive team role-model anti-discrimination practices	57	33	9	57%	-1
Our Agency's Directors' role-model anti-discrimination practices	63	31	6	63%	-2
People at all levels role-model anti-discrimination practices	64	29	7	64%	-1
Overall, our Agency is a role model for anti-discrimination in policy and practice	57	31	12	57%	-6 ↓

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



SIA specific questions

	Response scale			% Positive	Variance from 2023
Our Agency's Executive team role-model anti-bullying & harassment behaviour	51	39	10	51%	-1
Our Agency's Directors' role-model anti-bullying & harassment behaviour	57	37	6	57%	-3
People at all levels role-model anti-bullying & harassment behaviour	60	33	7	60%	+1
Overall, our Agency is a role model for anti-bullying & harassment behaviour in policy and practice	50	38	12	50%	-3


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.

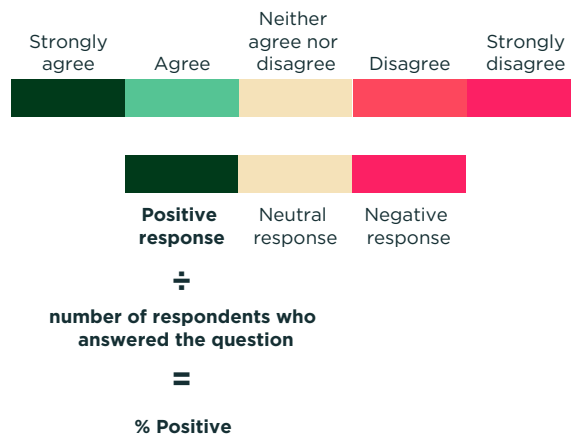
Prioritise 3 areas to take forward

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

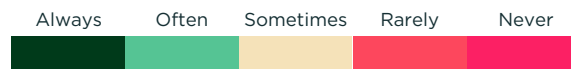
Guide to this report

% 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.

