

Highlights Report FCA



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Responses:

907 of 1,515

Response Rate:

60%

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		75	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies
Say	Overall, I am satisfied with my job	76	15 9	76%	+5 ↑	+1	-1	0
	I am proud to work in my agency	84	14	84%	+3	+6 ↑	0	+4
	I would recommend my agency as a good place to work	68	21 11	68%	+5 ↑	-3	-5 ↓	-7 ↓
	I believe strongly in the purpose and objectives of my agency	85	13	85%	+2	-1	-4	-2
Stay	I feel a strong personal attachment to my agency	63	27 10	63%	+1	0	-3	0
	I feel committed to my agency's goals	83	15	83%	+3	-2	-4	-2
Strive	I suggest ideas to improve our way of doing things	80	15	80%	-1	-7 ↓	-10 ↓	-9 ↓
	I am happy to go the 'extra mile' at work when required	94		94%	+2	+3	+2	+2
	I work beyond what is required in my job to help my agency achieve its objectives	85	13	85%	+1	+4	+4	+4
	My agency really inspires me to do my best work every day	60	29 11	60%	+5 ↑	0	-3	-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		73	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies	
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	74	17 9	74%	+8 ↑	-6 ↓	-6 ↓	-7 ↓	
	My supervisor can deliver difficult advice whilst maintaining relationships	74	18 8	74%	+5 ↑	-6 ↓	-5 ↓	-6 ↓	
	My supervisor invites a range of views, including those different to their own	74	18 8	74%	+6 ↑	-8 ↓	-9 ↓	-9 ↓	
	My supervisor encourages my team to regularly review and improve our work	72	19 9	72%	+6 ↑	-10 ↓	-9 ↓	-10 ↓	
	My supervisor is invested in my development	67	23 11	67%	+4	-11 ↓	-11 ↓	-12 ↓	
	My supervisor ensures that my workgroup delivers on what we are responsible for	79	15	79%	+3	-9 ↓	-9 ↓	-9 ↓	
Other similar questions									
	My supervisor provides me with helpful feedback to improve my performance	66	21 13	66%	+4	-12 ↓	-11 ↓	-12 ↓	
	My immediate supervisor encourages me	71	18 11	71%	+6 ↑	-7 ↓	-7 ↓	-8 ↓	
	My supervisor actively ensures that everyone can be included in workplace activities	75	17 7	75%	+6 ↑	-9 ↓	-8 ↓	-9 ↓	
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	68	22 10	68%	-	-12 ↓	-12 ↓	-13 ↓	
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	67	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies

SES Manager	My SES manager clearly articulates the direction and priorities for our area	62	28	10	62%	+6	-7	-9	-10
	My SES manager presents convincing arguments and persuades others towards an outcome	56	35	9	56%	+7	-7	-12	-12
	My SES manager promotes cooperation within and between agencies	59	33	8	59%	+6	-9	-13	-14
	My SES manager encourages innovation and creativity	55	34	11	55%	+5	-11	-14	-14
	My SES manager creates an environment that enables us to deliver our best	60	31	10	60%	+7	-6	-9	-10
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	64	29	7	64%	+4	-10	-15	-14

Other similar questions

In my agency, the SES work as a team	55	31	13	55%	+8	-1	0	-3
In my agency, the SES clearly articulate the direction and priorities for our agency	58	29	13	58%	+10	-6	-7	-8
My SES manager routinely promotes the use of data and evidence to deliver outcomes	60	30	9	60%	+8	-7	-12	-10

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		66	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies
					+4	-3	-3	-3

Communication	My supervisor communicates effectively		75	15	10	75%	+5 ↑	-6 ↓	-6 ↓	-6 ↓
	My SES manager communicates effectively		63	26	12	63%	+5 ↑	-7 ↓	-10 ↓	-11 ↓
	Internal communication within my agency is effective		56	22	22	56%	+6 ↑	-2	-2	-2

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup		65	17	17	65%	+7 ↑	-2	-5 ↓	-2
	Staff are consulted about change at work		38	35	27	38%	+5 ↑	-13 ↓	-13 ↓	-13 ↓
	Change is managed well in my agency		39	33	28	39%	+5 ↑	-5 ↓	-4	-3

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		59			Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist 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	64	23	12	64%	-2	-15 ↓	-18 ↓	-17 ↓	
	My immediate supervisor encourages me to come up with new or better ways of doing things	60	28	13	60%	+6 ↑	-13 ↓	-15 ↓	-14 ↓	
	People are recognised for coming up with new and innovative ways of working	41	39	20	41%	+1	-16 ↓	-18 ↓	-17 ↓	
	My agency inspires me to come up with new or better ways of doing things	38	42	20	38%	-1	-12 ↓	-15 ↓	-11 ↓	
	My agency recognises and supports the notion that failure is a part of innovation	30	49	22	30%	+5 ↑	-11 ↓	-10 ↓	-10 ↓	

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	64	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies

Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	55	32	13	55%	+3	-13 ↓	-15 ↓	-13 ↓
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	52	29	19	52%	+1	-14 ↓	-18 ↓	-15 ↓
	My agency does a good job of promoting health and wellbeing	49	33	18	49%	0	-18 ↓	-19 ↓	-18 ↓
	I think my agency cares about my health and wellbeing	53	31	16	53%	+1	-11 ↓	-17 ↓	-13 ↓
	I believe my immediate supervisor cares about my health and wellbeing	79	15	6	79%	+3	-7 ↓	-9 ↓	-8 ↓

Other similar questions

Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	69	13	19	69%	-	-6 ↓	-7 ↓	-7 ↓
	The people in my workgroup are able to bring up problems and tough issues	75	16	9	75%	-	-5 ↓	-7 ↓	-6 ↓
	I receive the respect I deserve from my colleagues at work	80	16	4	80%	0	-1	-2	-3
	My agency supports and actively promotes an inclusive workplace culture	70	20	10	70%	+6 ↑	-11 ↓	-10 ↓	-13 ↓

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 specialist agencies	Variance from large sized agencies
In general, would you say that your health is:						
Excellent		13%	-1	+2	0	+2
Very good		38%	+2	+4	+2	+3
Good		34%	-2	-4	-2	-3
Fair		13%	0	-1	+1	-1
Poor		2%	+1	-1	-1	-1
What best describes your current workload?						
Well above capacity - too much work		22%	-2	-1	0	-2
Slightly above capacity - lots of work to do		43%	+3	+3	+3	+3
At capacity - about the right amount of work to do		28%	-1	-3	-2	-1
Slightly below capacity - available for more work		6%	-1	+1	0	0
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 2023	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies
How often do you find your work stressful?						
Always		6%	+1	+1	+2	+1
Often		30%	-1	+5 	+7 	+4
Sometimes		50%	+2	0	-1	0
Rarely		13%	-2	-6 	-8 	-5 
Never		1%	0	-1	-1	-1
To what extent is your work emotionally demanding?						
To a very large extent		16%	0	+9 	+10 	+9 
To a large extent		27%	+2	+7 	+9 	+7 
Somewhat		34%	-2	-5 	-4	-4
To a small extent		16%	0	-8 	-10 	-9 
To a very small extent		6%	0	-3	-5 	-4
I feel burned out by my work						
Strongly agree		7%	-3	-1	0	-1
Agree		23%	+1	0	+1	0
Neither agree nor disagree		33%	+2	+1	+3	+2
Disagree		30%	-1	0	-3	-1
Strongly disagree		7%	+1	0	-2	0

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 specialist agencies	Variance from large sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	77 12 11	77%	+6	-6	-10	-10
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		15%	+1	+3	+2	+3
Flexible hours of work		16%	-2	-10	-17	-10
Compressed work week		1%	0	-3	-3	-4
Job sharing		1%	+1	+1	+1	+1
Working away from the office/working from home		60%	+3	-1	-10	-10
None of the above		25%	-4	+2	+8	+7
Working away from the office						
None of the time		40%	-	+1	+10	+10
All of the time		2%	-	-4	-5	-6
Some of the time as a regular arrangement		42%	-	-5	-9	-11
Only on an irregular basis		16%	-	+7	+4	+7
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 specialist agencies	Variance from large sized agencies
I am supported to use my expertise to provide frank and fearless advice	60	26	14	60%	-	-5↓	-7↓	-6↓
The people in my workgroup demonstrate stewardship	74	21	5	74%	-	-2	-6↓	-4
The culture in my agency supports people to act with integrity	74	18	9	74%	-	-3	-5↓	-4
I believe strongly in the purpose and objectives of the APS	81	18	1	81%	+2	-6↓	-5↓	-6↓
I feel a strong personal attachment to the APS	56	34	10	56%	+5↑	-8↓	-3	-8↓
My workgroup considers the people and businesses affected by what we do	83	12	5	83%	-	-2	-5↓	-3

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Job satisfaction

	Response scale			% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies
I am satisfied with the recognition I receive for doing a good job	60	22	18	60%	+3	-9↓	-12↓	-12↓
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	50	22	29	50%	+13↑	-13↓	-14↓	-19↓
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	75	15	10	75%	+9↑	-7↓	-9↓	-10↓
I am satisfied with the stability and security of my job	72	13	15	72%	+4	-13↓	-10↓	-12↓

Clarity and autonomy

	Response scale			% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	94			94%	+2	+1	0	+1
I am clear what my duties and responsibilities are	82	14		82%	-1	+2	+2	+3
I have a choice in deciding how I do my work	61	25	14	61%	+3	-5↓	-14↓	-10↓
Where appropriate, I am able to take part in decisions that affect my job	63	20	17	63%	+5↑	-8↓	-12↓	-11↓

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Performance

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies
In the last month, please rate your workgroup's overall performance						
Excellent		33%	+1	+5	+3	+4
Very good		53%	0	-1	-1	-1
Average		13%	-1	-3	-1	-1
Below average		1%	0	-1	-1	-1
Well below average		0%	0	0	0	0

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well		83%	+1	+5	+2	+3
My workgroup has the tools and resources we need to perform well		63%	+1	+4	+5	+5
The people in my workgroup use time and resources efficiently		76%	0	+1	-2	0
My job gives me opportunities to utilise my skills		80%	+2	0	-3	-2
In the last 12 months, the formal learning I have accessed has improved my performance		59%	-	+1	+2	+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 2023	Variance from APS overall	Variance from specialist 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		6%	0	-3	-1	-3
I want to leave my position within the next 12 months		18%	-2	-4	-3	-6 ↓
I want to stay working in my position for the next one to two years		32%	0	-5 ↓	-8 ↓	-8 ↓
I want to stay working in my position for at least the next three years		43%	+2	+13 ↑	+13 ↑	+17 ↑
What best describes your plans involved with leaving your current position?						
I am planning to retire		6%	-1	+1	+2	+3
I am pursuing another position within my agency		16%	+1	-27 ↓	-11 ↓	-29 ↓
I am pursuing a position in another agency		24%	-4	-3	-12 ↓	-1
I am pursuing work outside the APS		24%	+2	+15 ↑	+11 ↑	+15 ↑
It is the end of my non-ongoing, casual or contracted employment		16%	+1	+14 ↑	+11 ↑	+12 ↑
Other		13%	0	0	-1	-1

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Retention



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

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

Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
I can receive a higher salary elsewhere	17%	-	-	-	-
There are a lack of future career opportunities in my agency	11%	-	-	-	-
I wish to pursue a promotion opportunity	10%	-	-	-	-
I am looking to further my skills in another area	9%	-	-	-	-
I have achieved all I can in my current position	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 specialist 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		9%	-1	-1	+1	-1
No		91%	+1	+1	-1	+1
Did this discrimination occur in your current agency?						
Yes		96%	+2	+4	+3	+4
No		4%	-2	-4	-3	-4
Basis for the discrimination that you experienced (3 highest responses):						
Race		26%	-	-	-	-
Age		26%	-	-	-	-
Gender		24%	-	-	-	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



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

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

Harassment and bullying	Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes		10%	-2	-1	+1	0
No		84%	+1	0	-2	-1
Not sure		6%	+1	+1	+1	+1
Types of harassment or bullying experienced (3 highest responses):						
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		50%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		38%	-	-	-	-
Deliberate exclusion from work-related activities		34%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures		37%	+7	+1	+4	+2
It was reported by someone else		8%	-3	+1	+1	+1
I did not report the behaviour		55%	-4	-2	-5	-3

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



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

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

Corruption	Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from 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		5%	+1	+2	+2	+2
No		89%	+2	-1	-3	-3
Not sure		3%	-1	-1	0	0
Would prefer not to answer		3%	-1	0	+1	+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		71%	-	-	-	-
Green-lighting		37%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		34%	-	-	-	-

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures		13%	+5 ⬆️	-8 ⬇️	-3	-8 ⬇️
It was reported by someone else		13%	+5 ⬆️	-3	0	-2
I did not report the behaviour		74%	-10 ⬇️	+11 ⬆️	+3	+10 ⬆️

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	24%
Woman or female	73%
Non-binary	1%
I use a different term	0%
Prefer not to say	2%

Do you identify as an Aboriginal and/or Torres Strait Islander person?	Responses
Yes	3%
No	97%

Do you have an ongoing disability?	Responses
Yes	8%
No	92%

Do you have carer responsibilities?	Responses
Yes	36%
No	64%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	13%
No	87%

Do you identify as culturally and linguistically diverse?	Responses
Yes	26%
No	74%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	68%
Australian Aboriginal and/or Torres Strait Islander	3%
New Zealander (excluding Maori)	2%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	17%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	6%
South-East Asian	9%
North-East Asian	2%
Southern and Central Asian	4%
North American	1%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	3%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	7%
No	74%
Maybe	11%
I am unsure what neurodivergent means	8%

Agency position



Agency position

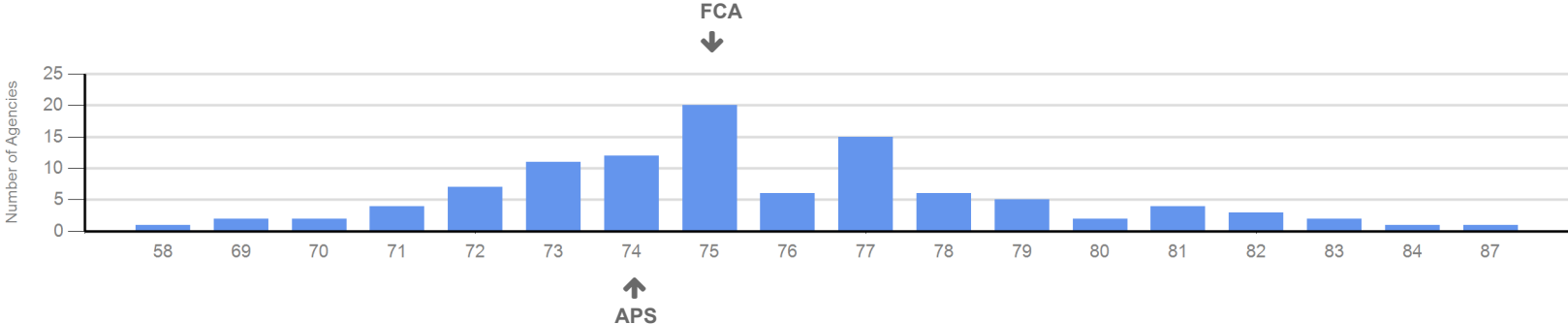
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

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

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

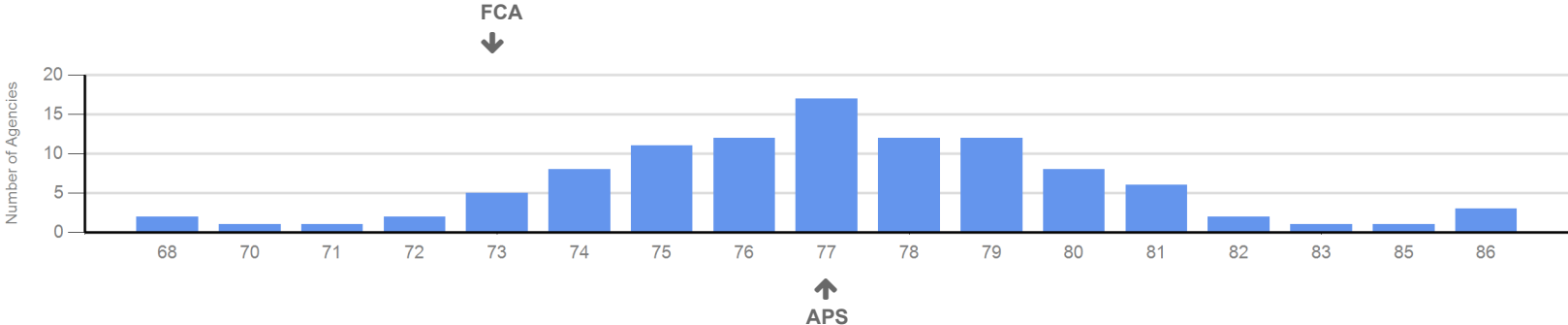
Employee Engagement Index

Ranking : 63rd of 104



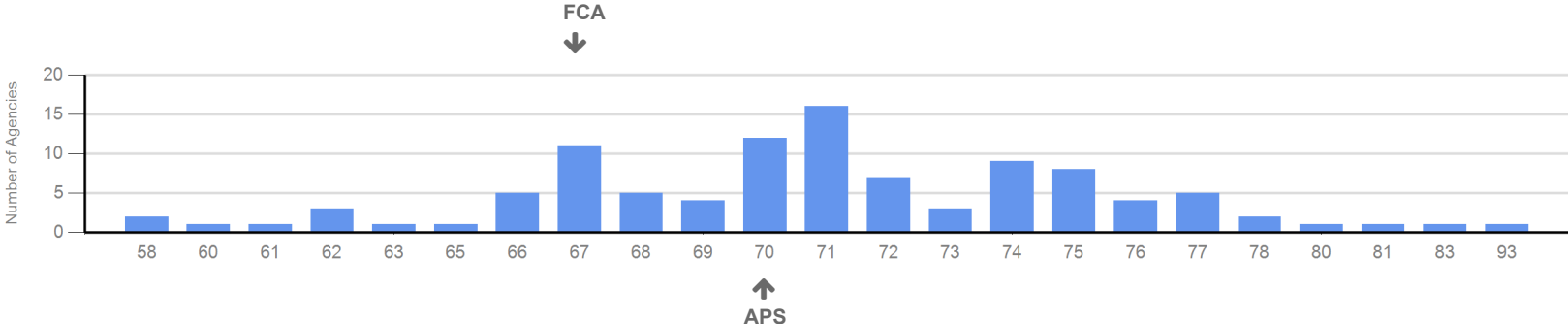
Leadership – Immediate Supervisor Index

Ranking : 97th of 104



Leadership – SES Manager Index

Ranking : 90th of 104



Agency position



Agency position

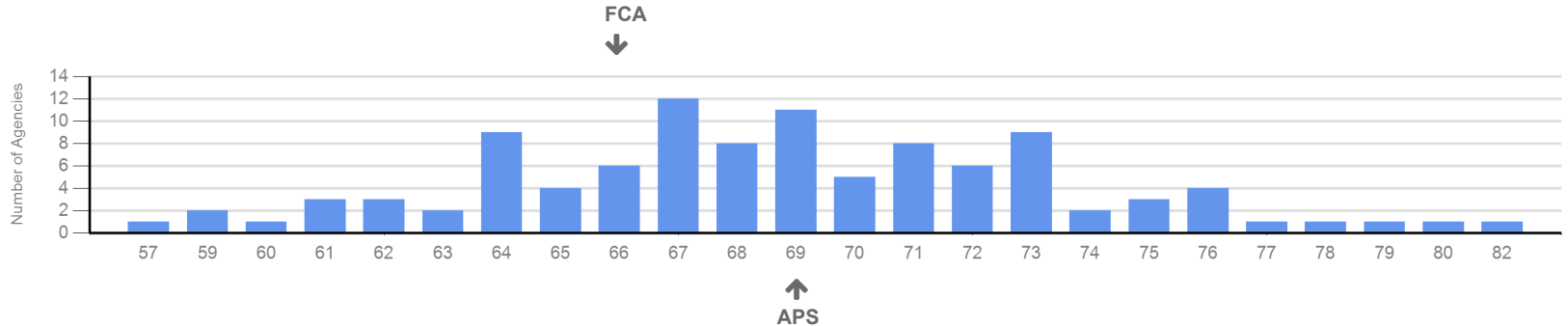
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

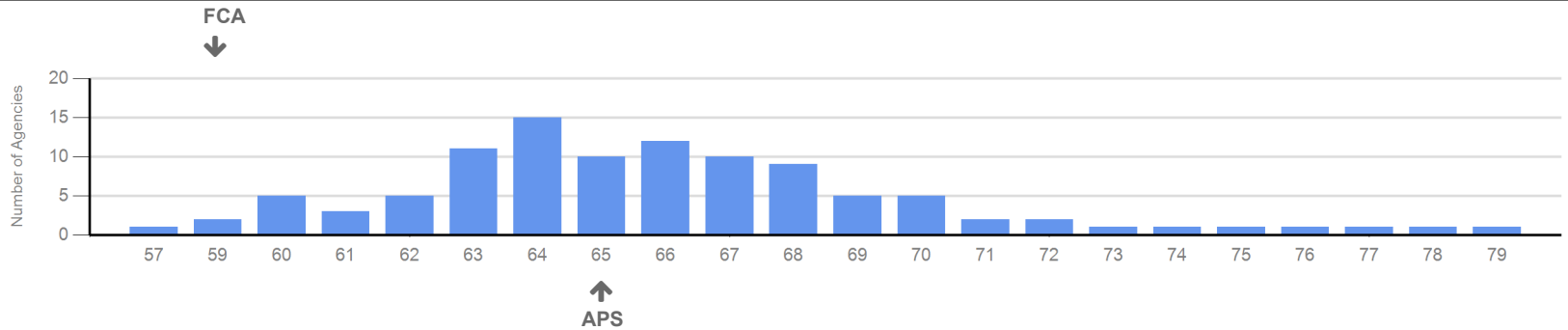
Communication Index

Ranking : 74th of 104



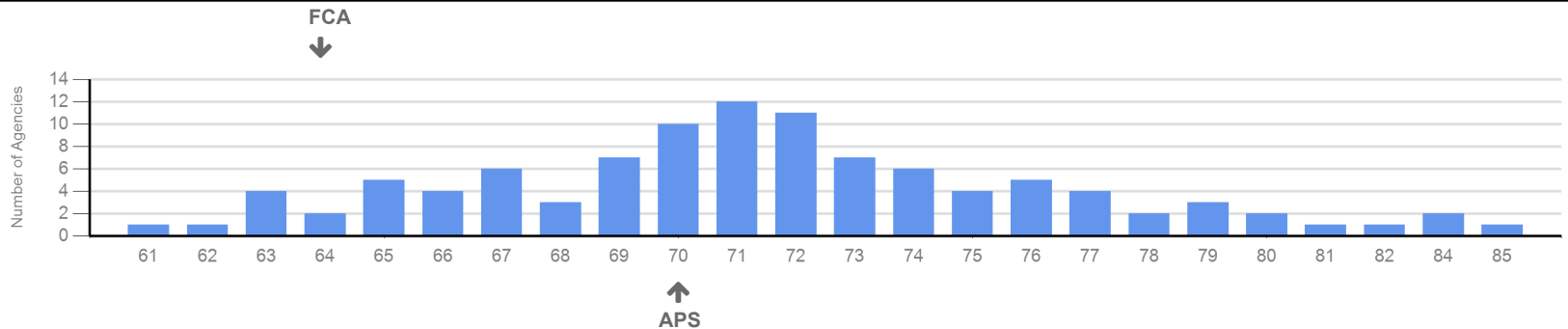
Enabling Innovation Index

Ranking : 103rd of 104



Wellbeing Policies and Support Index

Ranking : 97th of 104



Suggested questions to focus on



What to focus on?

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

They are not necessarily the questions with the lowest scores.

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

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



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

%
Positive

Variance from 2023

Variance from APS overall

Variance from specialist agencies

Variance from large sized agencies

		% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from large sized agencies
.1	The culture in my agency supports people to act with integrity	74%	-	-3	-5↓	-4
.2	My agency supports and actively promotes an inclusive workplace culture	70%	+6↑	-11↓	-10↓	-13↓
.3	I am supported to use my expertise to provide frank and fearless advice	60%	-	-5↓	-7↓	-6↓
.4	I think my agency cares about my health and wellbeing	53%	+1	-11↓	-17↓	-13↓
.5	Change is managed well in my agency	39%	+5↑	-5↓	-4	-3
.6	My agency inspires me to come up with new or better ways of doing things	38%	-1	-12↓	-15↓	-11↓

FCA specific questions

	Response scale			% Positive	Variance from 2023
My Senior Leaders are effective and communicate the vision and directions of the organisation well	63	27	11	63%	-
I understand the reasons behind decisions in the organisation	52	31	16	52%	-
I feel involved in decisions that affect me and my work	34	35	31	34%	-
My Manager provides me with the information and support I need to manage my work	73	17	10	73%	-
I am supported and encouraged to collaborate with peers outside my team to solve problems and deliver outcomes	64	26	10	64%	-
Requests for flexible working arrangements are considered fairly	75	19		75%	-
I am aware of the wellbeing programs and support networks available within the organisation	74	17	9	74%	-
My workplace is diverse and inclusive	72	21		72%	-
I believe my Manager has the skills and knowledge to do their job effectively	82	11	7	82%	-
I receive the appropriate support & training to do my job effectively	66	23	12	66%	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



FCA specific questions

	Response scale	% Positive	Variance from 2023
I feel that I can approach my Manager to discuss any concerns about my work or the work environment	<div style="display: flex; justify-content: space-between; width: 100%;"> 77 13 10 </div>	77%	+5 
I take ownership of my decisions and actions within my level of responsibility	<div style="display: flex; justify-content: space-between; width: 100%;"> 96 </div>	96%	+1
I am aware of the career opportunities available to me in my workplace and the organisation overall	<div style="display: flex; justify-content: space-between; width: 100%;"> 67 20 13 </div>	67%	-
I feel confident to speak up and raise concerns regarding inappropriate behaviour	<div style="display: flex; justify-content: space-between; width: 100%;"> 74 16 10 </div>	74%	-


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.

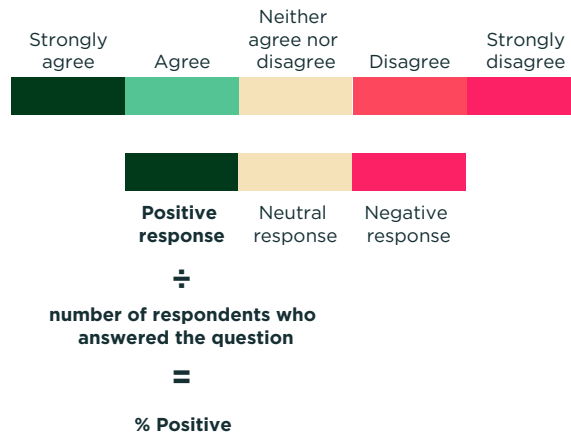
Prioritise 3 areas to take forward

	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.

