

## Highlights Report NIAA



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### Responses:

1,256 of 1,447

### Response Rate:

87%

# 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	70	16	14	70%	-2	-5↓	-7↓	-7↓
	I am proud to work in my agency	73	19	8	73%	-2	-5↓	-7↓	-7↓
	I would recommend my agency as a good place to work	59	21	20	59%	-4	-12↓	-17↓	-16↓
	I believe strongly in the purpose and objectives of my agency	90		8	90%	+2	+3	+4	+3
Stay	I feel a strong personal attachment to my agency	60	26	14	60%	-2	-3	-1	-4
	I feel committed to my agency's goals	89		8	89%	+1	+4	+5↑	+4
Strive	I suggest ideas to improve our way of doing things	88		10	88%	-2	+2	-2	-1
	I am happy to go the 'extra mile' at work when required	92			92%	0	+1	-1	0
	I work beyond what is required in my job to help my agency achieve its objectives	82		16	82%	0	+1	0	0
	My agency really inspires me to do my best work every day	53	28	19	53%	-5↓	-8↓	-8↓	-9↓

### 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		76	Response scale		% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies	
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	78	13	9	78%	+1	-2	-3	-3	
	My supervisor can deliver difficult advice whilst maintaining relationships	78	13	9	78%	+1	-2	-2	-2	
	My supervisor invites a range of views, including those different to their own	83	11		83%	+1	0	-1	-1	
	My supervisor encourages my team to regularly review and improve our work	78	15		78%	-1	-4	-4	-4	
	My supervisor is invested in my development	77	14	9	77%	0	-1	-2	-2	
	My supervisor ensures that my workgroup delivers on what we are responsible for	86	10		86%	-1	-2	-3	-3	
<b>Other similar questions</b>										
	My supervisor provides me with helpful feedback to improve my performance	76	15	9	76%	0	-3	-2	-2	
	My immediate supervisor encourages me	78	15		78%	+1	+1	0	-1	
	My supervisor actively ensures that everyone can be included in workplace activities	83	10		83%	+1	-1	-2	-2	
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	81	13		81%	-	0	-1	-1	
<b>Key</b>					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*.

<b>Your SES Manager Leadership Index score</b>	<b>69</b>	<b>Response scale</b>	<b>% Positive</b>	<b>Variance from 2023</b>	<b>Variance from APS overall</b>	<b>Variance from policy agencies</b>	<b>Variance from large sized agencies</b>

SES Manager	Question	Score			% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
		Green	Yellow	Red					
	My SES manager clearly articulates the direction and priorities for our area	68	18	13	68%	-3	-1	-5 ⬇️	-4
	My SES manager presents convincing arguments and persuades others towards an outcome	64	25	11	64%	-6 ⬇️	+1	-7 ⬇️	-3
	My SES manager promotes cooperation within and between agencies	70	24		70%	-7 ⬇️	+2	-7 ⬇️	-3
	My SES manager encourages innovation and creativity	64	23	13	64%	-2	-2	-6 ⬇️	-4
	My SES manager creates an environment that enables us to deliver our best	63	22	16	63%	-3	-3	-9 ⬇️	-6 ⬇️
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	75	18		75%	-5 ⬇️	+1	-5 ⬇️	-3

### Other similar questions

	In my agency, the SES work as a team	44	32	24	44%	-4	-12 ⬇️	-16 ⬇️	-14 ⬇️
	In my agency, the SES clearly articulate the direction and priorities for our agency	55	23	21	55%	-6 ⬇️	-9 ⬇️	-12 ⬇️	-10 ⬇️
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	67	23	10	67%	-2	0	-4	-3

**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.

<b>Your Communication Index score</b>	<b>64</b>	<b>Response scale</b>	<b>% Positive</b>	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
				-2	-5 ↓	-6 ↓	-5 ↓

Communication	My supervisor communicates effectively	78	11	11	78%	+1	-3	-3	-3
	My SES manager communicates effectively	67	18	15	67%	-4	-3	-8 ↓	-6 ↓
	Internal communication within my agency is effective	43	28	30	43%	-6 ↓	-15 ↓	-17 ↓	-15 ↓

### Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	58	19	23	58%	-1	-10 ↓	-10 ↓	-10 ↓
	Staff are consulted about change at work	42	37	21	42%	-4	-9 ↓	-9 ↓	-9 ↓
	Change is managed well in my agency	27	33	40	27%	-6 ↓	-16 ↓	-16 ↓	-15 ↓

### 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		62	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	80	16	80%	-1	+1	-3	-1	
	My immediate supervisor encourages me to come up with new or better ways of doing things	72	19	9	72%	+3	0	-3	-2
	People are recognised for coming up with new and innovative ways of working	50	33	17	50%	+2	-8↓	-8↓	-8↓
	My agency inspires me to come up with new or better ways of doing things	42	35	23	42%	0	-8↓	-7↓	-7↓
	My agency recognises and supports the notion that failure is a part of innovation	28	43	28	28%	+1	-12↓	-10↓	-12↓

Key

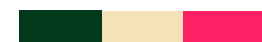


At least 5 percentage points greater than comparator



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			Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
	<b>68</b>				+1	-2	-2	-3

Wellbeing Policies and Support	Score	Response scale	% 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	64	21 15	64%	+4	-3	-3	-4
My agency does a good job of communicating what it can offer me in terms of health and wellbeing	64	23 13	64%	+7	-2	0	-2
My agency does a good job of promoting health and wellbeing	62	24 14	62%	+7	-5	-4	-5
I think my agency cares about my health and wellbeing	60	23 17	60%	+1	-4	-5	-6
I believe my immediate supervisor cares about my health and wellbeing	88		88%	+2	+2	+1	+1

### Other similar questions

Wellbeing	Score	Response scale	% 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	75	10 16	75%	-	0	-1	-1
The people in my workgroup are able to bring up problems and tough issues	76	13 11	76%	-	-5	-6	-6
I receive the respect I deserve from my colleagues at work	78	18	78%	-1	-3	-4	-4
My agency supports and actively promotes an inclusive workplace culture	76	13 11	76%	-1	-5	-7	-7

### 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
<b>In general, would you say that your health is:</b>						
Excellent		<b>9%</b>	0	-2	-3	-3
Very good		<b>32%</b>	+1	-2	-3	-3
Good		<b>38%</b>	-1	+1	+2	+1
Fair		<b>17%</b>	0	+4	+4	+4
Poor		<b>3%</b>	0	0	0	0
<b>What best describes your current workload?</b>						
Well above capacity - too much work		<b>28%</b>	-1	+5	+4	+5
Slightly above capacity - lots of work to do		<b>40%</b>	0	0	0	-1
At capacity - about the right amount of work to do		<b>24%</b>	+2	-7	-4	-5
Slightly below capacity - available for more work		<b>7%</b>	+1	+2	0	+1
Well below capacity - not enough work		<b>1%</b>	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
<b>How often do you find your work stressful?</b>						
Always		<b>5%</b>	0	+1	+1	+1
Often		<b>29%</b>	-2	+4	+3	+3
Sometimes		<b>49%</b>	-1	-1	-1	-1
Rarely		<b>16%</b>	+4	-3	-3	-2
Never		<b>1%</b>	0	-1	-1	-1
<b>To what extent is your work emotionally demanding?</b>						
To a very large extent		<b>8%</b>	-2	0	+2	+1
To a large extent		<b>24%</b>	0	+4	+5 	+4
Somewhat		<b>41%</b>	0	+2	+3	+3
To a small extent		<b>20%</b>	+1	-4	-6 	-5 
To a very small extent		<b>7%</b>	0	-2	-3	-3
<b>I feel burned out by my work</b>						
Strongly agree		<b>9%</b>	0	+1	+1	+1
Agree		<b>25%</b>	-2	+2	+1	+1
Neither agree nor disagree		<b>31%</b>	0	-1	+1	0
Disagree		<b>28%</b>	0	-2	-3	-2
Strongly disagree		<b>7%</b>	+1	0	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	87	87%	+4	+4	0	+1
<b>Do you currently access any of the following flexible working arrangements? [Multiple Response]</b>						
Part time		13%	-2	0	0	0
Flexible hours of work		20%	+3	-6 ↓	-2	-6 ↓
Compressed work week		5%	+1	+1	+1	0
Job sharing		1%	0	0	0	0
Working away from the office/working from home		66%	+7 ↑	+5 ↑	-2	-4
None of the above		22%	-4	-2	+2	+4
<b>Working away from the office</b>						
None of the time		34%	-	-5 ↓	+2	+4
All of the time		7%	-	+1	0	-1
Some of the time as a regular arrangement		50%	-	+3	-1	-2
Only on an irregular basis		9%	-	0	-1	0
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	58	22	20	58%	-	-8 ↓	-9 ↓	-8 ↓
The people in my workgroup demonstrate stewardship	72	19	8	72%	-	-4	-7 ↓	-6 ↓
The culture in my agency supports people to act with integrity	65	20	15	65%	-	-11 ↓	-14 ↓	-13 ↓
I believe strongly in the purpose and objectives of the APS	85	13		85%	+2	-1	-2	-2
I feel a strong personal attachment to the APS	59	29	12	59%	+2	-5 ↓	-4	-5 ↓
My workgroup considers the people and businesses affected by what we do	83	10		83%	-	-2	-4	-4

## Key

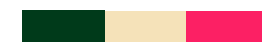


At least 5 percentage points greater than comparator



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 policy agencies	Variance from large sized agencies
I am satisfied with the recognition I receive for doing a good job	70	17	13	70%	+1	+2	-3	-2
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	79	13	9	79%	+6⬆️	+16⬆️	+5⬆️	+9⬆️
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	86	9		86%	+5⬆️	+4	+1	+1
I am satisfied with the stability and security of my job	82	9	10	82%	-4	-3	-5⬇️	-3

# 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	90			90%	0	-3	-2	-3
I am clear what my duties and responsibilities are	71	22	7	71%	-2	-9⬇️	-7⬇️	-8⬇️
I have a choice in deciding how I do my work	68	24	7	68%	+2	+3	-4	-3
Where appropriate, I am able to take part in decisions that affect my job	70	17	13	70%	-2	-1	-6⬇️	-4

## 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
<b>In the last month, please rate your workgroup's overall performance</b>						
Excellent		<b>20%</b>	-3	-8 ⬇️	-10 ⬇️	-9 ⬇️
Very good		<b>56%</b>	-1	+2	+2	+2
Average		<b>18%</b>	+1	+3	+4	+4
Below average		<b>4%</b>	+2	+2	+2	+2
Well below average		<b>2%</b>	+1	+1	+1	+1

	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		<b>73%</b>	0	-5 ⬇️	-7 ⬇️	-6 ⬇️
My workgroup has the tools and resources we need to perform well		<b>51%</b>	-3	-8 ⬇️	-7 ⬇️	-7 ⬇️
The people in my workgroup use time and resources efficiently		<b>67%</b>	-1	-9 ⬇️	-9 ⬇️	-9 ⬇️
My job gives me opportunities to utilise my skills		<b>78%</b>	-1	-2	-4	-4
In the last 12 months, the formal learning I have accessed has improved my performance		<b>54%</b>	-	-4	-3	-3

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



# Retention



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

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from policy agencies	Variance from large sized agencies
<b>Which of the following statements best reflects your current thoughts about working in your current position?</b>						
I want to leave my position as soon as possible		<b>12%</b>	+1	+3	+3	+3
I want to leave my position within the next 12 months		<b>27%</b>	0	+4	0	+2
I want to stay working in my position for the next one to two years		<b>37%</b>	-3	-1	-6 ⬇️	-4
I want to stay working in my position for at least the next three years		<b>24%</b>	+1	-7 ⬇️	+3	-2
<b>What best describes your plans involved with leaving your current position?</b>						
I am planning to retire		<b>4%</b>	0	-1	+1	0
I am pursuing another position within my agency		<b>30%</b>	-3	-13 ⬇️	-11 ⬇️	-15 ⬇️
I am pursuing a position in another agency		<b>36%</b>	+2	+10 ⬆️	+8 ⬆️	+11 ⬆️
I am pursuing work outside the APS		<b>11%</b>	-1	+1	+2	+2
It is the end of my non-ongoing, casual or contracted employment		<b>4%</b>	+1	+2	+1	+1
Other		<b>14%</b>	+1	+1	0	+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 policy agencies	Variance from large sized agencies
<b>What is the primary reason behind your desire to leave your current position? (5 highest responses):</b>					
I wish to pursue a promotion opportunity	17%	-	-	-	-
Senior leadership is of a poor quality	11%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	10%	-	-	-	-
I am looking to further my skills in another area	10%	-	-	-	-
Other	8%	-	-	-	-

## 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
<b>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?</b>						
Yes		<b>16%</b>	0	+6	+6	+6
No		<b>84%</b>	0	-6	-6	-6
<b>Did this discrimination occur in your current agency?</b>						
Yes		<b>90%</b>	-3	-2	-1	-1
No		<b>10%</b>	+3	+2	+1	+1
<b>Basis for the discrimination that you experienced (3 highest responses):</b>						
Race		<b>39%</b>	-	-	-	-
Age		<b>26%</b>	-	-	-	-
Gender		<b>21%</b>	-	-	-	-

## 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
<b>During the last 12 months, have you been subjected to harassment or bullying in your current workplace?</b>						
Yes		<b>15%</b>	+2	+4	+5	+5
No		<b>79%</b>	-2	-5	-5	-6
Not sure		<b>6%</b>	+1	0	+1	+1
<b>Types of harassment or bullying experienced (3 highest responses):</b>						
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		<b>56%</b>	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		<b>38%</b>	-	-	-	-
Deliberate exclusion from work-related activities		<b>37%</b>	-	-	-	-
<b>Did you report the harassment or bullying?</b>						
I reported the behaviour in accordance with my agency's policies and procedures		<b>34%</b>	-8	-2	0	-1
It was reported by someone else		<b>7%</b>	-1	0	0	0
I did not report the behaviour		<b>59%</b>	+8	+2	0	+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
<b>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?</b>						
Yes		4%	0	0	+1	+1
No		89%	-2	-2	-3	-3
Not sure		5%	+2	+1	+1	+1
Would prefer not to answer		3%	0	0	+1	+1
<b>Types of corrupt behaviours witnessed (3 highest responses):</b>						
Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		43%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		21%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		19%	-	-	-	-
<b>Did you report the potentially corrupt behaviour?</b>						
I reported the behaviour in accordance with my agency's policies and procedures		29%	+6 ⬆	+8 ⬆	+8 ⬆	+8 ⬆
It was reported by someone else		22%	+6 ⬆	+6 ⬆	+7 ⬆	+7 ⬆
I did not report the behaviour		49%	-12 ⬇	-14 ⬇	-15 ⬇	-15 ⬇
<b>Key</b>	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	27%
Woman or female	69%
Non-binary	1%
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	24%
No	76%

Do you have an ongoing disability?	Responses
Yes	15%
No	85%

Do you have carer responsibilities?	Responses
Yes	46%
No	54%

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

Do you identify as culturally and linguistically diverse?	Responses
Yes	22%
No	78%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	62%
Australian Aboriginal and/or Torres Strait Islander	24%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	3%
Anglo-European	11%
North-West European (excluding Anglo-European)	3%
Southern and Eastern European	4%
South-East Asian	4%
North-East Asian	1%
Southern and Central Asian	2%
North American	1%
South and Central American and Caribbean Islander	0%
North African and Middle Eastern	1%
Sub-Saharan African	2%

Do you consider yourself to be neurodivergent?	Responses
Yes	12%
No	70%
Maybe	8%
I am unsure what neurodivergent means	10%

# Agency position



## Agency position

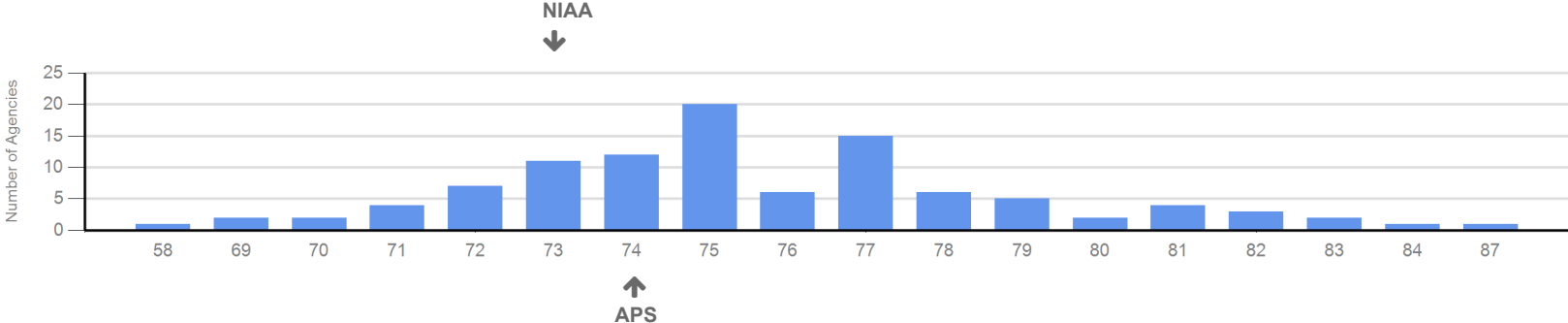
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

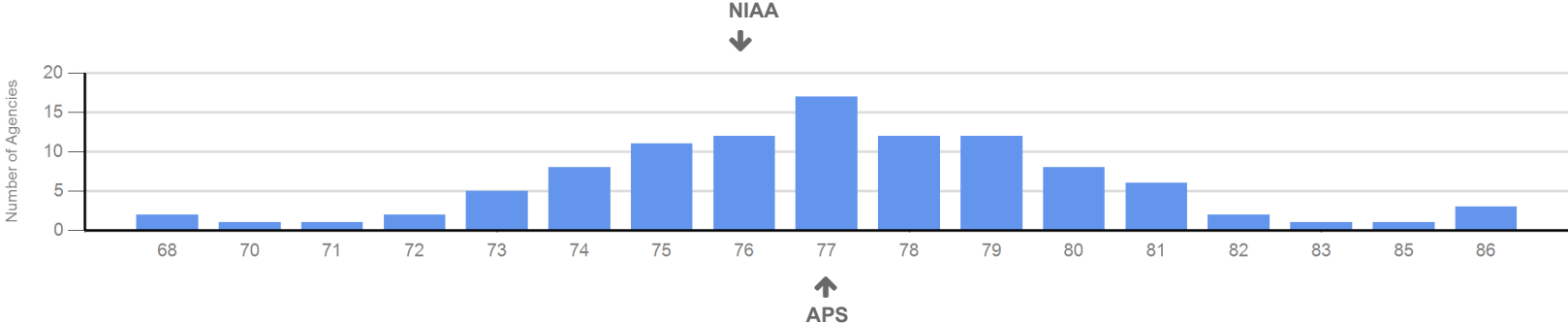
**Employee Engagement Index**

Ranking : 87th of 104



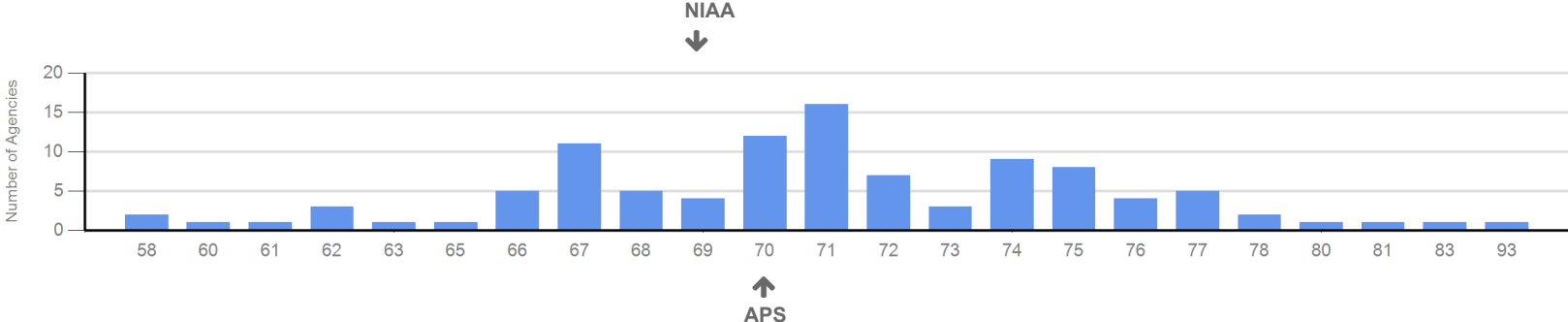
**Leadership – Immediate Supervisor Index**

Ranking : 72nd of 104



**Leadership – SES Manager Index**

Ranking : 72nd of 104



# Agency position



## Agency position

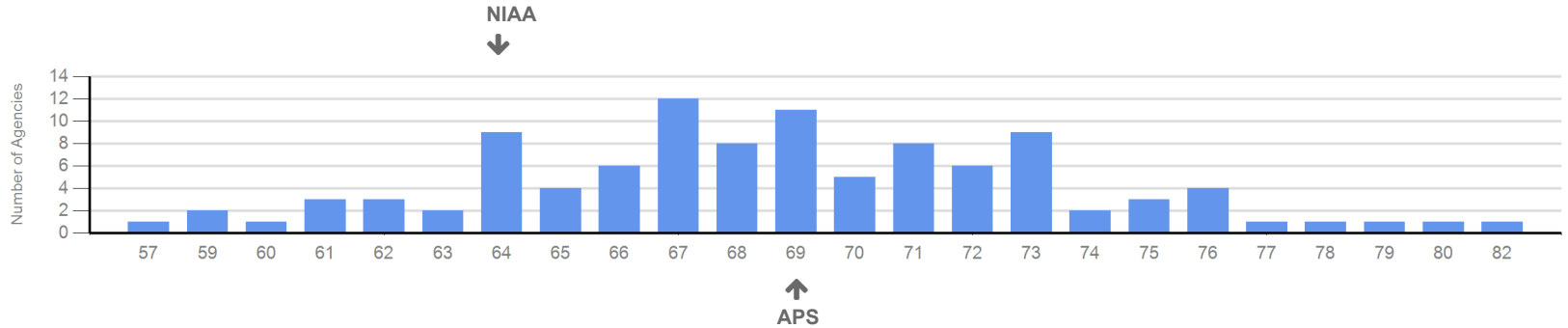
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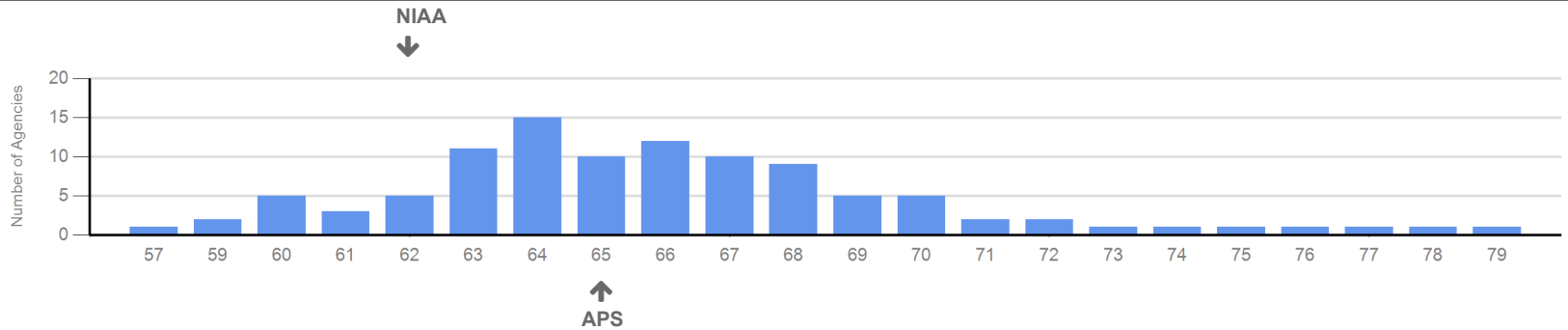
### Communication Index

Ranking : 86th of 104



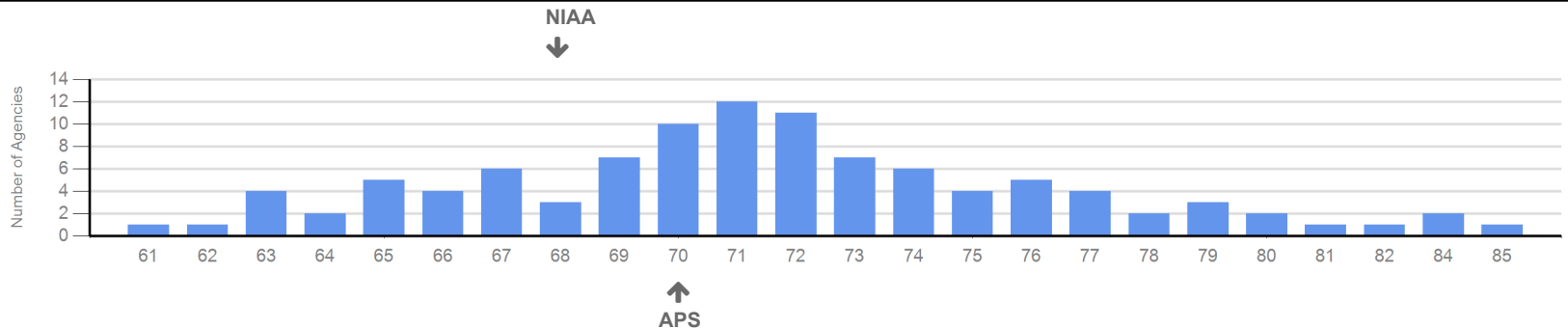
### Enabling Innovation Index

Ranking : 93rd of 104



### Wellbeing Policies and Support Index

Ranking : 79th 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
<b>.1</b>	The culture in my agency supports people to act with integrity		<b>65%</b>	-	-11	-14	-13
<b>.2</b>	I am supported to use my expertise to provide frank and fearless advice		<b>58%</b>	-	-8	-9	-8
<b>.3</b>	My agency supports and actively promotes an inclusive workplace culture		<b>76%</b>	-1	-5	-7	-7
<b>.4</b>	My agency inspires me to come up with new or better ways of doing things		<b>42%</b>	0	-8	-7	-7
<b>.5</b>	I am satisfied with the recognition I receive for doing a good job		<b>70%</b>	+1	+2	-3	-2
<b>.6</b>	Internal communication within my agency is effective		<b>43%</b>	-6	-15	-17	-15

# NIAA specific questions

	Response scale	% Positive	Variance from 2023
I know what to do to support myself when I am experiencing adversity or challenge	89	89%	-
I know what to do to support colleagues when they are experiencing adversity or challenge	89	89%	-
My immediate supervisor is open to having conversations about health and wellbeing	85	85%	-
When I make a mistake, I am comfortable letting my immediate supervisor know	91	91%	-
My immediate supervisor consistently models the NIAA's values and behaviours	84	84%	-
When I share my expertise on relevant matters, I feel my views, perceptions and opinions are considered in decision-making	72	72%	-
I know how and where to access information and support should I be subject to, or witness, discrimination, bullying or harassment	86	86%	-
In my workgroup, I see data being used in decision making	61	61%	-
My work area actively supports and encourages collaboration with peers outside of my immediate workgroup	76	76%	-
The NIAA is embracing new and better strategies to work with First Nations Peoples	59	59%	-

## Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative





# NIAA specific questions

	Response scale			% Positive	Variance from 2023
I understand NIAA's transformation program 'Galambany'	51	26	23	51%	-
My immediate supervisor models change behaviours in line with Galambany	48	43	8	48%	-
I understand what Galambany means for my role	42	32	26	42%	-
I am adjusting the way I work to support Galambany	40	44	16	40%	-

## 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?

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



## Investigate further with our teams

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

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



## Opportunities

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

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



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

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

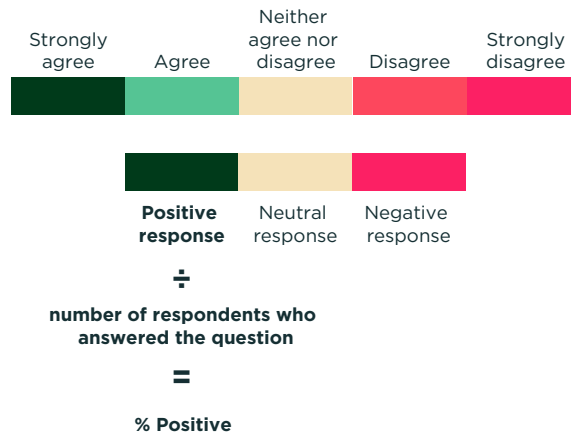
Prioritise 3 areas to take forward

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

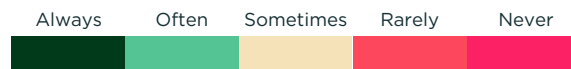
# Guide to this report

## % 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	<b>151 + 166 = 317</b>					
% Positive	<b>317 ÷ 613 = 52%</b>					

## 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.

