

Highlights Report NLA



Content	
	Page
Exploring your results	2
Employee Engagement: Say, Stay, Strive	3
Leadership	4
Communication and change	6
Enabling Innovation	7
Wellbeing Policies and Support	8
Wellbeing	9
Flexible work	11
Working in the APS	12
Performance	14
Retention	15
Unacceptable behaviour	17
Demographics	20
Agency position	21
Suggested questions to focus on	23
Agency specific questions	24
Time to take action	25
Guide to this report	26

Responses:

387 of 470

Response Rate:

82%

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		77	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from medium sized agencies	
Say	Overall, I am satisfied with my job	83	11	83%	+6 ↑	+7 ↑	+4	+7 ↑	
	I am proud to work in my agency	88	9	88%	0	+10 ↑	+4	+7 ↑	
	I would recommend my agency as a good place to work	80	13	80%	+8 ↑	+9 ↑	+11 ↑	+9 ↑	
	I believe strongly in the purpose and objectives of my agency	89	9	89%	+1	+3	+3	0	
Stay	I feel a strong personal attachment to my agency	69	24	7	69%	-6 ↓	+6 ↑	-1	+5 ↑
	I feel committed to my agency's goals	87	11	87%	+1	+2	+2	-1	
Strive	I suggest ideas to improve our way of doing things	92	7	92%	+4	+6 ↑	+2	+3	
	I am happy to go the 'extra mile' at work when required	89	9	89%	-2	-2	-1	-3	
	I work beyond what is required in my job to help my agency achieve its objectives	78	17	78%	+2	-3	-2	-3	
	My agency really inspires me to do my best work every day	67	25	8	67%	+5 ↑	+6 ↑	+6 ↑	+3

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 national cultural institution agencies	Variance from medium sized agencies	
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	77	16	77%	-2	-2	-1	-2	
	My supervisor can deliver difficult advice whilst maintaining relationships	78	16	78%	+1	-1	+1	-1	
	My supervisor invites a range of views, including those different to their own	84	11	84%	0	+1	+3	+1	
	My supervisor encourages my team to regularly review and improve our work	76	17	76%	+1	-6 ⬇️	-1	-5 ⬇️	
	My supervisor is invested in my development	76	16	8	76%	+2	-1	-1	
	My supervisor ensures that my workgroup delivers on what we are responsible for	86	10	86%	+2	-2	-1	-2	
Other similar questions									
	My supervisor provides me with helpful feedback to improve my performance	74	17	9	74%	+3	-5 ⬇️	-2	-4
	My immediate supervisor encourages me	78	15	7	78%	+3	+1	+2	+1
	My supervisor actively ensures that everyone can be included in workplace activities	82	12	82%	-1	-2	-1	-1	
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	79	15	79%	-	-2	+1	-2	
Key		⬆️	At least 5 percentage points greater than comparator		⬇️	At least 5 percentage points less than comparator		Positive Neutral Negative	

Leadership - SES Manager



SES Manager

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

	Your SES Manager Leadership Index score	71	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from medium sized agencies
					0	+1	+2	0

SES Manager	My SES manager clearly articulates the direction and priorities for our area	74	18	8	74%	+3	+5 ⬆️	+8 ⬆️	+4
	My SES manager presents convincing arguments and persuades others towards an outcome	61	31	8	61%	-1	-2	0	-4
	My SES manager promotes cooperation within and between agencies	65	32		65%	+3	-3	+2	-5 ⬇️
	My SES manager encourages innovation and creativity	68	26		68%	-1	+1	+3	0
	My SES manager creates an environment that enables us to deliver our best	67	24	8	67%	+3	+2	+5 ⬆️	+1
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	80	16		80%	+2	+6 ⬆️	+7 ⬆️	+3

Other similar questions

	In my agency, the SES work as a team	58	31	11	58%	+3	+2	+4	+4
	In my agency, the SES clearly articulate the direction and priorities for our agency	71	21	8	71%	+2	+6 ⬆️	+11 ⬆️	+7 ⬆️
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	71	24		71%	+2	+4	+8 ⬆️	+2

Key	At least 5 percentage points greater than comparator	At least 5 percentage points less than comparator	Positive	Neutral	Negative

Communication and change



Communication

The Communication Index measures communication at the individual, group and agency level.

Change

Effective communication is an important part of any change process. Note these questions do not contribute to the above index score.

Your Communication Index score	68	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from medium sized agencies
				0	-1	+2	-1

Communication	My supervisor communicates effectively	82	12	82%	-2	0	+2	+1
	My SES manager communicates effectively	69	23	69%	0	-1	+3	-1
	Internal communication within my agency is effective	51	29	51%	+1	-7⬇️	+4	-5⬇️

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	71	15	14	71%	+2	+4	+4	+3
	Staff are consulted about change at work	59	28	13	59%	+9⬆️	+8⬆️	+13⬆️	+8⬆️
	Change is managed well in my agency	38	36	26	38%	+5⬆️	-5⬇️	+4	-4

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Enabling Innovation



Enabling Innovation

The Innovation Index assesses both whether employees feel willing and able to be innovative, and whether their agency has a culture which enables them to be so.

Your Enabling Innovation Index score		66	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from medium sized agencies
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	84	12	84%	+3	+5 ⬆️	+3	+3
	My immediate supervisor encourages me to come up with new or better ways of doing things	77	15	8	77%	+3	+5 ⬆️	+3
	People are recognised for coming up with new and innovative ways of working	58	30	12	58%	+3	0	+4
	My agency inspires me to come up with new or better ways of doing things	58	31	11	58%	+3	+8 ⬆️	+7 ⬆️
	My agency recognises and supports the notion that failure is a part of innovation	39	42	19	39%	+5 ⬆️	-2	+3

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	<h1>70</h1>	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from medium sized agencies

Wellbeing Policies and Support	Score	Neutral	Negative	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from medium sized agencies
I am satisfied with the policies/practices in place to help me manage my health and wellbeing	65	24	11	65%	+8 ↑	-3	+6 ↑	-3
My agency does a good job of communicating what it can offer me in terms of health and wellbeing	65	25	10	65%	+5 ↑	-1	+5 ↑	-3
My agency does a good job of promoting health and wellbeing	66	23	11	66%	+5 ↑	0	+8 ↑	-1
I think my agency cares about my health and wellbeing	66	23	12	66%	+6 ↑	+1	+5 ↑	-2
I believe my immediate supervisor cares about my health and wellbeing	89	8	3	89%	+2	+3	+1	+2

Other similar questions

Wellbeing	Score	Neutral	Negative	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from medium sized agencies
If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	74	13	14	74%	-	-1	+1	-1
The people in my workgroup are able to bring up problems and tough issues	80	12	8	80%	-	0	0	-2
I receive the respect I deserve from my colleagues at work	82	15	3	82%	+4	+1	+4	+1
My agency supports and actively promotes an inclusive workplace culture	78	16	6	78%	-1	-3	+3	-1

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 national cultural institution agencies	Variance from medium sized agencies
In general, would you say that your health is:						
Excellent		9%	+4	-2	0	-3
Very good		31%	+4	-3	-2	-5↓
Good		40%	-7↓	+2	+1	+2
Fair		16%	-1	+3	+1	+4
Poor		4%	0	+1	0	+1
What best describes your current workload?						
Well above capacity - too much work		19%	-8↓	-4	-5↓	-5↓
Slightly above capacity - lots of work to do		41%	+3	+1	0	+1
At capacity - about the right amount of work to do		32%	+3	+1	+3	+3
Slightly below capacity - available for more work		6%	+1	+1	+2	0
Well below capacity - not enough work		2%	0	0	0	0

Key


















At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Wellbeing

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from medium sized agencies
How often do you find your work stressful?						
Always		3%	-1	-2	-1	-1
Often		19%	-5 ⬇️	-6 ⬇️	-5 ⬇️	-5 ⬇️
Sometimes		53%	+3	+3	+1	+2
Rarely		22%	+1	+4	+4	+3
Never		3%	+2	+2	+1	+2
To what extent is your work emotionally demanding?						
To a very large extent		4%	0	-3	-2	-3
To a large extent		14%	-2	-6 ⬇️	-6 ⬇️	-5 ⬇️
Somewhat		39%	-1	0	-1	+1
To a small extent		29%	+1	+5 ⬆️	+4	+4
To a very small extent		14%	+3	+4	+4	+3
I feel burned out by my work						
Strongly agree		6%	-2	-2	-2	-2
Agree		20%	-1	-2	-2	-1
Neither agree nor disagree		34%	+4	+2	+2	+4
Disagree		31%	-3	+1	+2	-1
Strongly disagree		9%	+2	+2	+1	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 national cultural institution agencies	Variance from medium sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	82 10 8	82%	+6 ↑	-1	+3	-4
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time	<div style="width: 16%;"></div>	16%	-1	+3	+3	+4
Flexible hours of work	<div style="width: 32%;"></div>	32%	-3	+5 ↑	0	+4
Compressed work week	<div style="width: 3%;"></div>	3%	+1	-1	+2	-1
Job sharing	<div style="width: 1%;"></div>	1%	0	0	0	0
Working away from the office/working from home	<div style="width: 46%;"></div>	46%	+6 ↑	-15 ↓	+2	-22 ↓
None of the above	<div style="width: 29%;"></div>	29%	-1	+5 ↑	-4	+10 ↑
Working away from the office						
None of the time	<div style="width: 54%;"></div>	54%	-	+15 ↑	-2	+22 ↑
All of the time	<div style="width: 2%;"></div>	2%	-	-3	+1	-6 ↓
Some of the time as a regular arrangement	<div style="width: 35%;"></div>	35%	-	-12 ↓	+8 ↑	-15 ↓
Only on an irregular basis	<div style="width: 9%;"></div>	9%	-	0	-7 ↓	-2
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 national cultural institution agencies	Variance from medium sized agencies
I am supported to use my expertise to provide frank and fearless advice	64	25	11	64%	-	-1	+5 ↑	-1
The people in my workgroup demonstrate stewardship	82	14	4	82%	-	+5 ↑	+1	+3
The culture in my agency supports people to act with integrity	79	14	7	79%	-	+3	+9 ↑	+2
I believe strongly in the purpose and objectives of the APS	82	17	1	82%	+5 ↑	-5 ↓	+4	-5 ↓
I feel a strong personal attachment to the APS	51	34	15	51%	+3	-13 ↓	+3	-10 ↓
My workgroup considers the people and businesses affected by what we do	88	9	3	88%	-	+2	0	0

Key

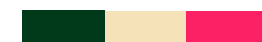


At least 5 percentage points greater than comparator



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 national cultural institution agencies	Variance from medium sized agencies
I am satisfied with the recognition I receive for doing a good job		77%	+7	+8	+8	+7
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		71%	+15	+8	+11	+7
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		81%	+9	0	+3	-1
I am satisfied with the stability and security of my job		81%	+7	-4	+6	-1

Clarity and autonomy

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from medium sized agencies
I understand how my role contributes to achieving an outcome for the Australian public		94%	+2	+1	+1	+1
I am clear what my duties and responsibilities are		82%	+1	+2	+2	+4
I have a choice in deciding how I do my work		78%	+1	+12	+4	+6
Where appropriate, I am able to take part in decisions that affect my job		77%	+1	+6	+4	+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 national cultural institution agencies	Variance from medium sized agencies
In the last month, please rate your workgroup's overall performance						
Excellent		28%	+2	+1	-3	-1
Very good		56%	+1	+1	+2	+1
Average		14%	-3	-1	+1	0
Below average		1%	-1	-1	-1	-1
Well below average		1%	+1	0	0	0

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from medium sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well		85%	+6	+6	+1	+5
My workgroup has the tools and resources we need to perform well		68%	+13	+9	+12	+12
The people in my workgroup use time and resources efficiently		80%	+6	+4	+1	+3
My job gives me opportunities to utilise my skills		87%	+3	+7	+3	+5
In the last 12 months, the formal learning I have accessed has improved my performance		54%	-	-4	-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 national cultural institution 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	7%	+1	-3	-1	-2
I want to leave my position within the next 12 months	20%	+1	-3	+2	-2
I want to stay working in my position for the next one to two years	41%	-9↓	+4	+1	+1
I want to stay working in my position for at least the next three years	32%	+7↑	+2	-3	+3
What best describes your plans involved with leaving your current position?					
I am planning to retire	8%	-5↓	+3	+2	+5↑
I am pursuing another position within my agency	21%	-7↓	-22↓	+5↑	-9↓
I am pursuing a position in another agency	24%	0	-3	-11↓	-12↓
I am pursuing work outside the APS	12%	+6↑	+3	-3	+1
It is the end of my non-ongoing, casual or contracted employment	14%	-1	+12↑	+4	+9↑
Other	21%	+7↑	+8↑	+3	+6↑

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 national cultural institution agencies	Variance from medium sized agencies
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
I wish to pursue a promotion opportunity	16%	-	-	-	-
I am looking to further my skills in another area	9%	-	-	-	-
I am expected to do more work than I reasonably can	9%	-	-	-	-
Senior leadership is of a poor quality	9%	-	-	-	-
There are a lack of future career opportunities in my agency	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 national cultural institution 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		7%	-2	-3	-3	-2
No		93%	+2	+3	+3	+2
Did this discrimination occur in your current agency?						
Yes		88%	+2	-4	-3	-3
No		12%	-2	+4	+3	+3
Basis for the discrimination that you experienced (3 highest responses):						
Gender		28%	-	-	-	-
Age		28%	-	-	-	-
Disability		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 national cultural institution 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%	+2	-1	-2	-1
No		85%	-1	+1	+4	0
Not sure		5%	-1	0	-2	0
Types of harassment or bullying experienced (3 highest responses):						
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		47%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		44%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		28%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures		31%	+3	-5 ↓	-6 ↓	-6 ↓
It was reported by someone else		6%	-8 ↓	-2	+2	-2
I did not report the behaviour		64%	+5 ↑	+7 ↑	+5 ↑	+9 ↑

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 national cultural institution 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		2%	+1	-1	-2	-1
No		90%	0	-1	+4	-1
Not sure		5%	-1	+1	-1	+1
Would prefer not to answer		3%	0	+1	-1	+1

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures

The data for this question has been hidden for anonymity reasons.

It was reported by someone else

The data for this question has been hidden for anonymity reasons.

I did not report the behaviour

The data for this question has been hidden for anonymity reasons.

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	31%
Woman or female	62%
Non-binary	2%
I use a different term	0%
Prefer not to say	5%

Do you identify as an Aboriginal and/or Torres Strait Islander person?	Responses
Yes	2%
No	98%

Do you have an ongoing disability?	Responses
Yes	14%
No	86%

Do you have carer responsibilities?	Responses
Yes	39%
No	61%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	17%
No	83%

Do you identify as culturally and linguistically diverse?	Responses
Yes	20%
No	80%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	74%
Australian Aboriginal and/or Torres Strait Islander	2%
New Zealander (excluding Maori)	2%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	0%
Anglo-European	21%
North-West European (excluding Anglo-European)	4%
Southern and Eastern European	4%
South-East Asian	8%
North-East Asian	5%
Southern and Central Asian	2%
North American	1%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	1%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	12%
No	74%
Maybe	10%
I am unsure what neurodivergent means	5%

Agency position



Agency position

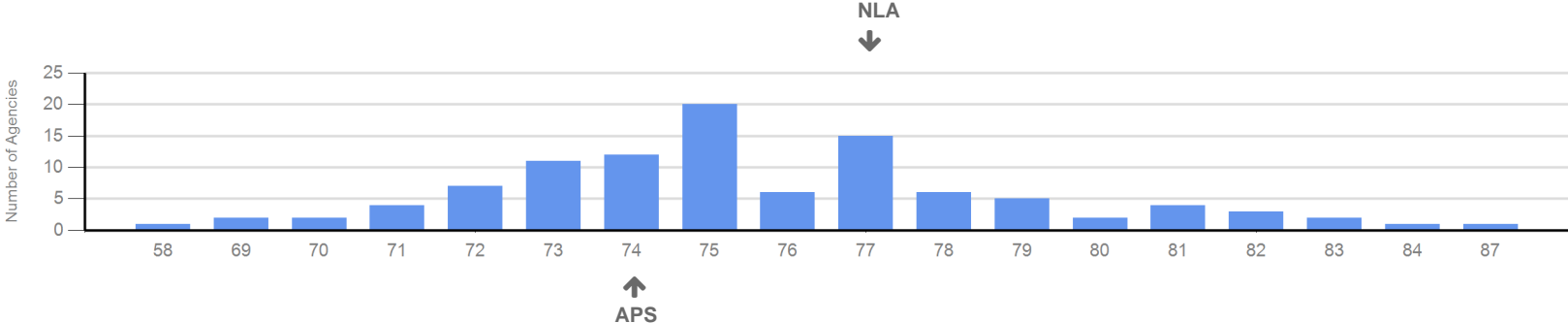
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

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

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

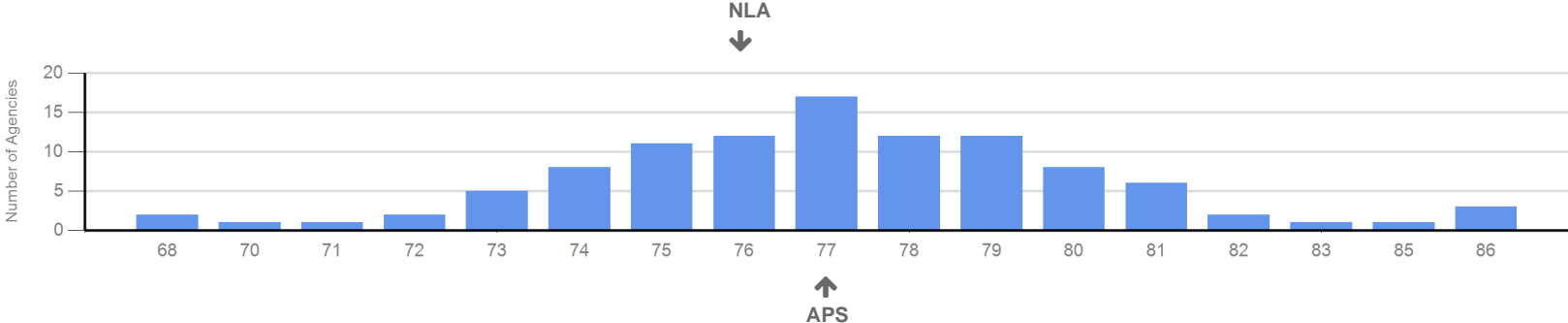
Employee Engagement Index

Ranking : 25th of 104



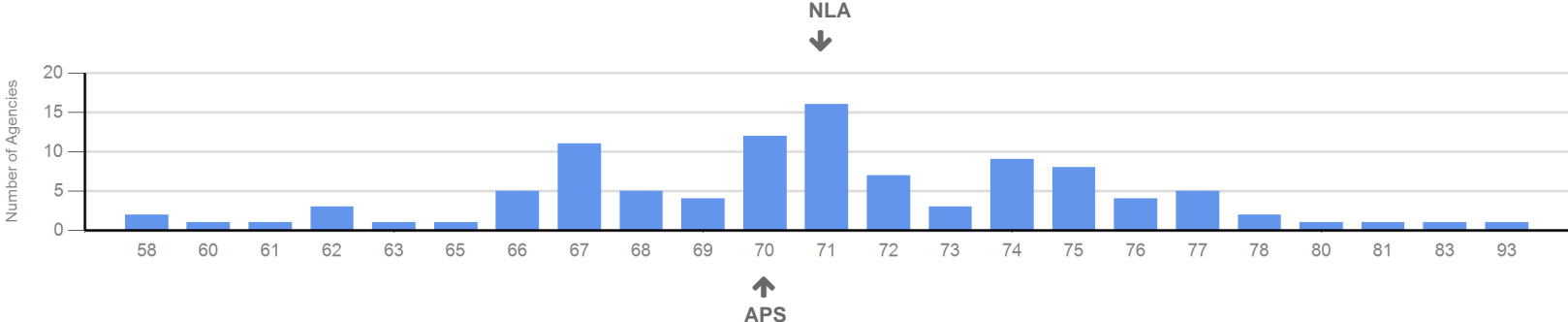
Leadership – Immediate Supervisor Index

Ranking : 70th of 104



Leadership – SES Manager Index

Ranking : 55th of 104



Agency position



Agency position

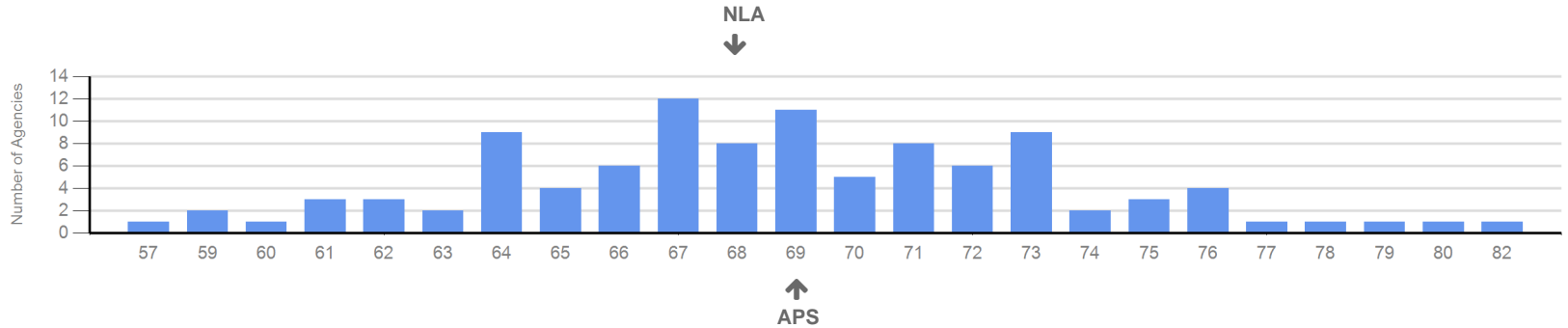
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

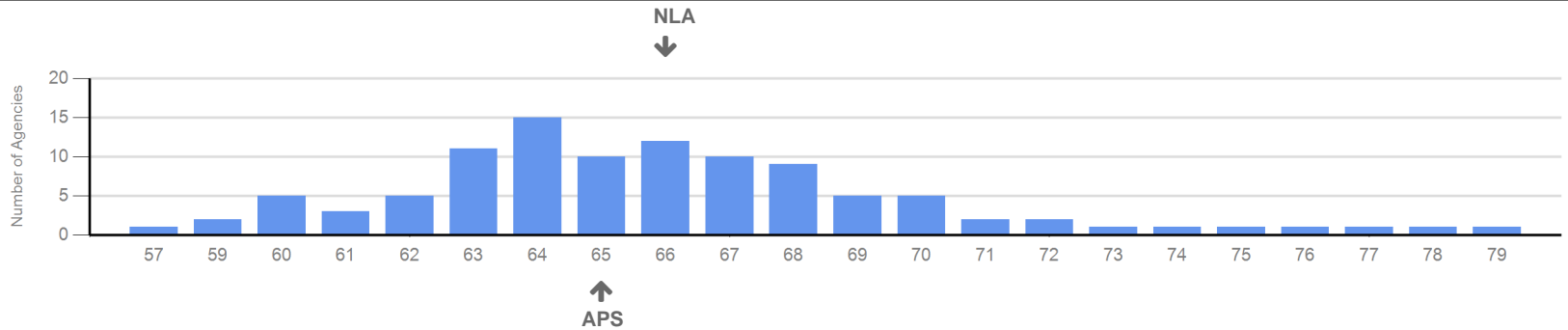
Communication Index

Ranking : 59th of 104



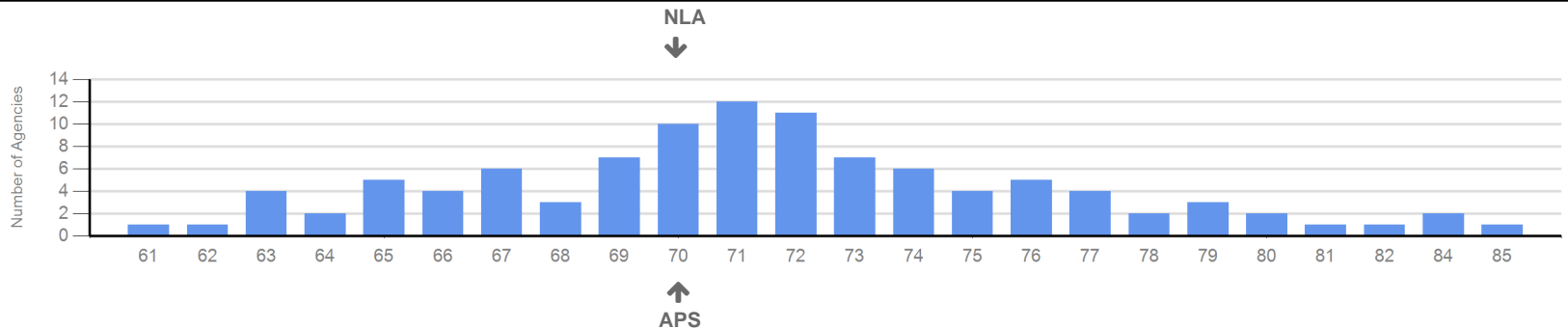
Enabling Innovation Index

Ranking : 42nd of 104



Wellbeing Policies and Support Index

Ranking : 64th 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 national cultural institution agencies	Variance from medium sized agencies
.1	My SES manager presents convincing arguments and persuades others towards an outcome		61%	-1	-2	0	-4
.2	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS		80%	+2	+6	+7	+3
.3	The culture in my agency supports people to act with integrity		79%	-	+3	+9	+2
.4	My agency inspires me to come up with new or better ways of doing things		58%	+3	+8	+7	+7
.5	I am supported to use my expertise to provide frank and fearless advice		64%	-	-1	+5	-1
.6	My SES manager routinely promotes the use of data and evidence to deliver outcomes		71%	+2	+4	+8	+2

NLA specific questions


	Response scale			% Positive	Variance from 2023
I can find what I need in SharePoint and MS Teams	56	34	9	56%	+3
I have noticed improvements in collaboration and communication on SharePoint and MS Teams	50	34	16	50%	+1
SharePoint and MS Teams have helped me work more efficiently	58	29	13	58%	+2
My work computer and applications suit my needs	70	19	12	70%	+11⬆
I feel confident in using the IT tools to support my work	76	18		76%	+3
I actively seek out relevant information through the Library's various communication channels and share it with my colleagues	49	37	14	49%	-
I have engaged with wellbeing offerings (for example: reading the Well@Work Newsletter, attending a superannuation information session, participating in the onsite skin check clinic or flu vaccination) at the Library in the last 6 months.	46	34	21	46%	-
The Library is committed to creating a diverse workforce (i.e. gender, age, cultural and linguistic background, disability, neurodiversity, First Nations, LGBTIQ+)	73	20		73%	-
The Library has embedded systems to enable and improve access and inclusion	54	38	8	54%	-
My workgroup is an inclusive workplace, supportive of diverse people and diverse views	82	14		82%	-

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.

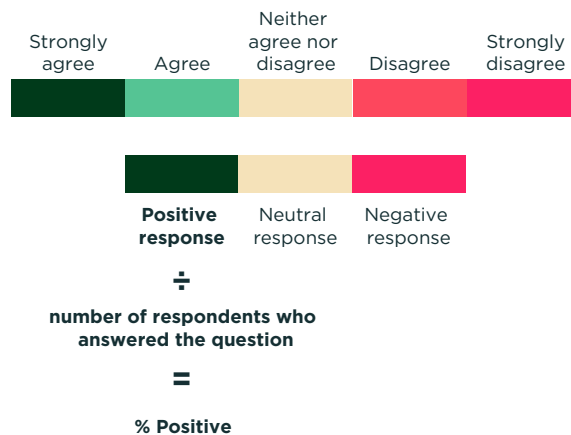
Prioritise 3 areas to take forward

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

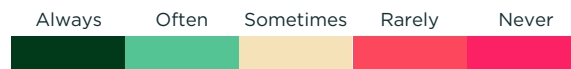
Guide to this report

% 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.

