

2025 APS Employee Census

5 May - 6 June

Highlights Report

AMSA

Responses:

460 of 491

Response rate:

94%



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 tend to be the low results, which are notably below comparisons.



Generally a difference of \pm 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



Employee Engagement

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		80	Response scale	% Positive	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
					+5	+4	+4
Say	Overall, I am satisfied with my job	81	11 8	81%	+4	+4	+5
	I am proud to work in my agency	88	9	88%	+6	+5	+5
	I would recommend my agency as a good place to work	80	13 7	80%	+3	+2	+5
	I believe strongly in the purpose and objectives of my agency	94		94%	+6	+2	+4
Stay	I feel a strong personal attachment to my agency	75	17 8	75%	+10	+9	+9
	I feel committed to my agency's goals	94		94%	+6	+5	+5
Strive	I suggest ideas to improve our way of doing things	91	7	91%	+4	+2	+2
	I am happy to go the 'extra mile' at work when required	93		93%	+3	+3	+2
	I work beyond what is required in my job to help my agency achieve its objectives	87	11	87%	+8	+11	+8
	My agency really inspires me to do my best work every day	69	19 12	69%	+3	0	+1

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

77

Response scale

% Positive

Variance from APS overall

Variance from regulatory agencies

Variance from medium sized agencies

-1

-1

-1

Immediate Supervisor

My supervisor engages with staff on how to respond to future challenges

My supervisor can deliver difficult advice whilst maintaining relationships

My supervisor invites a range of views, including those different to their own

My supervisor encourages my team to regularly review and improve our work

My supervisor is invested in my development

My supervisor ensures that my workgroup delivers on what we are responsible for

80

12

8

80%

-1

-1

0

79

14

8

79%

0

-1

0

82

11

8

82%

-1

-3

-1

80

13

7

80%

-2

-2

-2

74

16

10

74%

-4

-4

-4

85

10

8

85%

-3

-3

-3

Other similar questions

My supervisor provides me with helpful feedback to improve my performance

My immediate supervisor encourages me

My supervisor actively ensures that everyone can be included in workplace activities

My supervisor encourages me to take on new tasks and gain experience doing things I've never done before

78

13

9

78%

-2

-1

0

76

16

8

76%

-1

-2

-2

83

11

8

83%

-2

-2

-1

78

15

7

78%

-3

-3

-3

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
Index score**

73

Response scale

% Positive

Variance from
APS overall

Variance
from
regulatory
agencies

Variance
from
medium
sized
agencies

+2

+1

+1

SES Manager

My SES manager clearly articulates the direction and priorities for our area

74

15

11

74%

+4

+2

+3

My SES manager presents convincing arguments and persuades others towards an outcome

68

21

11

68%

+4

+2

+2

My SES manager promotes cooperation within and between agencies

76

17

11

76%

+7

+4

+5

My SES manager encourages innovation and creativity

71

18

11

71%

+3

+1

+2

My SES manager creates an environment that enables us to deliver our best

71

17

12

71%

+4

+3

+3

My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS

80

15

11

80%

+4

+1

+2

Other similar questions

In my agency, the SES work as a team

54

27

19

54%

-4

-2

-1

In my agency, the SES clearly articulate the direction and priorities for our agency

62

22

16

62%

-4

-4

-3

My SES manager routinely promotes the use of data and evidence to deliver outcomes

74

19

11

74%

+5

+3

+4

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		71	Response scale	% Positive	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
Communication	My supervisor communicates effectively	80	10 10	80%	-1	-1	0
	My SES manager communicates effectively	74	14 12	74%	+2	+1	+2
	Internal communication within my agency is effective	59	24 17	59%	-3	-2	+1

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	62	22 16	62%	-5⬇️	-4	-4
	Staff are consulted about change at work	44	41 15	44%	-7⬇️	-7⬇️	-5⬇️
	Change is managed well in my agency	39	30 31	39%	-9⬇️	-7⬇️	-5⬇️

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 Enabling 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

67

Response scale

%
Positive

Variance from
APS overall
-1

Variance
from
regulatory
agencies
-1

Variance
from
medium
sized
agencies
-1

Enabling Innovation

I believe that one of my responsibilities is to continually look for new ways to improve the way we work

85

12

85%

+1

+2

0

My immediate supervisor encourages me to come up with new or better ways of doing things

77

15

7

77%

+1

0

0

People are recognised for coming up with new and innovative ways of working

60

25

15

60%

-4

-5⬇️

-3

My agency inspires me to come up with new or better ways of doing things

57

28

15

57%

-2

-2

-2

My agency recognises and supports the notion that failure is a part of innovation

39

43

18

39%

-12⬇️

-12⬇️

-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 Policies and Support 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	74	Response scale	% Positive	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
				+2	0	+1

Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	76	15	9	76%	+3	0	+4
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	72	20	8	72%	+2	-2	+1
	My agency does a good job of promoting health and wellbeing	73	19	8	73%	+2	-1	+2
	I think my agency cares about my health and wellbeing	75	17	8	75%	+6⬆	+2	+5⬆
	I believe my immediate supervisor cares about my health and wellbeing	88	8		88%	+1	-1	-1

Other similar questions

Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	75	13	13	75%	-1	-2	-2
	I receive the respect I deserve from my colleagues at work	83	13		83%	+1	+1	+2
	My agency supports and actively promotes an inclusive workplace culture	81	13		81%	-3	-4	-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 APS overall	Variance from regulatory agencies	Variance from medium sized agencies
In general, would you say that your health is:					
Excellent		13%	+1	0	0
Very good		39%	+4	+1	+2
Good		35%	-2	-1	-1
Fair		11%	-2	-1	-1
Poor		3%	0	0	0
What best describes your current workload?					
Well above capacity - too much work		15%	-1	-3	-4
Slightly above capacity - lots of work to do		50%	+11 	+10 	+11 
At capacity - about the right amount of work to do		29%	-7 	-5 	-4
Slightly below capacity - available for more work		4%	-2	-2	-2
Well below capacity - not enough work		1%	0	0	-1

Key


















At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Wellbeing

	Response scale	%	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
How often do you find your work stressful?					
Always		3%	-1	-1	-1
Often		23%	0	+1	+1
Sometimes		53%	+3	+1	+3
Rarely		19%	0	-1	-2
Never		1%	-1	-1	-1
To what extent is your work emotionally demanding?					
To a very large extent		5%	-2	0	-1
To a large extent		21%	+1	+4	+3
Somewhat		39%	-1	-1	0
To a small extent		26%	+1	-1	0
To a very small extent		10%	0	-2	-2
I feel burned out by my work					
Strongly agree		5%	-2	-2	-2
Agree		20%	-2	-1	-1
Neither agree nor disagree		33%	0	+2	+2
Disagree		35%	+4	+1	+2
Strongly disagree		8%	0	-1	-1

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Flexible work



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.

	Response scale	%	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	90	90%	+3	-1	+2
Do you currently access any of the following flexible working arrangements? [Multiple Response]					
Part time		6%	-7↓	-7↓	-6↓
Flexible hours of work		25%	-5↓	-11↓	-7↓
Compressed work week		6%	+1	-3	+1
Job sharing		0%	0	0	0
Working away from the office/working from home		77%	+10↑	-4	+6↑
None of the above		17%	-3	+9↑	0
Working away from the office					
All of the time		6%	-1	-6↓	-4
Some of the time as a regular arrangement		62%	+10↑	-1	+11↑
Only on an irregular basis		9%	+1	+3	-1
None of the time		23%	-10↓	+4	-6↓
Did not disclose their arrangement		0%	0	0	0

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 APS overall	Variance from regulatory agencies	Variance from medium sized agencies
I am supported to use my expertise to provide frank and fearless advice	<div><div>69</div><div>18</div><div>13</div></div>	69%	-1	0	0
The people in my workgroup demonstrate stewardship	<div><div>78</div><div>18</div><div></div></div>	78%	+1	0	0
The culture in my agency supports people to act with integrity	<div><div>75</div><div>14</div><div>10</div></div>	75%	-6⬇️	-7⬇️	-6⬇️
I believe strongly in the purpose and objectives of the APS	<div><div>81</div><div>15</div><div></div></div>	81%	-8⬇️	-9⬇️	-7⬇️
I feel a strong personal attachment to the APS	<div><div>57</div><div>31</div><div>13</div></div>	57%	-12⬇️	-10⬇️	-8⬇️
My workgroup considers the people and businesses affected by what we do	<div><div>87</div><div>9</div><div></div></div>	87%	+2	-1	+1
The people in my workgroup value others' individual skills and talents	<div><div>85</div><div>10</div><div></div></div>	85%	+2	0	+1
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	<div><div>90</div><div></div><div></div></div>	90%	+2	0	+1
The people in my workgroup are able to bring up problems and tough issues	<div><div>82</div><div>10</div><div>7</div></div>	82%	+3	+1	+2
If you make a mistake in my workgroup, it tends to be held against you (reverse scored : positive scores represent those who disagreed, or strongly disagreed with this statement)	<div><div>72</div><div>19</div><div>9</div></div>	72%	+5⬆️	0	+1

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 APS overall	Variance from regulatory agencies	Variance from medium sized agencies
I am satisfied with the recognition I receive for doing a good job	<div><div>67</div><div>21</div><div>12</div></div>	67%	-1	-2	-2
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	<div><div>77</div><div>12</div><div>11</div></div>	77%	+11⬆	+10⬆	+10⬆
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	<div><div>90</div><div></div><div></div></div>	90%	+5⬆	+1	+5⬆
I am satisfied with the stability and security of my job	<div><div>80</div><div>11</div><div>8</div></div>	80%	-6⬆	-3	-1

Clarity and autonomy

	Response scale	% Positive	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	<div><div>94</div><div></div><div></div></div>	94%	+1	+1	+1
I am clear what my duties and responsibilities are	<div><div>89</div><div>8</div><div></div></div>	89%	+5⬆	+5⬆	+7⬆
I have a choice in deciding how I do my work	<div><div>78</div><div>17</div><div></div></div>	78%	+10⬆	+5⬆	+4
Where appropriate, I am able to take part in decisions that affect my job	<div><div>70</div><div>17</div><div>13</div></div>	70%	-2	-3	-3

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 APS overall	Variance from regulatory agencies	Variance from medium sized agencies
--	----------------	---	---------------------------	-----------------------------------	-------------------------------------

In the last month, please rate your workgroup's overall performance

Excellent	<div><div></div></div>	28%	+4	+4	+2
Very good	<div><div></div></div>	56%	-1	-1	0
Average	<div><div></div></div>	13%	-3	-3	-1
Below average	<div><div></div></div>	2%	0	0	0
Well below average	<div><div></div></div>	0%	0	0	0

	Response scale	% Positive	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well	<div><div>87</div><div>9</div></div>	87%	+8⬆	+7⬆	+7⬆
My workgroup has the tools and resources we need to perform well	<div><div>55</div><div>24</div><div>21</div></div>	55%	-5⬇	+2	+1
The people in my workgroup use time and resources efficiently	<div><div>79</div><div>14</div><div>7</div></div>	79%	+4	+3	+3
My job gives me opportunities to utilise my skills	<div><div>81</div><div>11</div><div>7</div></div>	81%	+2	+1	+2
During the last 12 months, the formal learning I have accessed has improved my performance	<div><div>49</div><div>36</div><div>15</div></div>	49%	-10⬇	-9⬇	-9⬇

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 APS overall	Variance from regulatory agencies	Variance from medium sized agencies
Which of the following statements best reflects your thoughts about working in your current position?					
I want to leave my position as soon as possible	<div></div>	5%	-4	-3	-3
I want to leave my position within the next 12 months	<div></div>	14%	-7⬇	-6⬇	-6⬇
I want to stay working in my position for the next one to two years	<div></div>	34%	-5⬇	-9⬇	-7⬇
I want to stay working in my position for at least the next three years	<div></div>	47%	+16⬆	+18⬆	+17⬆
What best describes your plans involved with leaving your current position?					
I am planning to retire	<div></div>	9%	+4	+6⬆	+6⬆
I am pursuing another position within my agency	<div></div>	26%	-20⬇	-7⬇	-2
I am pursuing a position in another agency	<div></div>	28%	+3	-7⬇	-10⬇
I am pursuing work outside the APS	<div></div>	19%	+10⬆	+7⬆	+8⬆
It is the end of my non-ongoing, casual or contracted employment	<div></div>	3%	+1	0	-3
Other	<div></div>	15%	+2	+1	+1

Key



At least 5 percentage points greater than comparator








At least 5 percentage points less than comparator

Retention



Employees who indicated that they were pursuing another position within their agency, another agency, or outside the APS were asked for the primary reason behind their desire to leave. They could select one response from a list of 18 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, therefore those comparisons are not included.

	Response scale	%	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
I have achieved all I can in my current position		16%	-	-	-
I wish to pursue a promotion opportunity		16%	-	-	-
My immediate supervisor's leadership is of a poor quality		11%	-	-	-
There are a lack of future career opportunities in my agency		10%	-	-	-
Senior leadership is of a poor quality		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 where the discrimination came from and if they reported it.

Discrimination	Response scale	%	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
During the last 12 months, and in connection with your work, have you experienced discrimination on the basis of your background or a personal characteristic?					
Yes	<div></div>	9%	+1	+3	+2
No	<div></div>	91%	-1	-3	-2
Did this discrimination occur in your current agency?					
Yes	<div></div>	93%	-1	-3	-2
No	<div></div>	8%	+1	+3	+2
The discrimination came from: [Multiple Response]					
Within my agency	<div></div>	90%	-3	-5⬇️	-1
Another agency	<div></div>	8%	+3	+4	+3
A customer, stakeholder or member of the public	<div></div>	15%	+7⬆️	+10⬆️	+7⬆️
Other		0%	-4	-3	-4
Did you report the discrimination?					
I reported the discrimination in accordance with my agency's policies and procedures	<div></div>	15%	-4	-3	-3
It was reported by someone else	<div></div>	5%	+1	0	+1
I did not report the discrimination	<div></div>	80%	+3	+3	+2

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



In 2025, the survey used an expanded definition of harassment. Comparing results to 2024 should take this change in definition in context.

Employees who perceived bullying or harassment in the last 12 months were asked what type of bullying or harassment 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.

Bullying and harassment

Response scale

%

Variance from APS overall

Variance from regulatory agencies

Variance from medium sized agencies

During the last 12 months, have you been subjected to bullying or harassment in your current workplace?

Yes	<div></div>	12%	+3	+4	+3
No	<div></div>	83%	-3	-5⬇️	-3
Not sure	<div></div>	5%	0	+1	0

Types of bullying or harassment experienced (3 highest responses):

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	<div></div>	55%	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	<div></div>	38%	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)	<div></div>	36%	-	-	-

Did you report the bullying or harassment?

I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	29%	-8⬇️	-8⬇️	-6⬇️
It was reported by someone else	<div></div>	9%	+2	+1	+1
I did not report the behaviour	<div></div>	62%	+7⬆️	+6⬆️	+5⬆️

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



In 2025, the survey used an updated definition of corruption to align with the *National Anti-Corruption Commission Act 2022* and the Commonwealth Fraud and Corruption Control Framework.

Comparing results to 2024 should take this change in definition in context.

Corruption	Response scale	%	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
During the last 12 months, excluding behaviour reported to you as part of your duties, have you observed a public official engaging in conduct in your agency that you would consider to be corruption?					
Yes	<div></div>	3%	+1	0	+1
No	<div></div>	90%	-3	-3	-3
Not sure	<div></div>	4%	-1	0	0
Prefer not to answer	<div></div>	4%	+2	+2	+2
Which of the following reflects the conduct you witnessed? [Multiple Response]					
Abuse of office	<div></div>	79%	-	-	-
Adversely affecting the honesty or impartiality of a public official	<div></div>	21%	-	-	-
Misuse of information or documents	<div></div>	14%	-	-	-
A breach of public trust	<div></div>	14%	-	-	-
Did you report the conduct?					
I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	21%	-4	-1	0
It was reported by someone else	<div></div>	29%	+11↑	+12↑	+11↑
I did not report the behaviour	<div></div>	50%	-7↓	-11↓	-11↓

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	51%
Woman or female	43%
Non-binary	0%
I use a different term	1%
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	8%
No	92%

Do you have carer responsibilities?	Responses
Yes	44%
No	56%

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

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

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	71%
Australian Aboriginal and/or Torres Strait Islander	2%
New Zealander (excluding Maori)	4%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	15%
North-West European (excluding Anglo-European)	4%
Southern and Eastern European	5%
South-East Asian	10%
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	1%
Sub-Saharan African	0%

Do you consider yourself to be neurodivergent?	Responses
Yes	9%
No	72%
Maybe	11%
I am unsure what neurodivergent means	8%

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
APS overall

Variance from
regulatory
agencies

Variance from
medium
sized agencies

.1	Where appropriate, I am able to take part in decisions that affect my job	70%	-2	-3	-3
.2	I think my agency cares about my health and wellbeing	75%	+6↑	+2	+5↑
.3	My agency inspires me to come up with new or better ways of doing things	57%	-2	-2	-2
.4	The culture in my agency supports people to act with integrity	75%	-6↓	-7↓	-6↓
.5	I am satisfied with the recognition I receive for doing a good job	67%	-1	-2	-2
.6	I feel I have the same opportunities as anyone else of my ability or experience	68%	-1	-1	-2

AMSA specific questions

	Response scale			% Positive
I am clear on AMSA's future direction and what this means for me in my role	69	20	11	69%
AMSA Executive Leadership Team demonstrates and leads the AMSA values	62	25	14	62%
My Executive Director leads and manages change effectively	57	29	14	57%
Poor behaviour is managed appropriately within my workgroup	56	26	18	56%
Poor performance is managed appropriately at AMSA	37	42	21	37%
In the last 12 months, I've had the opportunity for development beyond formal training (higher duties, project work, stretch assignments, coaching/mentoring)	62	19	20	62%
My Executive Director values diversity and inclusion	70	25		70%
Working part-time and being a supervisor is an option at AMSA	38	44	18	38%
I feel comfortable taking personal/carer's leave when I need to	83	9	8	83%
I speak highly of my job at AMSA to my friends and colleagues	83	11		83%

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



AMSA specific questions

	Response scale	% Positive
I am proud of the work I do	93	93%
I am committed to doing what is required to perform my job well	97	97%
I am committed to doing what is required to help AMSA succeed	95	95%
Overall, I am satisfied with AMSA as an employer	83 11	83%
I speak highly of AMSA's services	85 11	85%

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.

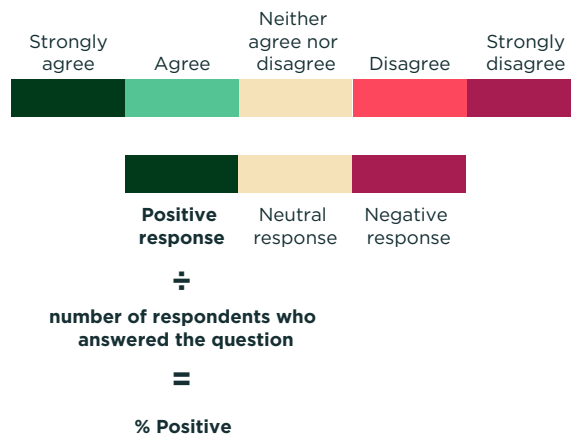
Prioritise 3 areas to take forward

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

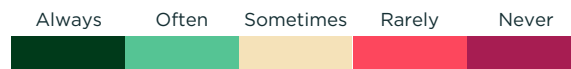
Guide to this report

% 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.

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.

