

2025 APS Employee Census

5 May - 6 June

Highlights Report

NAA

Responses:

300 of 401

Response rate:

75%



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		75	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from national cultural institution agencies	Variance from medium sized agencies
Say	Overall, I am satisfied with my job	82	12	82%	-2	+6 ↑	+4	+7 ↑
	I am proud to work in my agency	85	12	85%	0	+3	-1	+2
	I would recommend my agency as a good place to work	77	16	77%	+3	+1	+3	+2
	I believe strongly in the purpose and objectives of my agency	90	8	90%	0	+2	+1	0
Stay	I feel a strong personal attachment to my agency	67	26	67%	-2	+2	-5 ↓	+1
	I feel committed to my agency's goals	87	11	87%	-1	-1	0	-2
Strive	I suggest ideas to improve our way of doing things	94		94%	+2	+7 ↑	+2	+5 ↑
	I am happy to go the 'extra mile' at work when required	93		93%	0	+2	+3	+2
	I work beyond what is required in my job to help my agency achieve its objectives	75	23	75%	-5 ↓	-3	-3	-3
	My agency really inspires me to do my best work every day	65	25	65%	+1	-1	-2	-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		79	Response scale	% Positive	Variance from 2024	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	81	14	81%	-1	+1	+2	+1
	My supervisor can deliver difficult advice whilst maintaining relationships	81	13	81%	+2	+2	+3	+2
	My supervisor invites a range of views, including those different to their own	84	14	84%	0	+2	+2	+1
	My supervisor encourages my team to regularly review and improve our work	81	15	81%	-1	-2	+1	-1
	My supervisor is invested in my development	84	12	84%	+1	+6 ↑	+6 ↑	+6 ↑
	My supervisor ensures that my workgroup delivers on what we are responsible for	90	9	90%	+2	+2	+2	+2
Other similar questions								
	My supervisor provides me with helpful feedback to improve my performance	83	13	83%	-1	+4	+8 ↑	+6 ↑
	My immediate supervisor encourages me	78	17	78%	-4	0	0	-1
	My supervisor actively ensures that everyone can be included in workplace activities	86	12	86%	-2	+1	+1	+2
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	85	13	85%	+2	+3	+4	+4
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	71	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from national cultural institution agencies	Variance from medium sized agencies
				-1	0	+1	-1

SES Manager	My SES manager clearly articulates the direction and priorities for our area	69	24	69%	0	-2	+1	-2
	My SES manager presents convincing arguments and persuades others towards an outcome	61	31	61%	-2	-2	-2	-4
	My SES manager promotes cooperation within and between agencies	70	26	70%	+2	+1	+5⬆	-1
	My SES manager encourages innovation and creativity	71	23	71%	+1	+3	+4	+2
	My SES manager creates an environment that enables us to deliver our best	68	24	68%	0	+1	+5⬆	0
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	74	21	74%	0	-1	0	-4

Other similar questions

	In my agency, the SES work as a team	61	29	61%	+2	+2	+5⬆	+5⬆
	In my agency, the SES clearly articulate the direction and priorities for our agency	64	24	64%	+6⬆	-3	0	-2
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	64	30	64%	+3	-5⬇	-2	-7⬇

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			Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from national cultural institution agencies	Variance from medium sized agencies
69					0	-1	+2	0

Communication	My supervisor communicates effectively	85 11	85%	+4	+3	+6⬆	+4
	My SES manager communicates effectively	74 20	74%	+3	+2	+5⬆	+2
	Internal communication within my agency is effective	52 23 25	52%	0	-10⬇	+1	-6⬇

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	72	18	10	72%	-1	+5⬆	+4	+6⬆
	Staff are consulted about change at work	47	40	13	47%	-1	-5⬇	+1	-2
	Change is managed well in my agency	36	35	29	36%	-1	-12⬇	-2	-8⬇

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative

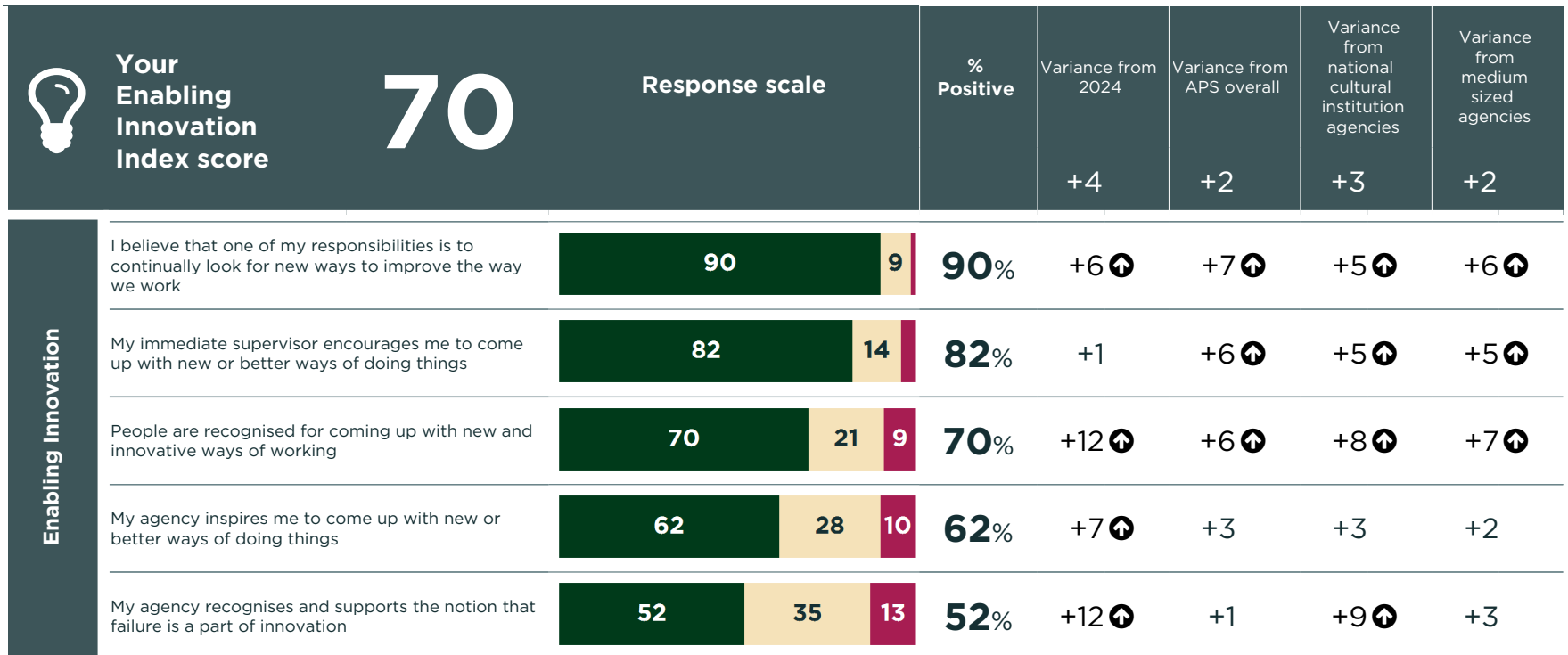


Enabling Innovation



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.



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	68	Response scale	% Positive	Variance from 2024	Variance from APS overall	Variance from national cultural institution agencies	Variance from medium sized agencies
				+1	-4	-1	-4

Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	66	22	12	66%	+5 ↑	-7 ↓	0	-6 ↓
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	60	24	16	60%	+1	-11 ↓	-4	-11 ↓
	My agency does a good job of promoting health and wellbeing	61	26	13	61%	+5 ↑	-9 ↓	-2	-9 ↓
	I think my agency cares about my health and wellbeing	62	26	12	62%	-5 ↓	-6 ↓	-3	-8 ↓
	I believe my immediate supervisor cares about my health and wellbeing	91			91%	+1	+3	+2	+2

Other similar questions

Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	78	11	10	78%	+4	+2	+2	+2
	I receive the respect I deserve from my colleagues at work	81	15		81%	-1	-1	+2	0
	My agency supports and actively promotes an inclusive workplace culture	84	11		84%	+4	+1	+4	+2

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 2024	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		8%	+2	-4	-2	-4
Very good		36%	+4	+1	+2	-1
Good		38%	-6 ⬇️	+1	+1	+2
Fair		14%	+1	+1	0	+2
Poor		4%	-1	+1	0	+1
What best describes your current workload?						
Well above capacity - too much work		17%	-10 ⬇️	+1	-1	-2
Slightly above capacity - lots of work to do		43%	+6 ⬆️	+4	+1	+4
At capacity - about the right amount of work to do		33%	+2	-4	+1	0
Slightly below capacity - available for more work		6%	+3	0	0	0
Well below capacity - not enough work		0%	-1	-1	-1	-2

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Wellbeing

	Response scale	%	Variance from 2024	Variance from APS overall	Variance from national cultural institution agencies	Variance from medium sized agencies
How often do you find your work stressful?						
Always		2%	0	-2	-2	-2
Often		19%	-2	-4	-3	-3
Sometimes		51%	-1	0	+3	+1
Rarely		24%	+1	+4	+2	+2
Never		4%	+2	+2	+1	+1
To what extent is your work emotionally demanding?						
To a very large extent		3%	-2	-4	-3	-3
To a large extent		17%	+3	-3	-2	-1
Somewhat		38%	+3	-1	0	0
To a small extent		28%	-5⬇️	+4	+2	+2
To a very small extent		14%	+2	+4	+2	+3
I feel burned out by my work						
Strongly agree		4%	-2	-3	-4	-3
Agree		22%	+4	+1	+1	+2
Neither agree nor disagree		32%	-3	0	0	+2
Disagree		29%	-2	-2	-2	-4
Strongly disagree		12%	+3	+4	+3	+3

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 2024	Variance from APS overall	Variance from national cultural institution agencies	Variance from medium sized agencies
I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	89 9	89%	+3	+3	+7⬆	+1
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		13%	-3	0	+1	+1
Flexible hours of work		41%	+4	+11⬆	+7⬆	+9⬆
Compressed work week		2%	+1	-3	0	-3
Job sharing		0%	0	0	0	0
Working away from the office/working from home		67%	+11⬆	0	+17⬆	-4
None of the above		18%	-3	-2	-12⬆	+1
Working away from the office						
All of the time		1%	+1	-6⬆	0	-8⬆
Some of the time as a regular arrangement		41%	+6⬆	-11⬆	+11⬆	-10⬆
Only on an irregular basis		25%	+4	+16⬆	+6⬆	+14⬆
None of the time		33%	-11⬆	0	-17⬆	+4
Did not disclose their arrangement		0%	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 2024	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	72 19 9	72%	+4	+2	+7 ↑	+3
The people in my workgroup demonstrate stewardship	87 10	87%	+2	+10 ↑	+5 ↑	+9 ↑
The culture in my agency supports people to act with integrity	81 12	81%	+7 ↑	0	+4	0
I believe strongly in the purpose and objectives of the APS	86 12	86%	+2	-3	+4	-2
I feel a strong personal attachment to the APS	62 31 8	62%	+4	-7 ↓	+9 ↑	-3
My workgroup considers the people and businesses affected by what we do	90 8	90%	0	+6 ↑	+2	+4
The people in my workgroup value others' individual skills and talents	88 9	88%	-	+4	0	+3
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	92	92%	-	+3	0	+3
The people in my workgroup are able to bring up problems and tough issues	87 11	87%	+1	+7 ↑	+5 ↑	+7 ↑
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)	76 17	76%	-	+9 ↑	+2	+5 ↑

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 2024	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	72 20 8	72%	-3	+4	+3	+3
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	69 15 16	69%	+4	+3	+6 ⬆	+2
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	87	87%	+4	+3	+6 ⬆	+2
I am satisfied with the stability and security of my job	72 15 13	72%	-9 ⬇	-14 ⬇	-1	-10 ⬇

Clarity and autonomy

	Response scale	% Positive	Variance from 2024	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	95	95%	-2	+2	+2	+2
I am clear what my duties and responsibilities are	88 10	88%	+4	+4	+4	+6 ⬆
I have a choice in deciding how I do my work	78 19	78%	+1	+10 ⬆	+3	+5 ⬆
Where appropriate, I am able to take part in decisions that affect my job	77 16	77%	-8 ⬇	+5 ⬆	+5 ⬆	+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 2024	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		23%	-9⬇️	-2	-8⬇️	-4
Very good		64%	+7⬆️	+7⬆️	+9⬆️	+8⬆️
Average		12%	+2	-4	0	-3
Below average		1%	0	-1	-1	-1
Well below average		1%	0	0	0	0

	Response scale	% Positive	Variance from 2024	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	82 14	82%	-2	+3	-3	+2
My workgroup has the tools and resources we need to perform well	41 25 34	41%	-3	-19⬇️	-13⬇️	-14⬇️
The people in my workgroup use time and resources efficiently	80 16	80%	-3	+5⬆️	+2	+4
My job gives me opportunities to utilise my skills	84 11	84%	-1	+5⬆️	+2	+4
During the last 12 months, the formal learning I have accessed has improved my performance	55 35 10	55%	0	-4	+1	-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 2024	Variance from APS overall	Variance from national cultural institution 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		3%	-2	-5⬇️	-3	-5⬇️
I want to leave my position within the next 12 months		18%	+3	-3	-1	-3
I want to stay working in my position for the next one to two years		39%	-6⬇️	0	-2	-2
I want to stay working in my position for at least the next three years		40%	+6⬆️	+9⬆️	+6⬆️	+10⬆️
What best describes your plans involved with leaving your current position?						
I am planning to retire		13%	+1	+8⬆️	+7⬆️	+9⬆️
I am pursuing another position within my agency		16%	+4	-30⬇️	-4	-11⬇️
I am pursuing a position in another agency		37%	+2	+11⬆️	0	-1
I am pursuing work outside the APS		5%	-7⬇️	-4	-6⬇️	-6⬇️
It is the end of my non-ongoing, casual or contracted employment		8%	+1	+6⬆️	-5⬇️	+2
Other		22%	-2	+9⬆️	+7⬆️	+8⬆️

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 2024	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		22%	-	-	-	-
I want to try a different type of work or I'm seeking a career change		14%	-	-	-	-
I have achieved all I can in my current position		11%	-	-	-	-
I am not satisfied with the work		8%	-	-	-	-
There are a lack of future career opportunities in my agency		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 2024	Variance from APS overall	Variance from national cultural institution 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		6%	-6⬇️	-2	-2	0
No		94%	+6⬆️	+2	+2	0
Did this discrimination occur in your current agency?						
Yes		95%	+1	+1	+2	0
No		5%	-1	-1	-2	0
The discrimination came from: [Multiple Response]						
Within my agency		89%	-	-3	+4	-2
Another agency		6%	-	+1	+3	+1
A customer, stakeholder or member of the public		11%	-	+3	-3	+3
Other		6%	-	+1	0	+1
Did you report the discrimination?						
I reported the discrimination in accordance with my agency's policies and procedures		39%	-	+20⬆️	+14⬆️	+21⬆️
It was reported by someone else		0%	-	-4	-2	-4
I did not report the discrimination		61%	-	-16⬇️	-12⬇️	-17⬇️
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 2024	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 bullying or harassment in your current workplace?						
Yes		6%	-3	-3	-4	-3
No		88%	+3	+2	+4	+2
Not sure		6%	0	+1	0	+1
Types of bullying or harassment experienced (3 highest responses):						
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		42%	-	-	-	-
Deliberate exclusion from work-related activities		37%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		37%	-	-	-	-
Did you report the bullying or harassment?						
I reported the behaviour in accordance with my agency's policies and procedures		59%	+35⬆	+22⬆	+19⬆	+23⬆
It was reported by someone else		12%	+4	+4	+3	+4
I did not report the behaviour		29%	-39⬇	-26⬇	-22⬇	-27⬇

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 2024	Variance from APS overall	Variance from national cultural institution 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		4%	-2	+2	+1	+1
No		93%	+8 ⬆	+1	+4	+1
Not sure		2%	-3	-2	-3	-2
Prefer not to answer		1%	-3	-1	-2	-1
Which of the following reflects the conduct you witnessed? [Multiple Response]						
Abuse of office		82%	-	-	-	-
Adversely affecting the honesty or impartiality of a public official		45%	-	-	-	-
A breach of public trust		9%	-	-	-	-
Misuse of information or documents		0%	-	-	-	-
Did you report the conduct?						
I reported the behaviour in accordance with my agency's policies and procedures		18%	+6 ⬆	-7 ⬇	-1	-3
It was reported by someone else		0%	-13 ⬇	-17 ⬇	-7 ⬇	-18 ⬇
I did not report the behaviour		82%	+7 ⬆	+25 ⬆	+8 ⬆	+21 ⬆

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	37%
Woman or female	57%
Non-binary	1%
I use a different term	1%
Prefer not to say	3%

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

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

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 or linguistically diverse?	Responses
Yes	18%
No	82%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	79%
Australian Aboriginal and/or Torres Strait Islander	4%
New Zealander (excluding Maori)	2%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	0%
Anglo-European	22%
North-West European (excluding Anglo-European)	5%
Southern and Eastern European	6%
South-East Asian	5%
North-East Asian	0%
Southern and Central Asian	3%
North American	1%
South and Central American and Caribbean Islander	0%
North African and Middle Eastern	1%
Sub-Saharan African	0%

Do you consider yourself to be neurodivergent?	Responses
Yes	18%
No	64%
Maybe	13%
I am unsure what neurodivergent means	6%

Agency position



Agency position

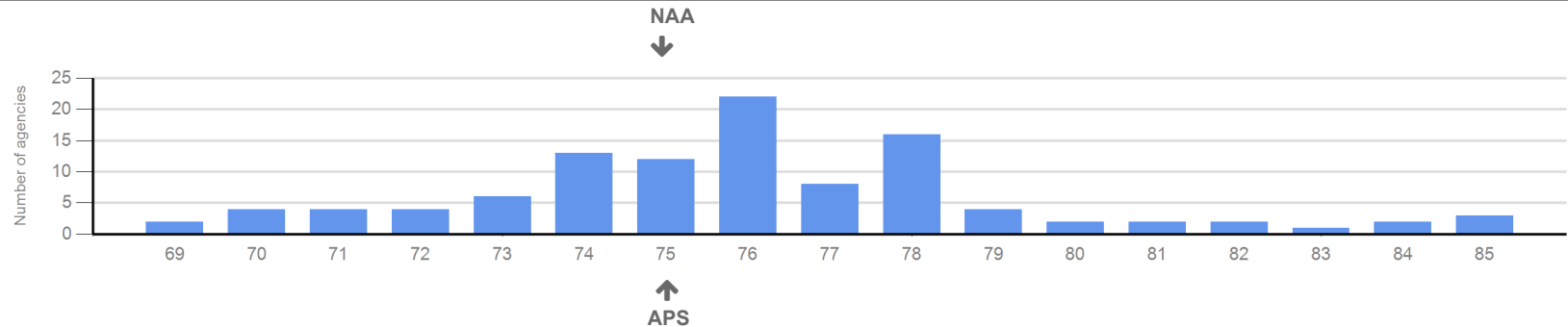
These graphs display the overall index score of each agency for the Employee Engagement, Immediate Supervisor, SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the overall APS index score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

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

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

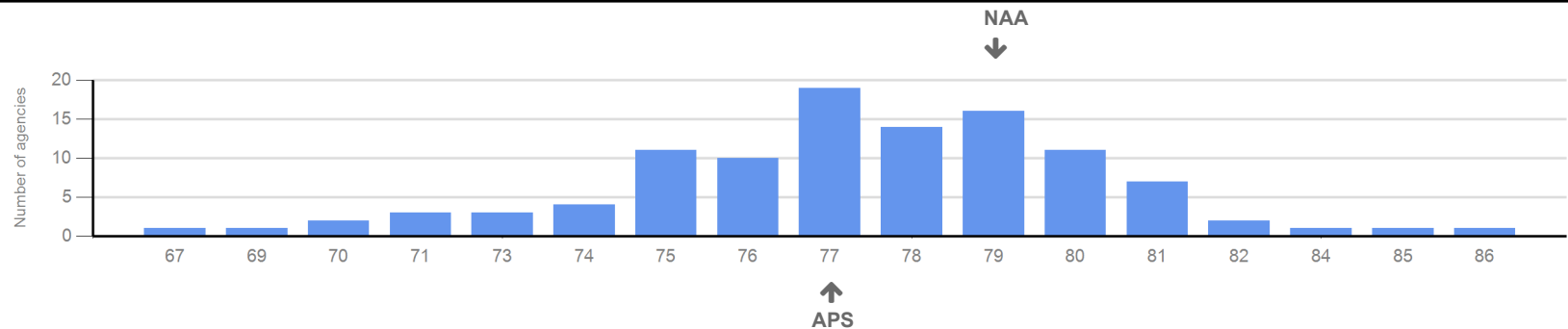
Employee Engagement Index

Ranking : 63rd of 107



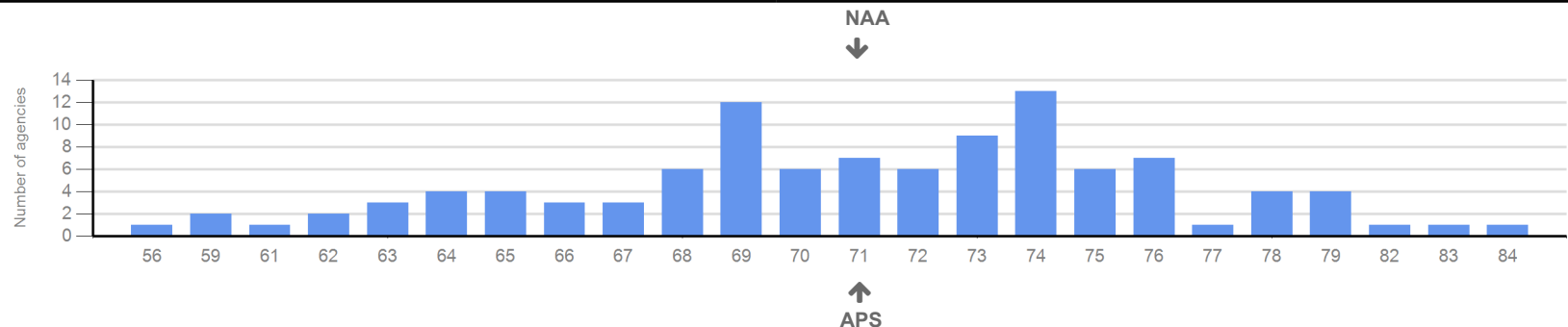
Immediate Supervisor Index

Ranking : 30th of 107



SES Manager Index

Ranking : 57th of 107



Agency position



Agency position

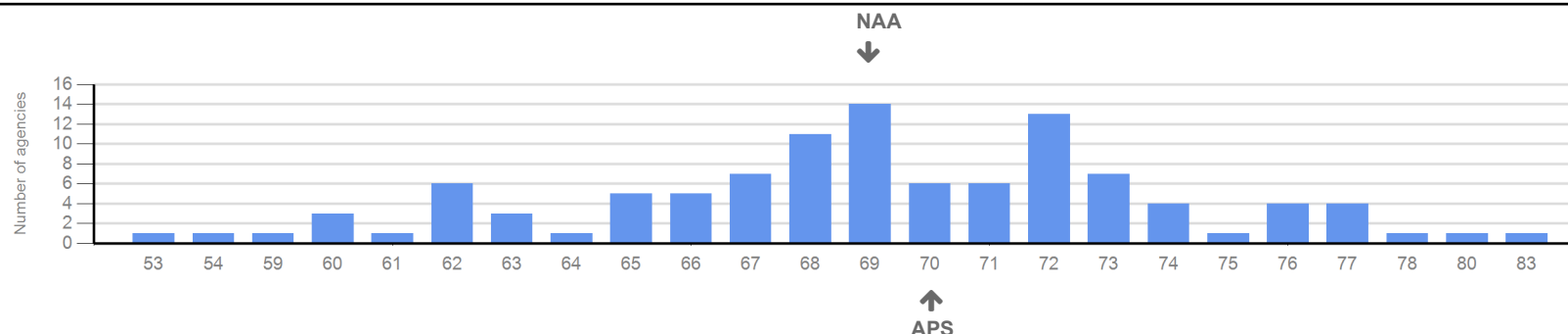
These graphs display the overall index score of each agency for the Employee Engagement, Immediate Supervisor, SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the overall APS index score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

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

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

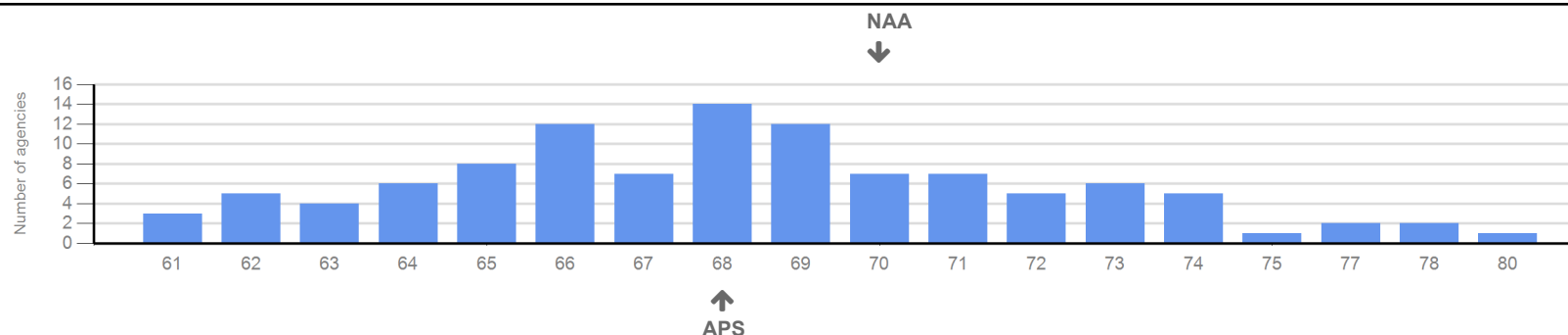
Communication Index

Ranking : 54th of 107



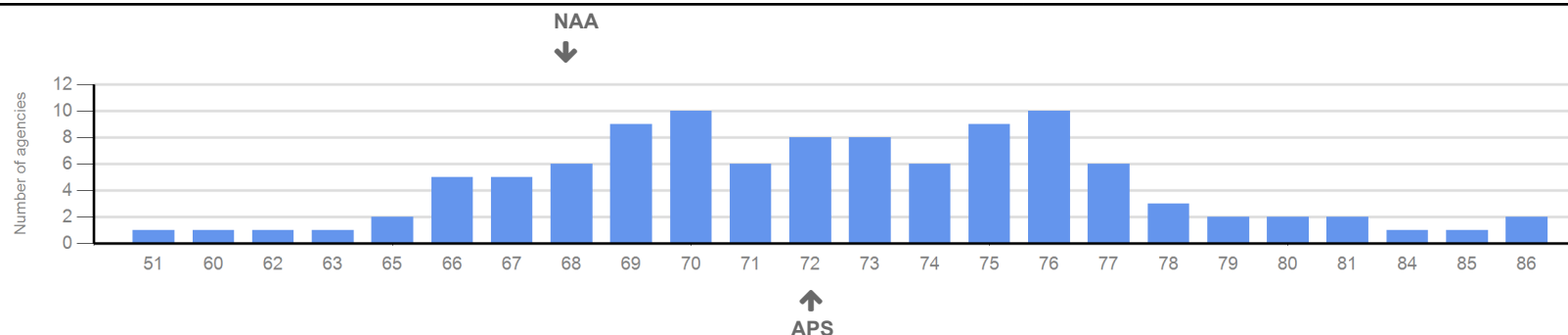
Enabling Innovation Index

Ranking : 31st of 107



Wellbeing Policies and Support Index

Ranking : 89th of 107



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
2024

Variance from
APS overall

Variance from
national cultural
institution
agencies

Variance from
medium
sized agencies

.1	My workgroup considers the people and businesses affected by what we do	90%	0	+6↑	+2	+4
.2	The people in my workgroup value others' individual skills and talents	88%	-	+4	0	+3
.3	The culture in my agency supports people to act with integrity	81%	+7↑	0	+4	0
.4	I am supported to use my expertise to provide frank and fearless advice	72%	+4	+2	+7↑	+3
.5	People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	92%	-	+3	0	+3
.6	My agency supports and actively promotes an inclusive workplace culture	84%	+4	+1	+4	+2

NAA specific questions

	Response scale	% Positive	Variance from 2024
My senior leader (SES) exemplifies National Archives values of Inclusion, Collaboration and Innovation	76 18	76%	+5 ⬆
My senior leader (SES) genuinely connects with me	56 27 17	56%	-1
My senior leader (SES) inspires me to do my best work everyday	55 35 10	55%	0
My work program and priorities are clear	77 15 8	77%	+2
I spend most of my time on work of high value	72 23	72%	+2
My team is resourced appropriately for the volume and complexity of our work	23 25 52	23%	-6 ⬇
I have the tools and resources I need to perform well	44 27 30	44%	+6 ⬆
I get/had access to the tools I need quickly and easily	33 31 36	33%	+3
The tools that I have to do my work have improved in the last 12 months	45 36 19	45%	-9 ⬇
I am empowered to make decisions	70 22 8	70%	+5 ⬆

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



NAA specific questions

	Response scale			% Positive	Variance from 2024
I connect early with people to do my work	77	21		77%	+1
In my agency, important decisions are made with relevant stakeholders	53	33	14	53%	+1
There is a strong culture of inclusion in the National Archives	74	19	7	74%	+7 ⬆
There is a strong culture of collaboration in the National Archives	59	27	13	59%	+7 ⬆
There is a strong culture of innovation in the National Archives	46	35	19	46%	+1

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.

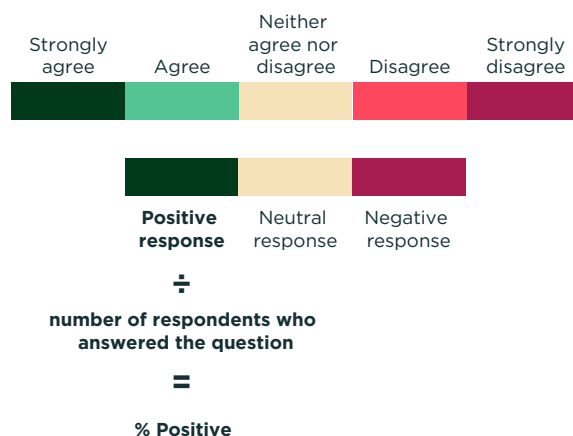
Prioritise 3 areas to take forward

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

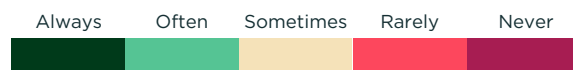
Guide to this report

% 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.

