

Highlights Report DVA



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Responses:
3,174 of 4,079
Response Rate:
78%

Exploring your results



Take time to understand your report. Consider your response rate to determine how representative your results are of the views of your colleagues.



Most questions in this report have information about the proportion of colleagues responding positively, neutrally or negatively.



Identify the areas where you are performing well. These will tend to be high results which are notably above any comparative results. Celebrate these results.



Identify areas that need improvement. These will be the lower results, and/or those which are scoring notably below your comparators.



Generally a difference of $-/+$ 5 percentage points is worthy of attention, but the size of the group is important. Changes in small groups can be unreliable.

Employee Engagement: Say, Stay, Strive



How engaged is your team?

Employee engagement is more than simply job satisfaction or commitment to an organisation. It is the extent to which employees are motivated, inspired and enabled to improve an organisation's outcomes.

Your Employee Engagement Index score		73	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies	
Say	Overall, I am satisfied with my job	72	16	12	72%	-3	-4	-2	-5↓
	I am proud to work in my agency	78	16		78%	0	0	+2	-3
	I would recommend my agency as a good place to work	65	21	14	65%	-3	-6↓	-3	-10↓
	I believe strongly in the purpose and objectives of my agency	87		10	87%	+1	+1	+2	0
Stay	I feel a strong personal attachment to my agency	63	26	12	63%	+1	0	-1	-1
	I feel committed to my agency's goals	86		12	86%	+1	0	+1	0
Strive	I suggest ideas to improve our way of doing things	85		13	85%	+2	-2	0	-4
	I am happy to go the 'extra mile' at work when required	91			91%	0	0	+1	-1
	I work beyond what is required in my job to help my agency achieve its objectives	81		15	81%	+1	0	+1	0
	My agency really inspires me to do my best work every day	58	28	14	58%	-4	-3	-2	-4

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		75	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	76	14 10	76%	-1	-4	-4	-4
	My supervisor can deliver difficult advice whilst maintaining relationships	77	15 8	77%	+1	-2	-2	-3
	My supervisor invites a range of views, including those different to their own	78	13 9	78%	0	-4	-3	-5↓
	My supervisor encourages my team to regularly review and improve our work	80	13	80%	+1	-3	-3	-3
	My supervisor is invested in my development	74	16 10	74%	0	-4	-3	-5↓
	My supervisor ensures that my workgroup delivers on what we are responsible for	85	10	85%	-1	-3	-3	-4
Other similar questions								
	My supervisor provides me with helpful feedback to improve my performance	76	14 10	76%	0	-3	-4	-2
	My immediate supervisor encourages me	75	16 9	75%	-1	-2	-1	-3
	My supervisor actively ensures that everyone can be included in workplace activities	81	13	81%	0	-4	-4	-4
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	76	16 8	76%	-	-5↓	-4	-6↓

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	66	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
				-2	-4	-2	-6 ↓

SES Manager	My SES manager clearly articulates the direction and priorities for our area	62	26	13	62%	-6 ↓	-8 ↓	-6 ↓	-10 ↓
	My SES manager presents convincing arguments and persuades others towards an outcome	55	34	11	55%	-4	-8 ↓	-4	-13 ↓
	My SES manager promotes cooperation within and between agencies	60	32	8	60%	-4	-8 ↓	-4	-13 ↓
	My SES manager encourages innovation and creativity	58	30	12	58%	-3	-8 ↓	-6 ↓	-11 ↓
	My SES manager creates an environment that enables us to deliver our best	57	29	14	57%	-4	-8 ↓	-5 ↓	-12 ↓
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	66	27	7	66%	-5 ↓	-9 ↓	-5 ↓	-12 ↓

Other similar questions

In my agency, the SES work as a team	50	32	18	50%	-3	-7 ↓	-5 ↓	-8 ↓
In my agency, the SES clearly articulate the direction and priorities for our agency	56	26	17	56%	-5 ↓	-8 ↓	-7 ↓	-9 ↓
My SES manager routinely promotes the use of data and evidence to deliver outcomes	59	31	10	59%	-4	-8 ↓	-5 ↓	-11 ↓

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

Communication and change



Communication

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

Change

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

Your Communication Index score		66	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
					-2	-3	-3	-4

Communication	My supervisor communicates effectively	78	13	10	78%	0	-3	-4	-3
	My SES manager communicates effectively	62	24	13	62%	-5 ↓	-8 ↓	-5 ↓	-11 ↓
	Internal communication within my agency is effective	50	24	25	50%	-7 ↓	-8 ↓	-7 ↓	-7 ↓

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	59	18	23	59%	-4	-9 ↓	-9 ↓	-9 ↓
	Staff are consulted about change at work	43	32	25	43%	-6 ↓	-8 ↓	-8 ↓	-8 ↓
	Change is managed well in my agency	35	30	35	35%	-6 ↓	-8 ↓	-8 ↓	-7 ↓

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		63		Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	75	17	8	75%	0	-4	-1	-6 ↓
	My immediate supervisor encourages me to come up with new or better ways of doing things	68	21	11	68%	+1	-5 ↓	-3	-6 ↓
	People are recognised for coming up with new and innovative ways of working	52	32	16	52%	-1	-6 ↓	-5 ↓	-6 ↓
	My agency inspires me to come up with new or better ways of doing things	46	35	19	46%	-2	-4	-4	-4
	My agency recognises and supports the notion that failure is a part of innovation	36	42	22	36%	0	-4	-6 ↓	-4

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			67	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
						-1	-3	-3	-4

Wellbeing Policies and Support	Question	Score	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	60	25 15	60%	-2	-7↓	-7↓	-8↓
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	59	26 14	59%	+1	-7↓	-6↓	-7↓
	My agency does a good job of promoting health and wellbeing	58	26 16	58%	-2	-9↓	-9↓	-9↓
	I think my agency cares about my health and wellbeing	59	24 17	59%	-3	-5↓	-3	-7↓
	I believe my immediate supervisor cares about my health and wellbeing	83	11	83%	0	-3	-2	-5↓

Other similar questions

Wellbeing	Question	Score	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	71	13 16	71%	-	-3	-2	-4
	The people in my workgroup are able to bring up problems and tough issues	75	14 10	75%	-	-5↓	-4	-6↓
	I receive the respect I deserve from my colleagues at work	80	16	80%	-1	-2	-1	-3
	My agency supports and actively promotes an inclusive workplace culture	75	17 8	75%	-3	-6↓	-6↓	-8↓

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 larger operational agencies	Variance from large sized agencies
In general, would you say that your health is:						
Excellent		10%	0	-1	0	-1
Very good		33%	0	-2	-1	-3
Good		38%	-2	0	-1	0
Fair		16%	0	+2	+2	+2
Poor		4%	+1	+1	+1	+1
What best describes your current workload?						
Well above capacity - too much work		29%	+4	+7	+7	+6
Slightly above capacity - lots of work to do		40%	-2	0	0	-1
At capacity - about the right amount of work to do		26%	-2	-5	-6	-3
Slightly below capacity - available for more work		4%	-1	-1	-1	-2
Well below capacity - not enough work		1%	0	0	0	0

Key




























At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Wellbeing

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
How often do you find your work stressful?						
Always		8%	+2	+3	+3	+4
Often		29%	+2	+4	+4	+3
Sometimes		46%	-3	-4	-3	-4
Rarely		16%	-1	-3	-3	-3
Never		2%	0	0	0	0
To what extent is your work emotionally demanding?						
To a very large extent		13%	+2	+5 	+4	+6 
To a large extent		25%	0	+5 	+4	+6 
Somewhat		35%	-2	-3	-3	-2
To a small extent		19%	0	-5 	-4	-6 
To a very small extent		7%	-1	-2	-1	-3
I feel burned out by my work						
Strongly agree		12%	+3	+4	+4	+4
Agree		26%	+2	+3	+3	+3
Neither agree nor disagree		31%	0	0	-2	0
Disagree		23%	-6 	-7 	-6 	-7 
Strongly disagree		7%	+1	0	0	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 larger operational agencies	Variance from large sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	77 12 11	77%	-1	-6 ⬇️	-3	-10 ⬇️
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		11%	0	-2	-1	-2
Flexible hours of work		29%	-2	+3	+2	+3
Compressed work week		4%	+1	0	0	-1
Job sharing		0%	0	0	0	0
Working away from the office/working from home		73%	+1	+12 ⬆️	+17 ⬆️	+3
None of the above		15%	-2	-9 ⬇️	-12 ⬇️	-4
Working away from the office						
None of the time		27%	-	-12 ⬇️	-17 ⬇️	-3
All of the time		3%	-	-2	-1	-5 ⬇️
Some of the time as a regular arrangement		63%	-	+16 ⬆️	+19 ⬆️	+11 ⬆️
Only on an irregular basis		7%	-	-2	-1	-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 larger operational agencies	Variance from large sized agencies
I am supported to use my expertise to provide frank and fearless advice	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px;"> 61 22 17 </div>	61%	-	-5↓	-4	-6↓
The people in my workgroup demonstrate stewardship	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px;"> 71 22 8 </div>	71%	-	-6↓	-4	-8↓
The culture in my agency supports people to act with integrity	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px;"> 70 18 12 </div>	70%	-	-7↓	-5↓	-8↓
I believe strongly in the purpose and objectives of the APS	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px;"> 86 13 </div>	86%	+1	-1	-1	-1
I feel a strong personal attachment to the APS	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px;"> 63 27 10 </div>	63%	+4	-1	-3	0
My workgroup considers the people and businesses affected by what we do	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px;"> 82 11 </div>	82%	-	-3	-1	-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 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
I am satisfied with the recognition I receive for doing a good job	63	20	17	63%	-2	-5 ↓	-3	-9 ↓
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	68	17	15	68%	+1	+5 ↑	+9 ↑	-1
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	78	13	9	78%	+4	-4	-2	-7 ↓
I am satisfied with the stability and security of my job	68	13	19	68%	+4	-17 ↓	-17 ↓	-16 ↓

Clarity and autonomy

	Response scale			% Positive	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	93			93%	0	0	0	0
I am clear what my duties and responsibilities are	79	16		79%	-2	0	-1	+1
I have a choice in deciding how I do my work	66	23	11	66%	-1	0	+5 ↑	-5 ↓
Where appropriate, I am able to take part in decisions that affect my job	65	18	17	65%	0	-6 ↓	-3	-9 ↓

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 larger operational agencies	Variance from large sized agencies
In the last month, please rate your workgroup's overall performance						
Excellent		28%	+1	0	+2	-1
Very good		53%	-4	-2	-2	-2
Average		17%	+2	+1	0	+3
Below average		3%	0	0	0	0
Well below average		1%	0	0	0	0

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well		75%	-1	-3	-2	-4
My workgroup has the tools and resources we need to perform well		52%	-4	-7⬇️	-8⬇️	-6⬇️
The people in my workgroup use time and resources efficiently		72%	-2	-4	-3	-4
My job gives me opportunities to utilise my skills		78%	0	-2	-1	-4
In the last 12 months, the formal learning I have accessed has improved my performance		56%	-	-2	-3	-1

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 larger operational agencies	Variance from large sized agencies
Which of the following statements best reflects your current thoughts about working in your current position?						
I want to leave my position as soon as possible		9%	+1	0	0	0
I want to leave my position within the next 12 months		22%	-1	0	+1	-2
I want to stay working in my position for the next one to two years		34%	-2	-4	-1	-6 ↓
I want to stay working in my position for at least the next three years		34%	+1	+4	0	+8 ↑
What best describes your plans involved with leaving your current position?						
I am planning to retire		5%	0	0	-2	+1
I am pursuing another position within my agency		36%	+2	-7 ↓	-11 ↓	-8 ↓
I am pursuing a position in another agency		28%	+5 ↑	+1	+4	+2
I am pursuing work outside the APS		10%	-4	+1	+1	+1
It is the end of my non-ongoing, casual or contracted employment		8%	0	+6 ↑	+7 ↑	+5 ↑
Other		12%	-3	-1	0	-1

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Retention



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

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

Response scale	%	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large 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%	-	-	-	-
Senior leadership is of a poor quality	11%	-	-	-	-
I am looking to further my skills in another area	11%	-	-	-	-
I am expected to do more work than I reasonably can	9%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	9%	-	-	-	-

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 larger operational agencies	Variance from large sized agencies
During the last 12 months and in the course of your employment, have you experienced discrimination on the basis of your background or a personal characteristic?						
Yes		10%	0	0	-1	0
No		90%	0	0	+1	0
Did this discrimination occur in your current agency?						
Yes		92%	+3	0	-1	0
No		8%	-3	0	+1	0
Basis for the discrimination that you experienced (3 highest responses):						
Gender		26%	-	-	-	-
Age		26%	-	-	-	-
Other		23%	-	-	-	-

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 larger operational agencies	Variance from large sized agencies
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes		12%	0	+1	+1	+2
No		83%	+1	-2	-1	-2
Not sure		5%	0	0	0	0
Types of harassment or bullying experienced (3 highest responses):						
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		40%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		39%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		33%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures		39%	-4	+3	+2	+3
It was reported by someone else		7%	-5↓	-1	-1	0
I did not report the behaviour		55%	+9↑	-2	-1	-3

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



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

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

Corruption	Response scale	%	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
Excluding behaviour reported to you as part of your duties, in the last 12 months have you witnessed another APS employee in your agency engaging in behaviour that you consider may be serious enough to be viewed as corruption?						
Yes		4%	+1	+1	+1	+2
No		88%	-2	-3	-2	-4
Not sure		5%	+1	+1	0	+1
Would prefer not to answer		3%	0	+1	+1	+1

Types of corrupt behaviours witnessed (3 highest responses):

Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		58%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		29%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		16%	-	-	-	-

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures		20%	-1	0	-2	0
It was reported by someone else		11%	-6 ↓	-6 ↓	-6 ↓	-5 ↓
I did not report the behaviour		69%	+7 ↑	+6 ↑	+8 ↑	+5 ↑

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	32%
Woman or female	64%
Non-binary	0%
I use a different term	0%
Prefer not to say	3%

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

Do you have an ongoing disability?	Responses
Yes	13%
No	87%

Do you have carer responsibilities?	Responses
Yes	40%
No	60%

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

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

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	70%
Australian Aboriginal and/or Torres Strait Islander	3%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	2%
Anglo-European	12%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	5%
South-East Asian	9%
North-East Asian	2%
Southern and Central Asian	3%
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	11%
No	68%
Maybe	10%
I am unsure what neurodivergent means	12%

Agency position



Agency position

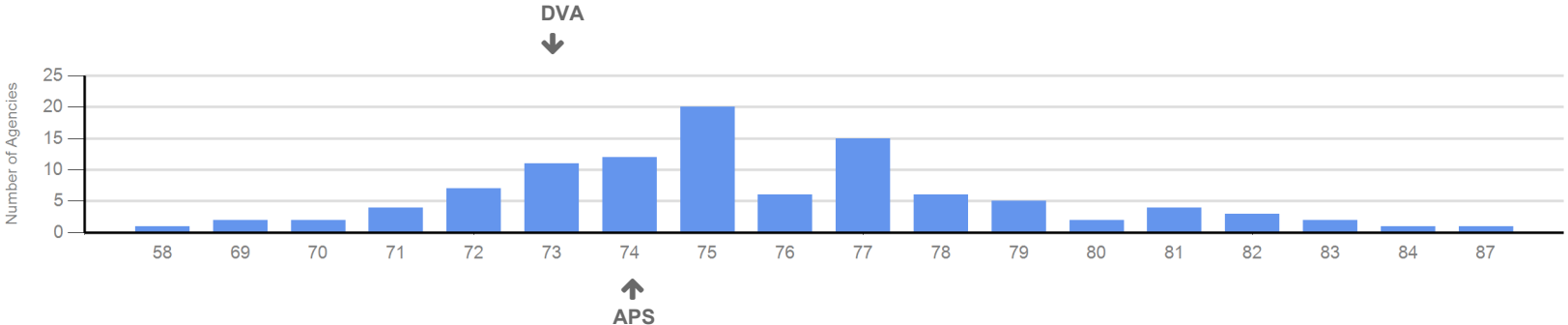
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

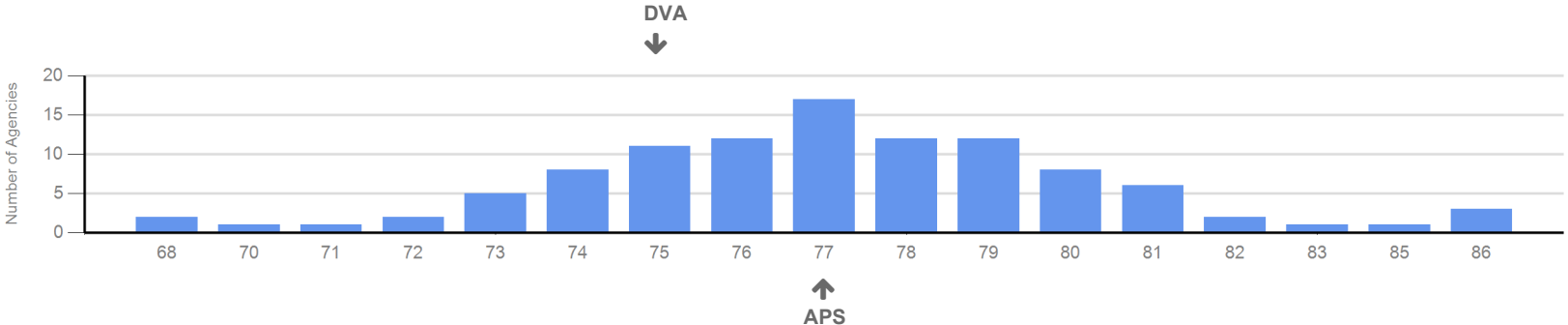
Employee Engagement Index

Ranking : 78th of 104



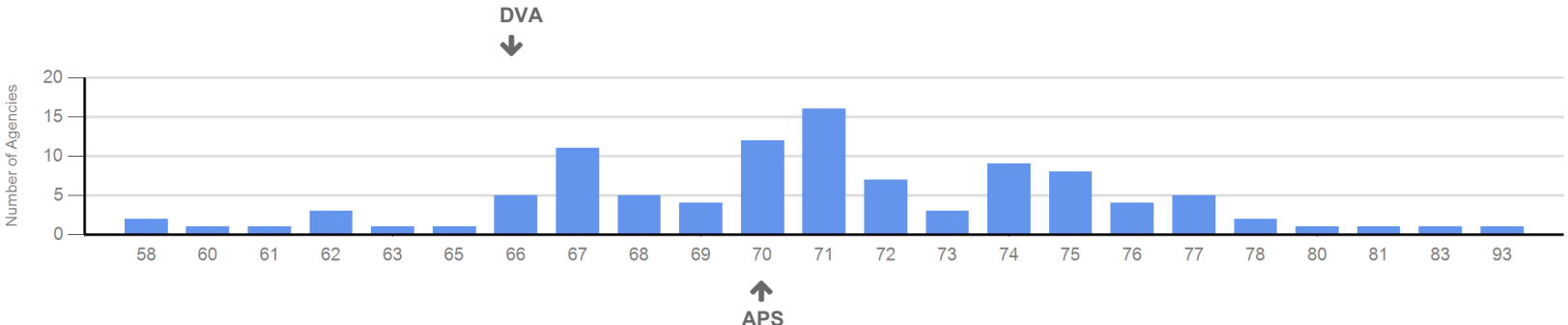
Leadership – Immediate Supervisor Index

Ranking : 77th of 104



Leadership – SES Manager Index

Ranking : 95th of 104



Agency position



Agency position

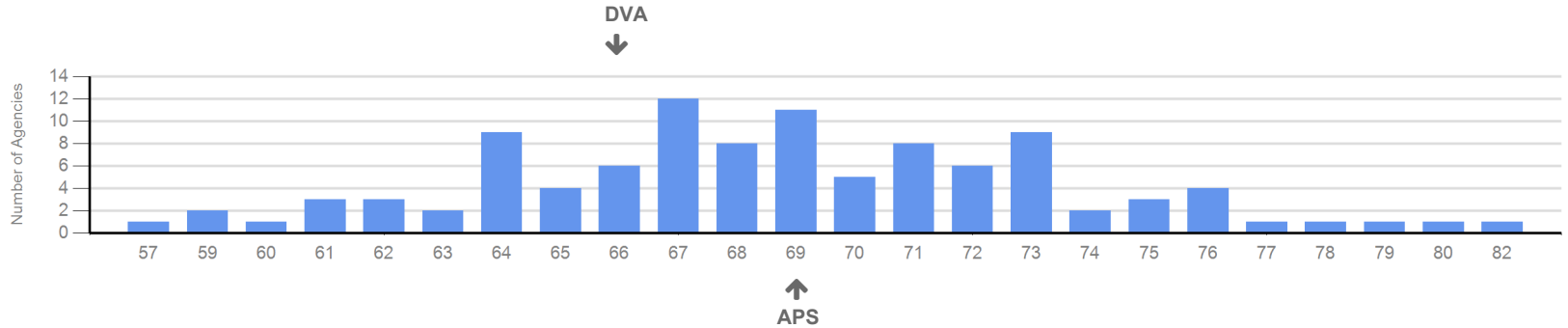
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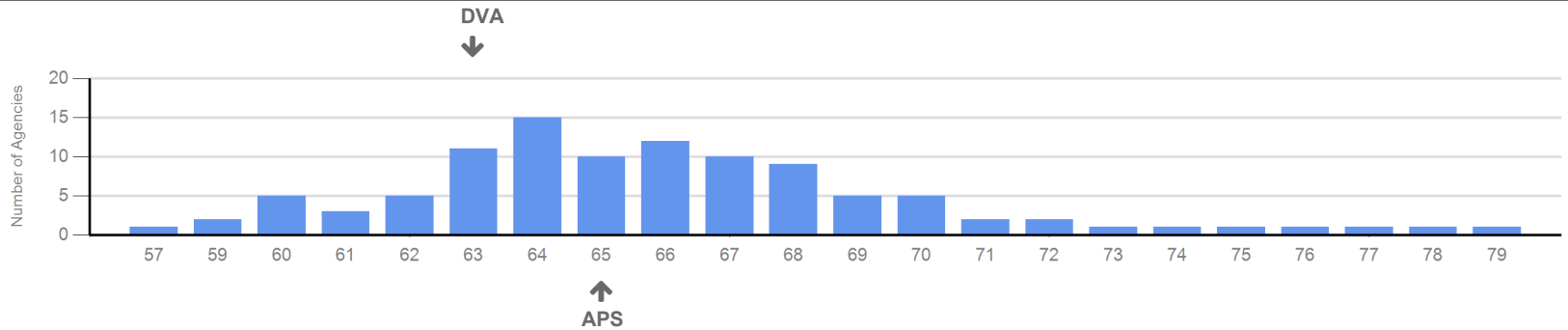
Communication Index

Ranking : 78th of 104



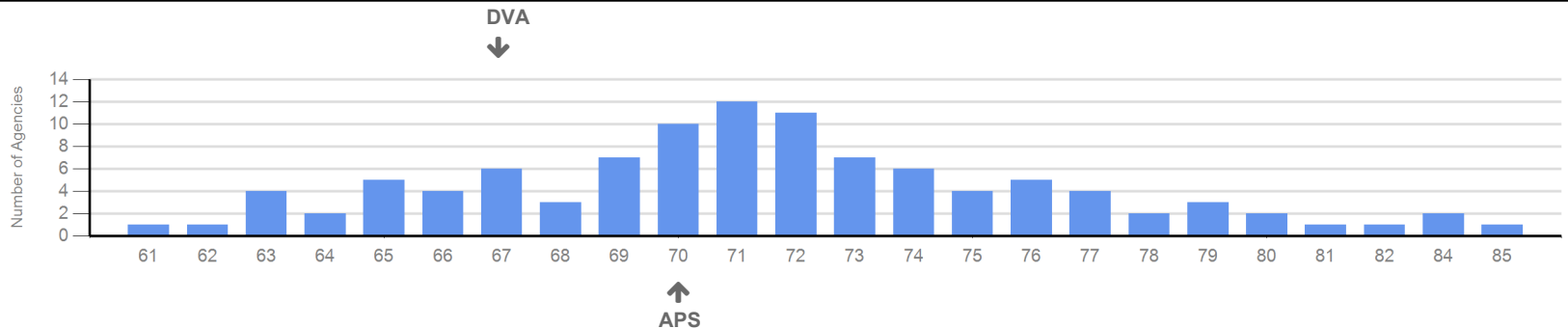
Enabling Innovation Index

Ranking : 88th of 104



Wellbeing Policies and Support Index

Ranking : 85th 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 larger operational agencies	Variance from large sized agencies
.1 I am supported to use my expertise to provide frank and fearless advice			61%	-	-5	-4	-6
.2 My agency supports and actively promotes an inclusive workplace culture			75%	-3	-6	-6	-8
.3 The culture in my agency supports people to act with integrity			70%	-	-7	-5	-8
.4 I think my agency cares about my health and wellbeing			59%	-3	-5	-3	-7
.5 My agency inspires me to come up with new or better ways of doing things			46%	-2	-4	-4	-4
.6 I am satisfied with the recognition I receive for doing a good job			63%	-2	-5	-3	-9

DVA specific questions

	Response scale			% Positive	Variance from 2023
I feel DVA has adequate tools and resources to support a psychologically safe workplace	58	27	15	58%	-
During the past 12 months, I feel DVA provided increased access to tools and resources to support my wellbeing	49	37	14	49%	-
I feel DVA has adequate support to enable positive and productive interactions with internal and external clients	58	31	11	58%	-
During the past 12 months, I was provided with an opportunity to contribute new ideas and improvements to make positive changes at DVA	59	28	13	59%	-
Outside of the formal recognition framework, I feel recognised for my contributions	55	26	19	55%	-
As a manager/supervisor, I have the capability to have meaningful performance conversations.	72	23	5	72%	-
My manager/supervisor has the capability to have meaningful performance conversations.	77	14	9	77%	-
I feel I have the capability to engage in meaningful performance conversations.	83	12	5	83%	-
I feel I have the ability to support staff who identify as a person with a disability.	60	33	7	60%	-

Key

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




DVA specific questions

	Response scale			% Positive	Variance from 2023
Over the past 12 months, I feel I received adequate training to understand Aboriginal and Torres Strait Islander culture.	51	35	14	51%	-
During the past 12 months, I feel DVA has advanced its Diversity and Inclusion initiatives, particularly through the enhancement of education and awareness campaigns and the establishment and engagement of Diversity committees	49	42	9	49%	-
I feel I have the ability to deal with an emergency situation at work	69	23	8	69%	-
During the past 12 months, I feel there have been improvements made to our internal IT systems that support me to do my job more effectively	22	34	44	22%	-


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.

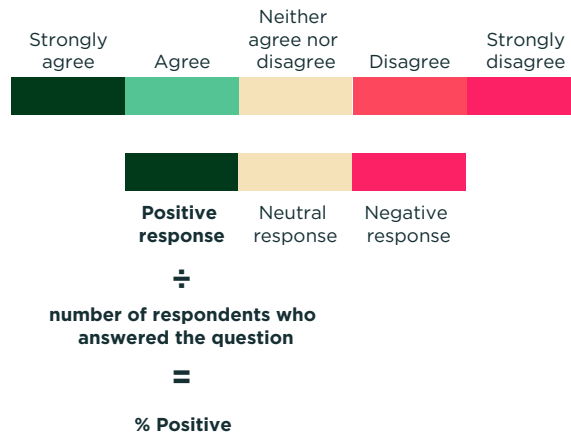
Prioritise 3 areas to take forward

	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.

