

Highlights Report ASQA



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Responses:

201 of 234

Response Rate:

86%

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		71	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies	
Say	Overall, I am satisfied with my job	67	19	15	67%	+7 ↑	-8 ↓	-10 ↓	-9 ↓
	I am proud to work in my agency	64	20	16	64%	+16 ↑	-14 ↓	-17 ↓	-16 ↓
	I would recommend my agency as a good place to work	52	21	28	52%	+19 ↑	-20 ↓	-25 ↓	-17 ↓
	I believe strongly in the purpose and objectives of my agency	80		15	80%	+6 ↑	-6 ↓	-11 ↓	-8 ↓
Stay	I feel a strong personal attachment to my agency	52	28	20	52%	+12 ↑	-11 ↓	-13 ↓	-12 ↓
	I feel committed to my agency's goals	80		15	80%	+13 ↑	-5 ↓	-9 ↓	-6 ↓
Strive	I suggest ideas to improve our way of doing things	94			94%	+5 ↑	+7 ↑	+5 ↑	+4
	I am happy to go the 'extra mile' at work when required	88		9	88%	+4	-3	-4	-3
	I work beyond what is required in my job to help my agency achieve its objectives	83		14	83%	+8 ↑	+2	+2	+2
	My agency really inspires me to do my best work every day	47	29	24	47%	+17 ↑	-14 ↓	-18 ↓	-13 ↓

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Leadership - Immediate Supervisor



Immediate Supervisor

The Immediate Supervisor Index assesses how employees view the leadership behaviours of their immediate supervisor in line with the *APS Leadership Capability Framework*.

Your Immediate Supervisor Index score		76	Response scale		% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies	
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	76	14	10	76%	-1	-4	-5↓	-2	
	My supervisor can deliver difficult advice whilst maintaining relationships	74	18	8	74%	0	-5↓	-6↓	-4	
	My supervisor invites a range of views, including those different to their own	82	11	7	82%	0	0	-2	0	
	My supervisor encourages my team to regularly review and improve our work	82	14		82%	+6↑	-1	-1	+2	
	My supervisor is invested in my development	71	22	8	71%	-1	-7↓	-7↓	-6↓	
	My supervisor ensures that my workgroup delivers on what we are responsible for	84	13		84%	0	-4	-5↓	-3	
Other similar questions										
	My supervisor provides me with helpful feedback to improve my performance	76	15	9	76%	+1	-3	-3	+1	
	My immediate supervisor encourages me	78	13	9	78%	+5↑	0	-1	+2	
	My supervisor actively ensures that everyone can be included in workplace activities	84	10		84%	+1	0	0	+2	
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	79	15		79%	-	-2	-2	0	
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	62	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
				+5	-8	-9	-8

SES Manager	My SES manager clearly articulates the direction and priorities for our area	55	22	22	55%	+8	-14	-14	-11
	My SES manager presents convincing arguments and persuades others towards an outcome	48	31	20	48%	+6	-15	-17	-16
	My SES manager promotes cooperation within and between agencies	59	28	13	59%	+9	-9	-11	-10
	My SES manager encourages innovation and creativity	49	35	16	49%	-3	-17	-18	-16
	My SES manager creates an environment that enables us to deliver our best	50	23	27	50%	+8	-15	-16	-13
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	66	24	11	66%	+7	-9	-11	-10

Other similar questions

In my agency, the SES work as a team	40	25	36	40%	+10	-17	-15	-16
In my agency, the SES clearly articulate the direction and priorities for our agency	44	26	31	44%	+13	-21	-21	-17
My SES manager routinely promotes the use of data and evidence to deliver outcomes	55	32	14	55%	+4	-13	-13	-13

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	62	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
				+8	-7	-7	-5

Communication	My supervisor communicates effectively	77	13	10	77%	+7	-4	-5	-2
	My SES manager communicates effectively	51	26	23	51%	+1	-19	-19	-17
	Internal communication within my agency is effective	44	22	34	44%	+21	-14	-15	-8

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	57	19	24	57%	+8	-11	-11	-10
	Staff are consulted about change at work	35	37	28	35%	+10	-16	-17	-13
	Change is managed well in my agency	29	26	45	29%	+10	-15	-15	-9

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 regulatory agencies	Variance from small sized agencies	
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	79	17	79%	+1	0	-2	-1	
	My immediate supervisor encourages me to come up with new or better ways of doing things	77	19	77%	0	+4	+2	+4	
	People are recognised for coming up with new and innovative ways of working	48	35	17	48%	-1	-9↓	-13↓	-8↓
	My agency inspires me to come up with new or better ways of doing things	44	34	22	44%	+6↑	-6↓	-8↓	-7↓
	My agency recognises and supports the notion that failure is a part of innovation	32	40	28	32%	+3	-8↓	-9↓	-5↓

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			71	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
						+4	+1	-1	+1

Wellbeing Policies and Support	Question	Score	Response Scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	70	21 9	70%	+11 ⬆️	+3	-1	+4
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	73	19 8	73%	+13 ⬆️	+7 ⬆️	+2	+6 ⬆️
	My agency does a good job of promoting health and wellbeing	66	23 11	66%	+9 ⬆️	0	-4	+2
	I think my agency cares about my health and wellbeing	65	22 13	65%	+11 ⬆️	0	-6 ⬇️	-4
I believe my immediate supervisor cares about my health and wellbeing	86	10 0	86%	-1	0	-2	-2	

Other similar questions

Wellbeing	Question	Score	Response Scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	73	15 12	73%	-	-1	-2	-1
	The people in my workgroup are able to bring up problems and tough issues	81	12 0	81%	-	+1	-1	0
	I receive the respect I deserve from my colleagues at work	76	20 0	76%	-2	-5 ⬇️	-6 ⬇️	-3
My agency supports and actively promotes an inclusive workplace culture	77	17 0	77%	+4	-4	-5 ⬇️	-1	

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Wellbeing

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
In general, would you say that your health is:						
Excellent		12%	+3	+1	0	0
Very good		34%	+1	-1	-3	-3
Good		37%	+1	-1	0	0
Fair		15%	-3	+1	+3	+3
Poor		3%	-1	-1	0	0
What best describes your current workload?						
Well above capacity - too much work		33%	+4	+10	+11	+8
Slightly above capacity - lots of work to do		37%	-5	-3	-5	-2
At capacity - about the right amount of work to do		24%	+3	-7	-6	-5
Slightly below capacity - available for more work		5%	-1	0	0	0
Well below capacity - not enough work		1%	-1	-1	-1	-1

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 regulatory agencies	Variance from small sized agencies
How often do you find your work stressful?						
Always		6%	-2	+1	+2	+2
Often		36%	+3	+11 	+13 	+12 
Sometimes		42%	-3	-7 	-9 	-7 
Rarely		15%	+2	-4	-5 	-5 
Never		1%	-1	-1	-1	-2
To what extent is your work emotionally demanding?						
To a very large extent		8%	-3	0	+1	+2
To a large extent		26%	+2	+6 	+8 	+8 
Somewhat		36%	+2	-3	-2	-3
To a small extent		24%	-2	0	-3	-2
To a very small extent		7%	+1	-3	-4	-4
I feel burned out by my work						
Strongly agree		10%	-2	+2	+3	+2
Agree		33%	+1	+10 	+12 	+10 
Neither agree nor disagree		26%	+7 	-6 	-4	-2
Disagree		25%	-3	-5 	-8 	-6 
Strongly disagree		6%	-2	-2	-3	-4













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 regulatory agencies	Variance from small sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	87 	87%	+1	+4	-3	0
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		9%	+1	-4	-4	-5 ↓
Flexible hours of work		27%	-6 ↓	0	-4	-7 ↓
Compressed work week		6%	-1	+2	-1	0
Job sharing		0%	0	0	0	0
Working away from the office/working from home		83%	-5 ↓	+22 ↑	+5 ↑	+14 ↑
None of the above		6%	+1	-18 ↓	-5 ↓	-10 ↓
Working away from the office						
None of the time		17%	-	-22 ↓	-5 ↓	-14 ↓
All of the time		7%	-	+1	-3	-1
Some of the time as a regular arrangement		74%	-	+27 ↑	+13 ↑	+24 ↑
Only on an irregular basis		3%	-	-6 ↓	-4	-9 ↓
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






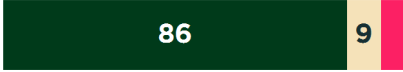


At least 5 percentage points less than comparator

Positive Neutral Negative



Working in the APS

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
I am supported to use my expertise to provide frank and fearless advice		63%	-	-3	-4	-1
The people in my workgroup demonstrate stewardship		74%	-	-3	-6 ↓	-6 ↓
The culture in my agency supports people to act with integrity		67%	-	-10 ↓	-13 ↓	-8 ↓
I believe strongly in the purpose and objectives of the APS		90%	+7 ↑	+4	+2	+6 ↑
I feel a strong personal attachment to the APS		68%	+4	+4	+4	+11 ↑
My workgroup considers the people and businesses affected by what we do		86%	-	+1	-3	-2

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 regulatory agencies	Variance from small sized agencies
I am satisfied with the recognition I receive for doing a good job	63	20	18	63%	+5 ⬆️	-6 ⬇️	-9 ⬇️	-7 ⬇️
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	67	18	16	67%	+15 ⬆️	+4	+3	+3
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	86	8	7	86%	+8 ⬆️	+4	-1	0
I am satisfied with the stability and security of my job	78	13	9	78%	+6 ⬆️	-7 ⬇️	-6 ⬇️	-1

Clarity and autonomy

	Response scale			% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	91	7		91%	+12 ⬆️	-2	-3	-2
I am clear what my duties and responsibilities are	77	19		77%	+18 ⬆️	-3	-2	-2
I have a choice in deciding how I do my work	66	25	8	66%	-3	+1	-6 ⬇️	-7 ⬇️
Where appropriate, I am able to take part in decisions that affect my job	67	16	17	67%	+7 ⬆️	-4	-7 ⬇️	-5 ⬇️

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 regulatory agencies	Variance from small sized agencies
In the last month, please rate your workgroup's overall performance						
Excellent		25%	0	-2	-4	-5 ⬇️
Very good		57%	+7 ⬆️	+2	+2	+4
Average		15%	-3	0	+2	+1
Below average		3%	-3	0	+1	+1
Well below average		1%	-1	0	0	0

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from small sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well		69%	+3	-10 ⬇️	-11 ⬇️	-12 ⬇️
My workgroup has the tools and resources we need to perform well		39%	+13 ⬆️	-20 ⬇️	-15 ⬇️	-12 ⬇️
The people in my workgroup use time and resources efficiently		76%	+8 ⬆️	0	-1	-1
My job gives me opportunities to utilise my skills		78%	+5 ⬆️	-2	-4	-4
In the last 12 months, the formal learning I have accessed has improved my performance		44%	-	-14 ⬇️	-15 ⬇️	-12 ⬇️

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 regulatory agencies	Variance from small 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		14%	-5 ↓	+5 ↑	+6 ↑	+6 ↑
I want to leave my position within the next 12 months		22%	-1	0	0	+2
I want to stay working in my position for the next one to two years		38%	-2	0	-4	-2
I want to stay working in my position for at least the next three years		26%	+8 ↑	-4	-2	-6 ↓
What best describes your plans involved with leaving your current position?						
I am planning to retire		7%	+6 ↑	+2	+4	+2
I am pursuing another position within my agency		17%	+5 ↑	-26 ↓	-18 ↓	+1
I am pursuing a position in another agency		56%	-6 ↓	+30 ↑	+24 ↑	+13 ↑
I am pursuing work outside the APS		8%	-2	-1	-3	-8 ↓
It is the end of my non-ongoing, casual or contracted employment		1%	-1	-1	-3	-5 ↓
Other		10%	-1	-3	-3	-4

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 regulatory agencies	Variance from small sized agencies
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
Senior leadership is of a poor quality	21%	-	-	-	-
I wish to pursue a promotion opportunity	14%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	9%	-	-	-	-
I am looking to further my skills in another area	9%	-	-	-	-
There are a lack of future career opportunities in my agency	5%	-	-	-	-

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 regulatory agencies	Variance from small 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		5%	-2	-5 ↓	-3	-4
No		95%	+2	+5 ↑	+3	+4
Did this discrimination occur in your current agency?						
Yes	The data for this question has been hidden for anonymity reasons.					
No	The data for this question has been hidden for anonymity reasons.					

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

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 regulatory agencies	Variance from small sized agencies
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes		9%	-3	-1	0	-1
No		84%	0	0	-3	0
Not sure		7%	+3	+2	+3	+1
Types of harassment or bullying experienced (3 highest responses):						
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)		39%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		33%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures		22%	+3	-14 ↓	-12 ↓	-12 ↓
It was reported by someone else		22%	+8 ↑	+15 ↑	+13 ↑	+16 ↑
I did not report the behaviour		56%	-11 ↓	-1	-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 regulatory agencies	Variance from small 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		8%	-1	+4	+5	+4
No		84%	-2	-7	-8	-4
Not sure		5%	-1	+1	+2	0
Would prefer not to answer		4%	+3	+1	+2	0

Types of corrupt behaviours witnessed (3 highest responses):

Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		53%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		33%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		27%	-	-	-	-

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures		7%	+7	-14	-6	-6
It was reported by someone else		27%	-2	+10	+6	+17
I did not report the behaviour		67%	-5	+4	0	-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	35%
Woman or female	58%
Non-binary	0%
I use a different term	0%
Prefer not to say	6%

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	12%
No	89%

Do you have carer responsibilities?	Responses
Yes	41%
No	59%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	7%
No	93%

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

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	71%
Australian Aboriginal and/or Torres Strait Islander	4%
New Zealander (excluding Maori)	2%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	2%
Anglo-European	15%
North-West European (excluding Anglo-European)	3%
Southern and Eastern European	7%
South-East Asian	7%
North-East Asian	2%
Southern and Central Asian	4%
North American	1%
South and Central American and Caribbean Islander	0%
North African and Middle Eastern	2%
Sub-Saharan African	0%

Do you consider yourself to be neurodivergent?	Responses
Yes	9%
No	74%
Maybe	10%
I am unsure what neurodivergent means	7%

Agency position



Agency position

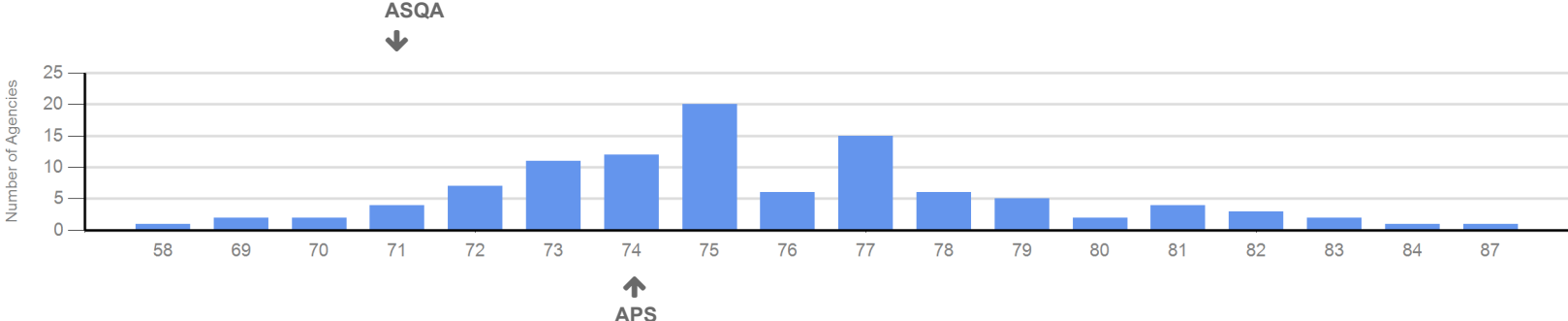
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

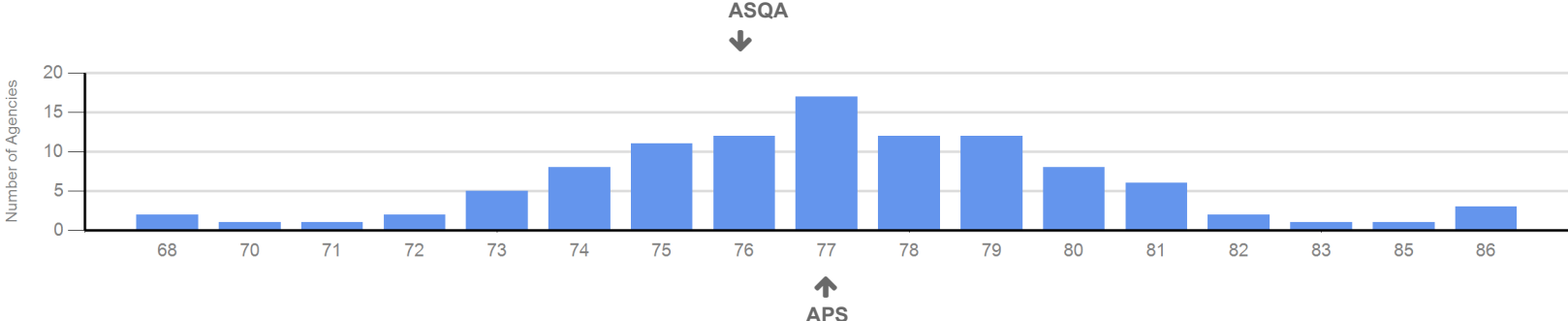
Employee Engagement Index

Ranking : 98th of 104



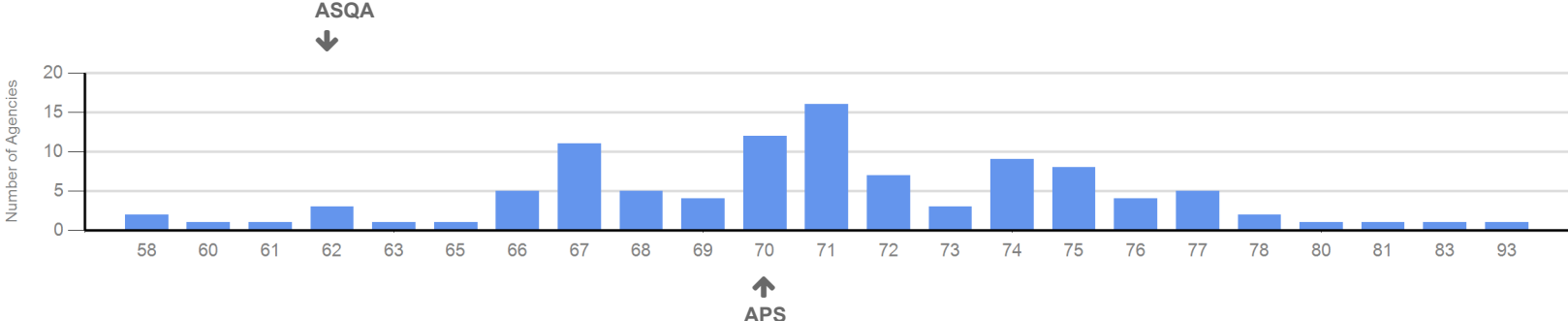
Leadership – Immediate Supervisor Index

Ranking : 69th of 104



Leadership – SES Manager Index

Ranking : 100th of 104



Agency position



Agency position

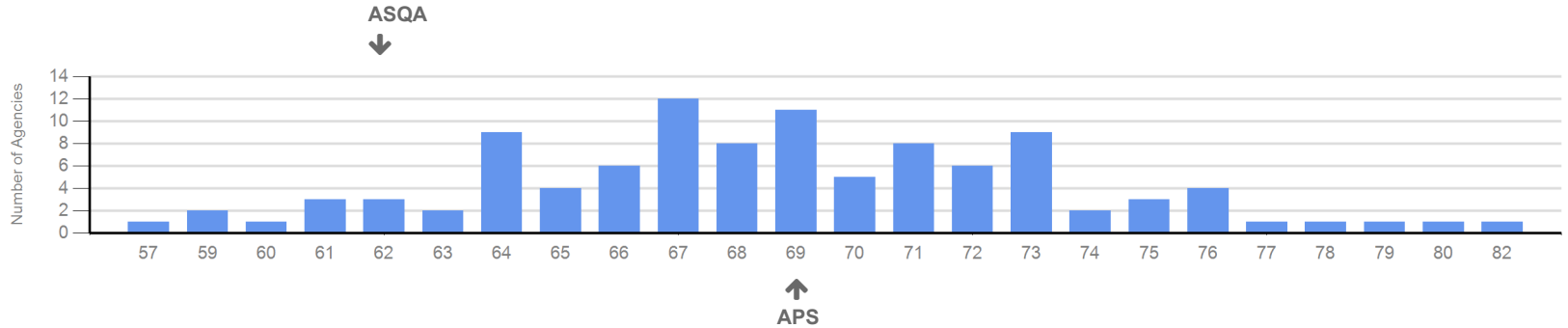
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

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

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

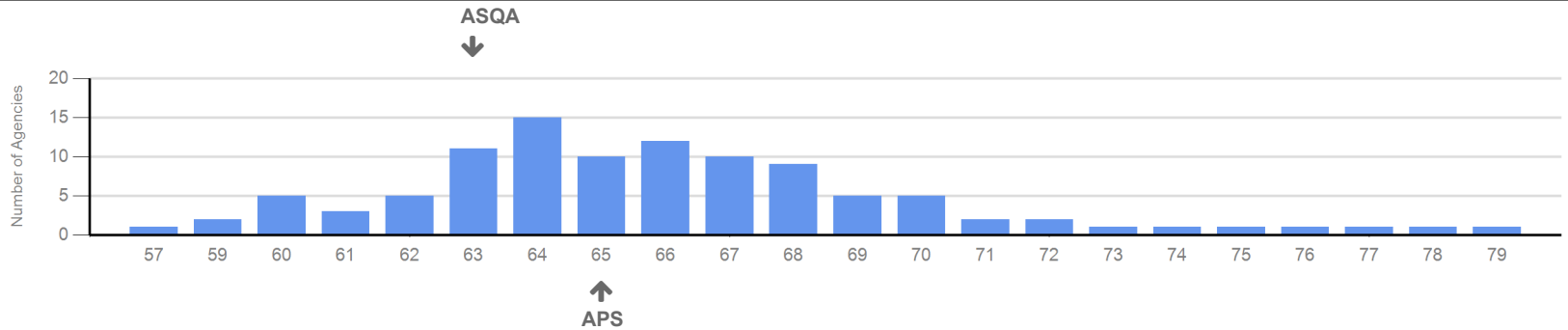
Communication Index

Ranking : 96th of 104



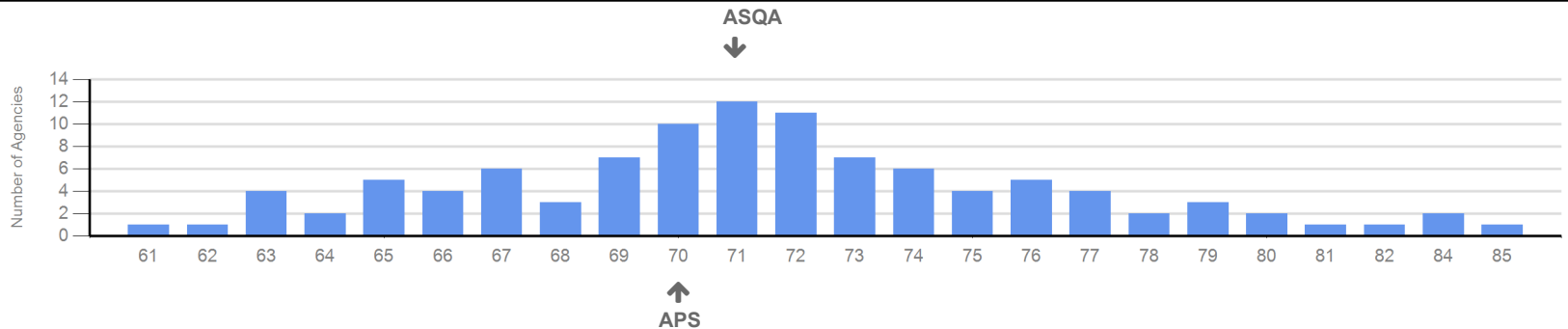
Enabling Innovation Index

Ranking : 87th of 104



Wellbeing Policies and Support Index

Ranking : 54th 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 regulatory agencies	Variance from small sized agencies
.1	The culture in my agency supports people to act with integrity		67%	-	-10	-13	-8
.2	My agency inspires me to come up with new or better ways of doing things		44%	+6	-6	-8	-7
.3	Change is managed well in my agency		29%	+10	-15	-15	-9
.4	I am supported to use my expertise to provide frank and fearless advice		63%	-	-3	-4	-1
.5	People are recognised for coming up with new and innovative ways of working		48%	-1	-9	-13	-8
.6	In my agency, the SES clearly articulate the direction and priorities for our agency		44%	+13	-21	-21	-17

ASQA specific questions

	Response scale	% Positive	Variance from 2023
I understand my role in implementing ASQA's regulatory reform agenda		75%	+14
I believe ASQA's reform agenda will improve ASQA's effectiveness		60%	+23
I understand how my role contributes to achieving ASQA's strategic objectives		84%	+15
I can easily find the information I need on Reggie		50%	+17
I understand ASQA's governance structure and the role of the Committees and Working Groups in making operational and corporate decisions		48%	+9
I have a good understanding of what self-assurance means for the VET sector		69%	+5
I understand my responsibilities under ASQA's security policies, and their relationship to the Protective Security Policy Framework (PSPF)		84%	+4
I understand the responsibilities required of me to maintain a security clearance for the duration of my employment with ASQA		95%	0
The work of ASQA's Diversity Working Group (DWG) has improved my knowledge and awareness of diversity and inclusion matters		48%	-6

Key



At least 5 percentage points greater than comparator




At least 5 percentage points less than comparator

Positive Neutral Negative



ASQA specific questions

	Response scale			% Positive	Variance from 2023
I understand my financial responsibilities under the Public Governance, Performance and Accountability Act 2013 (PGPA Act) and as an APS employee	76	17	7	76%	-3
The digital transformation program is improving the way we work	44	35	21	44%	+6 
I find value in attending the office as part of my working week	45	24	31	45%	-2

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.

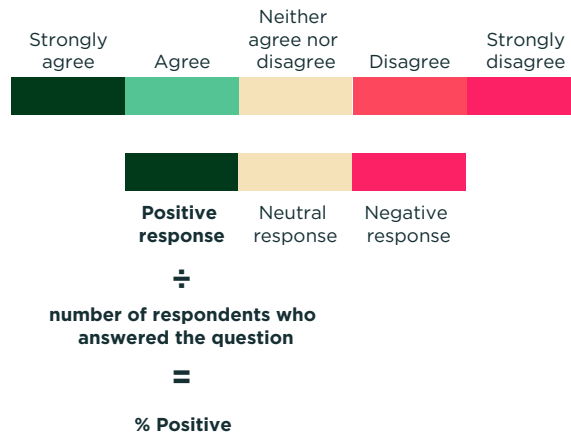
Prioritise 3 areas to take forward

	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.

