

Highlights Report DTA



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Responses:

271 of 276

Response Rate:

98%

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		74	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
Say	Overall, I am satisfied with my job	77	12 10	77%	+5 ↑	+2	+3	+1
	I am proud to work in my agency	71	20 9	71%	+8 ↑	-7 ↓	-7 ↓	-9 ↓
	I would recommend my agency as a good place to work	75	13 11	75%	+16 ↑	+4	+6 ↑	+4
	I believe strongly in the purpose and objectives of my agency	83	12	83%	+11 ↑	-3	-5 ↓	-7 ↓
Stay	I feel a strong personal attachment to my agency	57	26 17	57%	+12 ↑	-6 ↓	-5 ↓	-7 ↓
	I feel committed to my agency's goals	81	14	81%	+7 ↑	-5 ↓	-6 ↓	-7 ↓
Strive	I suggest ideas to improve our way of doing things	90	8	90%	-4	+3	+1	+1
	I am happy to go the 'extra mile' at work when required	94		94%	+2	+3	+3	+3
	I work beyond what is required in my job to help my agency achieve its objectives	80	15	80%	0	-1	-3	-1
	My agency really inspires me to do my best work every day	63	25 12	63%	+12 ↑	+3	+2	0

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Leadership - Immediate Supervisor



Immediate Supervisor

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

	Your Immediate Supervisor Index score	77	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
					0	0	+1	0

Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	79	12 9	79%	0	-1	-1	-1
	My supervisor can deliver difficult advice whilst maintaining relationships	77	15 8	77%	+1	-2	-1	-2
	My supervisor invites a range of views, including those different to their own	81	9 10	81%	-2	-1	0	-1
	My supervisor encourages my team to regularly review and improve our work	83	9 8	83%	0	+1	+2	+2
	My supervisor is invested in my development	77	12 10	77%	-1	-1	+1	0
	My supervisor ensures that my workgroup delivers on what we are responsible for	86	8	86%	-4	-2	-2	-2

Other similar questions

	My supervisor provides me with helpful feedback to improve my performance	75	13 13	75%	+1	-4	-3	-3
	My immediate supervisor encourages me	78	15 7	78%	-4	+1	+2	0
	My supervisor actively ensures that everyone can be included in workplace activities	82	12	82%	-3	-3	0	-1
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	83	9 8	83%	-	+2	+3	+2

Key

At least 5 percentage points greater than comparator
 At least 5 percentage points less than comparator

Positive Neutral Negative

Leadership - SES Manager



SES Manager

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

Your SES Manager Leadership Index score	76	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies

SES Manager	My SES manager clearly articulates the direction and priorities for our area	71	18	10	71%	-2	+2	+2	+1
	My SES manager presents convincing arguments and persuades others towards an outcome	75	19	6	75%	+1	+12	+11	+10
	My SES manager promotes cooperation within and between agencies	82	13	5	82%	+2	+14	+16	+12
	My SES manager encourages innovation and creativity	76	18	6	76%	+1	+10	+11	+9
	My SES manager creates an environment that enables us to deliver our best	74	15	11	74%	+1	+8	+8	+7
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	83	10	7	83%	+1	+9	+8	+6

Other similar questions

In my agency, the SES work as a team	56	22	22	56%	+14	0	-1	+2
In my agency, the SES clearly articulate the direction and priorities for our agency	68	17	15	68%	+9	+3	+2	+4
My SES manager routinely promotes the use of data and evidence to deliver outcomes	80	13	7	80%	+5	+13	+11	+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		70	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
					0	+1	+1	+1

Communication	My supervisor communicates effectively		78	10	12	78%	-2	-3	-1	-2
	My SES manager communicates effectively		73	16	12	73%	-1	+3	+3	+3
	Internal communication within my agency is effective		58	21	21	58%	+3	0	+1	+2

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup		68	16	16	68%	-4	0	-1	0
	Staff are consulted about change at work		56	30	13	56%	+5 ↑	+6 ↑	+6 ↑	+5 ↑
	Change is managed well in my agency		44	34	22	44%	+3	0	-1	+2

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		71	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	90	9	90%	+3	+11 ↑	+11 ↑	+8 ↑
	My immediate supervisor encourages me to come up with new or better ways of doing things	84	9	84%	+2	+11 ↑	+11 ↑	+9 ↑
	People are recognised for coming up with new and innovative ways of working	69	20	69%	+6 ↑	+11 ↑	+14 ↑	+11 ↑
	My agency inspires me to come up with new or better ways of doing things	66	24	66%	+10 ↑	+16 ↑	+15 ↑	+14 ↑
	My agency recognises and supports the notion that failure is a part of innovation	54	32	54%	+4	+13 ↑	+13 ↑	+13 ↑

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	75	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies

Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	75	18 7	75%	+7	+8	+8	+8
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	77	17	77%	+11	+11	+11	+10
	My agency does a good job of promoting health and wellbeing	83	11	83%	+14	+16	+17	+16
	I think my agency cares about my health and wellbeing	75	17 8	75%	+5	+11	+9	+8
	I believe my immediate supervisor cares about my health and wellbeing	85	9	85%	-4	-2	-1	-3

Other similar questions

Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	74	12 15	74%	-	-1	0	-1
	The people in my workgroup are able to bring up problems and tough issues	85	8 7	85%	-	+4	+3	+3
	I receive the respect I deserve from my colleagues at work	81	14	81%	+4	-1	0	0
	My agency supports and actively promotes an inclusive workplace culture	88	7	88%	+5	+7	+9	+9

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 smaller operational agencies	Variance from medium sized agencies
In general, would you say that your health is:						
Excellent		14%	+4	+4	+3	+3
Very good		37%	-1	+3	+1	+1
Good		32%	-4	-6 ↓	-6 ↓	-5 ↓
Fair		12%	-1	-2	0	0
Poor		4%	+1	+1	+2	+2
What best describes your current workload?						
Well above capacity - too much work		24%	+2	+2	-1	+1
Slightly above capacity - lots of work to do		41%	-1	+1	+3	+1
At capacity - about the right amount of work to do		26%	0	-5 ↓	-3	-3
Slightly below capacity - available for more work		7%	+1	+2	+1	+1
Well below capacity - not enough work		1%	-1	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 smaller operational agencies	Variance from medium sized agencies
How often do you find your work stressful?					
Always	4%	+2	0	0	0
Often	25%	+3	0	0	+1
Sometimes	51%	-4	+2	+1	+1
Rarely	18%	-1	-1	0	-2
Never	1%	+1	0	0	0
To what extent is your work emotionally demanding?					
To a very large extent	9%	+3	+1	+1	+1
To a large extent	15%	-3	-5 ⬇️	-5 ⬇️	-4
Somewhat	41%	-1	+2	+3	+3
To a small extent	24%	-3	0	0	-1
To a very small extent	12%	+4	+2	+2	+1
I feel burned out by my work					
Strongly agree	9%	+1	+1	0	+1
Agree	20%	-1	-3	-3	-2
Neither agree nor disagree	32%	0	0	0	+1
Disagree	32%	+2	+3	+3	+1
Strongly disagree	7%	-2	0	0	-1

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 smaller operational agencies	Variance from medium sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	90	90%	+1	+7 ⬆️	+7 ⬆️	+5 ⬆️
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		9%	0	-4	-2	-3
Flexible hours of work		23%	+4	-3	-2	-5 ⬇️
Compressed work week		8%	+1	+3	+4	+3
Job sharing		0%	0	0	-1	-1
Working away from the office/working from home		75%	+5 ⬆️	+13 ⬆️	+7 ⬆️	+6 ⬆️
None of the above		16%	-5 ⬇️	-8 ⬇️	-4	-3
Working away from the office						
None of the time		25%	-	-13 ⬇️	-7 ⬇️	-6 ⬇️
All of the time		25%	-	+19 ⬆️	+15 ⬆️	+16 ⬆️
Some of the time as a regular arrangement		42%	-	-5 ⬇️	-5 ⬇️	-8 ⬇️
Only on an irregular basis		8%	-	-1	-2	-3
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













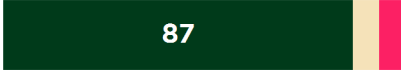


At least 5 percentage points less than comparator

Positive Neutral Negative



Working in the APS

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
I am supported to use my expertise to provide frank and fearless advice		68%	-	+2	+3	+2
The people in my workgroup demonstrate stewardship		79%	-	+2	+1	-1
The culture in my agency supports people to act with integrity		81%	-	+4	+4	+4
I believe strongly in the purpose and objectives of the APS		92%	+5 	+5 	+5 	+5 
I feel a strong personal attachment to the APS		69%	+2	+5 	+6 	+8 
My workgroup considers the people and businesses affected by what we do		87%	-	+2	0	0

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Job satisfaction

	Response scale			% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
I am satisfied with the recognition I receive for doing a good job	70	18	13	70%	+3	+1	+3	0
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	73	10	16	73%	+3	+10 ⬆	+12 ⬆	+9 ⬆
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	87		8	87%	+5 ⬆	+5 ⬆	+8 ⬆	+4
I am satisfied with the stability and security of my job	89			89%	+8 ⬆	+4	+12 ⬆	+7 ⬆

Clarity and autonomy

	Response scale			% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	92			92%	+3	-1	-2	-2
I am clear what my duties and responsibilities are	76	17		76%	+4	-3	-2	-2
I have a choice in deciding how I do my work	77	16	7	77%	-3	+12 ⬆	+9 ⬆	+5 ⬆
Where appropriate, I am able to take part in decisions that affect my job	80	10	10	80%	-1	+9 ⬆	+9 ⬆	+6 ⬆

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 smaller operational agencies	Variance from medium sized agencies
In the last month, please rate your workgroup's overall performance						
Excellent		31%	-3	+3	+2	+2
Very good		53%	+2	-1	-2	-2
Average		13%	+1	-2	0	0
Below average		2%	0	0	0	0
Well below average		0%	0	0	-1	-1

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well		81%	+12	+3	0	+1
My workgroup has the tools and resources we need to perform well		59%	+4	0	+1	+2
The people in my workgroup use time and resources efficiently		75%	-2	0	0	-1
My job gives me opportunities to utilise my skills		81%	+2	+2	+1	-1
In the last 12 months, the formal learning I have accessed has improved my performance		62%	-	+4	+7	+4

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 smaller operational agencies	Variance from medium sized agencies
Which of the following statements best reflects your current thoughts about working in your current position?					
I want to leave my position as soon as possible	11%	+1	+2	+2	+2
I want to leave my position within the next 12 months	29%	-4	+6 ⬆️	+7 ⬆️	+7 ⬆️
I want to stay working in my position for the next one to two years	43%	0	+5 ⬆️	+4	+2
I want to stay working in my position for at least the next three years	17%	+3	-13 ⬆️	-12 ⬆️	-11 ⬆️
What best describes your plans involved with leaving your current position?					
I am planning to retire	1%	-1	-4	-2	-3
I am pursuing another position within my agency	27%	+6 ⬆️	-16 ⬆️	-3	-2
I am pursuing a position in another agency	48%	-4	+22 ⬆️	+15 ⬆️	+12 ⬆️
I am pursuing work outside the APS	4%	-5 ⬆️	-6 ⬆️	-7 ⬆️	-8 ⬆️
It is the end of my non-ongoing, casual or contracted employment	4%	0	+1	-3	-1
Other	16%	+5 ⬆️	+3	+1	+2

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 smaller operational 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	29%	-	-	-	-
There are a lack of future career opportunities in my agency	11%	-	-	-	-
I am looking to further my skills in another area	10%	-	-	-	-
Senior leadership is of a poor quality	8%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	7%	-	-	-	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



Employees who had perceived discrimination in the last 12 months in the course of their employment were asked what the basis was for the discrimination. Employees could select one or more responses from a list of items.

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

Discrimination	Response scale	%	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
During the last 12 months and in the course of your employment, have you experienced discrimination on the basis of your background or a personal characteristic?						
Yes		10%	-1	0	0	+1
No		90%	+1	0	0	-1
Did this discrimination occur in your current agency?						
Yes		88%	+15	-4	-3	-3
No		12%	-15	+4	+3	+3
Basis for the discrimination that you experienced (3 highest responses):						
Gender		38%	-	-	-	-
Age		31%	-	-	-	-
Race		19%	-	-	-	-

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 smaller operational agencies	Variance from medium sized agencies
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes		11%	+2	0	0	0
No		81%	-1	-3	-2	-3
Not sure		8%	-1	+3	+2	+3
Types of harassment or bullying experienced (3 highest responses):						
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		64%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		46%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		25%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures		39%	-11↓	+3	-2	+2
It was reported by someone else		14%	-4	+7↑	+6↑	+6↑
I did not report the behaviour		46%	+15↑	-10↓	-3	-9↓

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



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

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

Corruption	Response scale	%	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
Excluding behaviour reported to you as part of your duties, in the last 12 months have you witnessed another APS employee in your agency engaging in behaviour that you consider may be serious enough to be viewed as corruption?						
Yes		3%	-2	0	-1	-1
No		90%	+5	-1	0	-2
Not sure		6%	+1	+2	+2	+3
Would prefer not to answer		2%	-4	0	-1	0

Did you report the potentially corrupt behaviour?

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

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

It was reported by someone else

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

I did not report the behaviour

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

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Demographics

How do you describe your gender?	Responses
Man or male	46%
Woman or female	51%
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	1%
No	99%

Do you have an ongoing disability?	Responses
Yes	10%
No	90%

Do you have carer responsibilities?	Responses
Yes	45%
No	55%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	12%
No	88%

Do you identify as culturally and linguistically diverse?	Responses
Yes	26%
No	74%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	66%
Australian Aboriginal and/or Torres Strait Islander	1%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	16%
North-West European (excluding Anglo-European)	3%
Southern and Eastern European	5%
South-East Asian	10%
North-East Asian	4%
Southern and Central Asian	4%
North American	2%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	2%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	13%
No	64%
Maybe	15%
I am unsure what neurodivergent means	7%

Agency position



Agency position

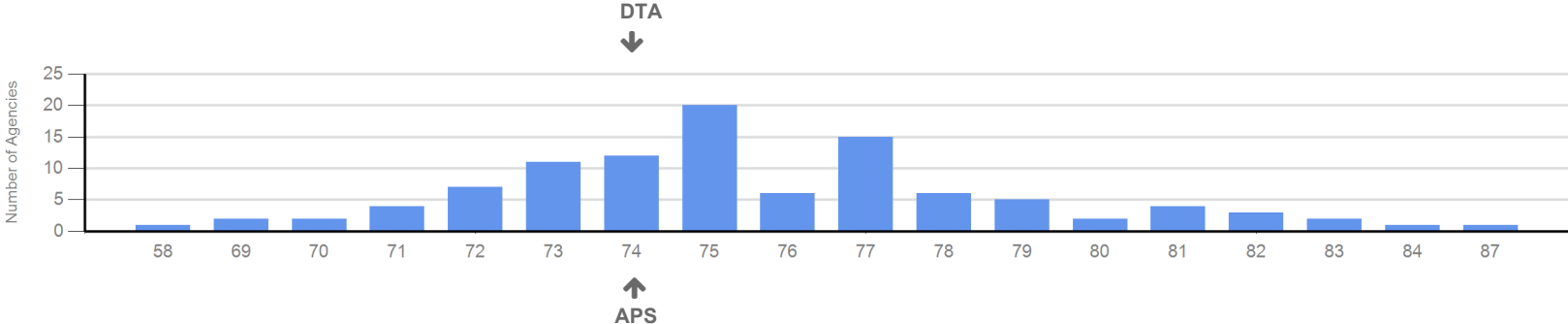
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

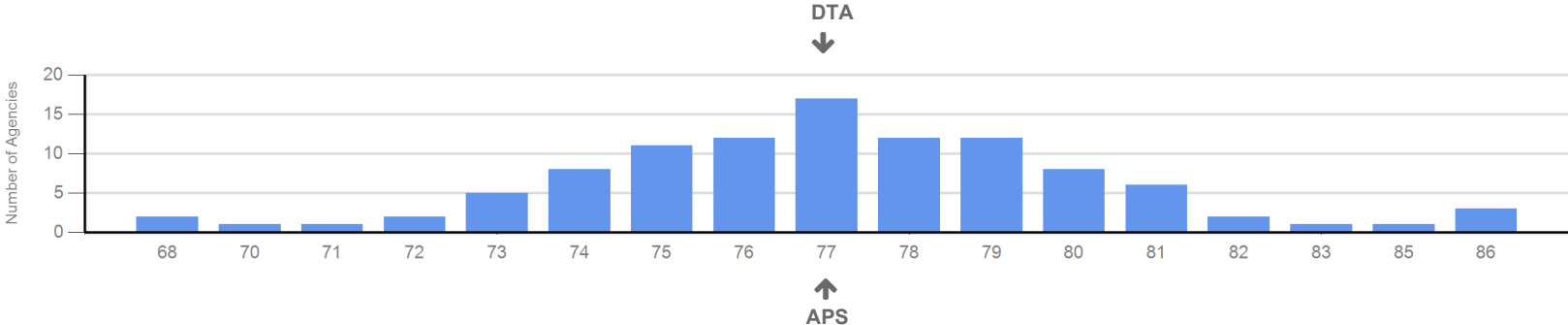
Employee Engagement Index

Ranking : 67th of 104



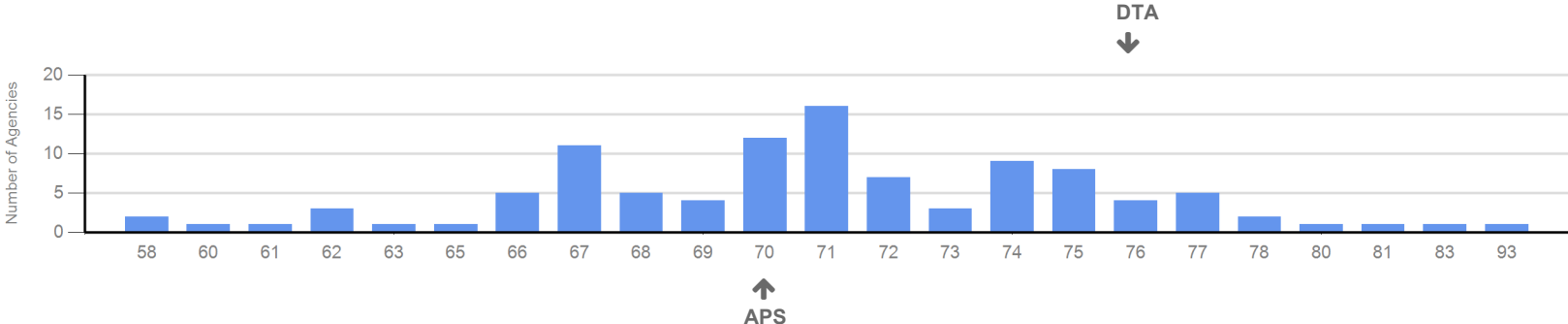
Leadership – Immediate Supervisor Index

Ranking : 50th of 104



Leadership – SES Manager Index

Ranking : 13th of 104



Agency position



Agency position

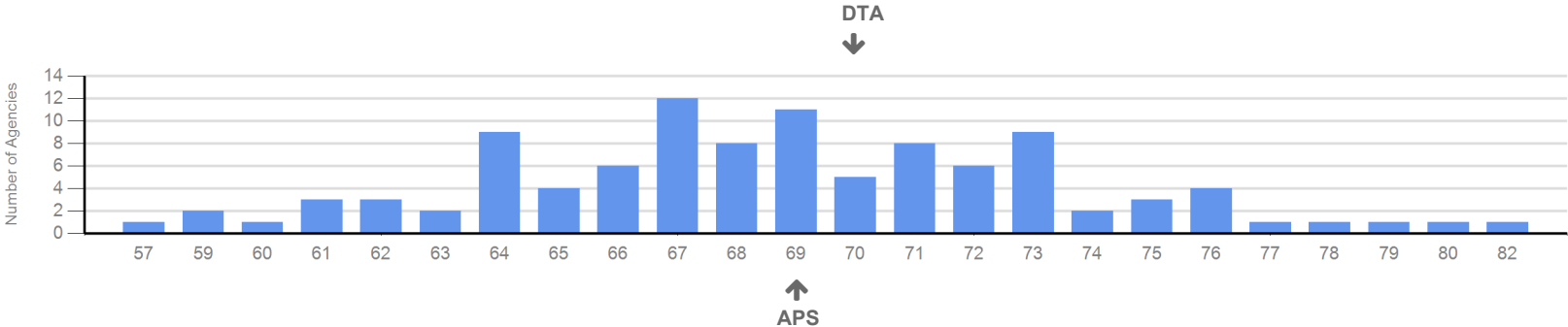
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

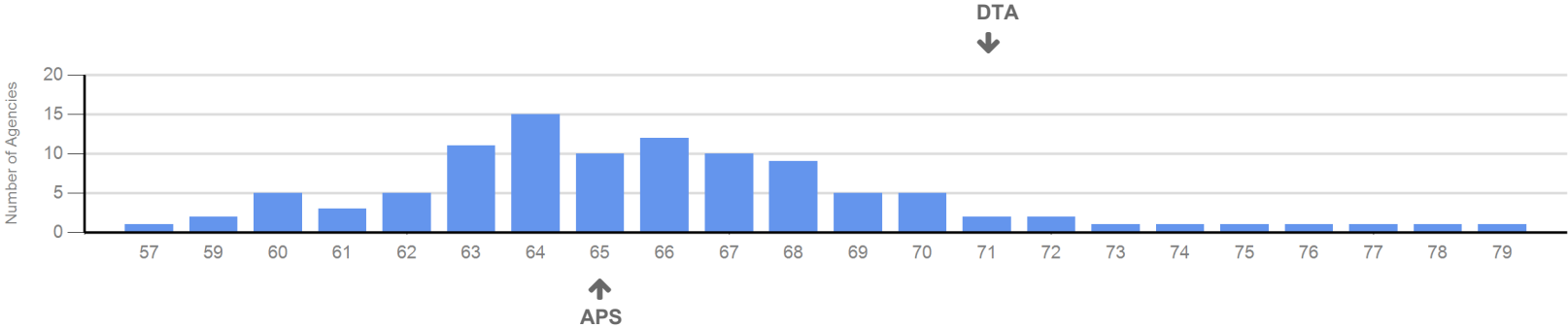
Communication Index

Ranking : 40th of 104



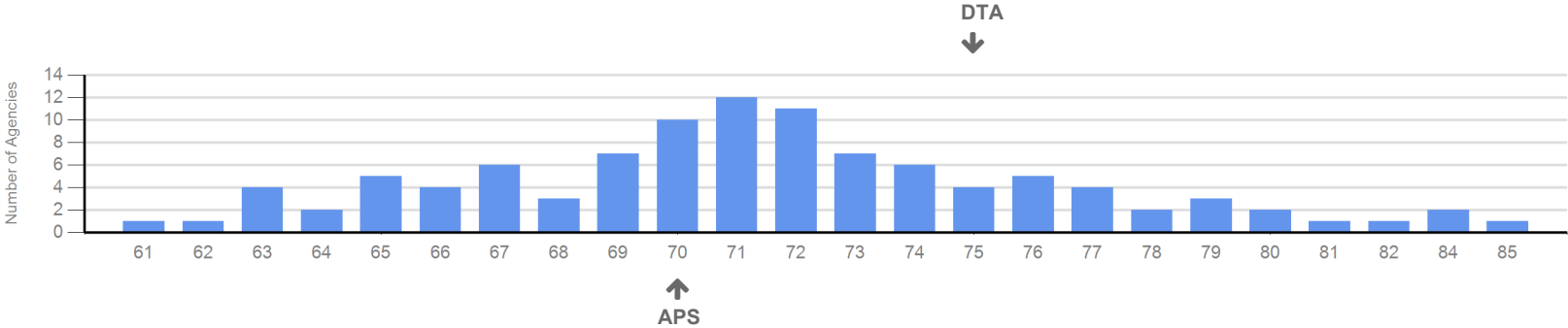
Enabling Innovation Index

Ranking : 11th of 104



Wellbeing Policies and Support Index

Ranking : 22nd 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 smaller operational agencies	Variance from medium sized agencies
.1 The culture in my agency supports people to act with integrity			81%	-	+4	+4	+4
.2 I am supported to use my expertise to provide frank and fearless advice			68%	-	+2	+3	+2
.3 My agency inspires me to come up with new or better ways of doing things			66%	+10	+16	+15	+14
.4 Change is managed well in my agency			44%	+3	0	-1	+2
.5 My agency supports and actively promotes an inclusive workplace culture			88%	+5	+7	+9	+9
.6 Internal communication within my agency is effective			58%	+3	0	+1	+2

DTA specific questions

	Response scale			% Positive	Variance from 2023
The Executive Board works well together to deliver outcomes	51	32	17	51%	+9
My SES manager models the DTA's values and behaviours	87	10		87%	-
My immediate manager models the DTA's values and behaviours	89	7		89%	-
APS and EL staff in my immediate workgroup model the DTA's values and behaviours	86	12		86%	-
I understand how my role contributes to the DTA's purpose	91			91%	-
My immediate workgroup actively engages and considers the views of other DTA branches and divisions	79	18		79%	-
Internal communication channels keep me well informed of initiatives the DTA has underway	64	29	7	64%	-
I have regular two-way performance conversations with my manager	70	17	13	70%	-
The feedback I receive on my performance helps me to improve and perform my job more effectively	73	17	10	73%	-
My manager acknowledges when the team (or someone in the team) does a good job	81	14		81%	-

Key

At least 5 percentage points greater than comparator At least 5 percentage points less than comparator

Positive Neutral Negative

DTA specific questions


	Response scale			% Positive	Variance from 2023
My immediate workgroup manages underperformance effectively	48	33	19	48%	-
I feel confident and supported to raise concerns about inappropriate behaviour	79	12	9	79%	0
The culture of the DTA encourages people to act with integrity	82	14		82%	-
My immediate workgroup is conscious of including colleagues not based in Canberra when planning business activities, meetings, and social events	86	10		86%	-
I feel that I am able to bring my whole self to work	76	13	11	76%	-

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.

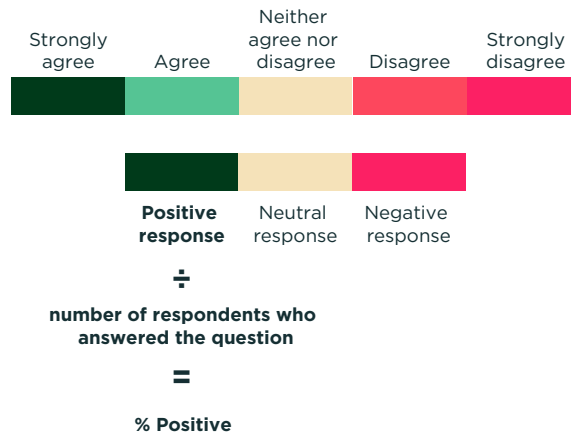
Prioritise 3 areas to take forward

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

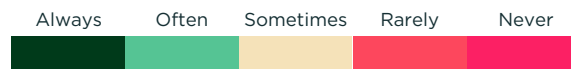
Guide to this report

% 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.

