



Highlights Report

CA

Responses:

66 of 73

Response rate:

90%

2026 APS

Employee Census

4 May–5 June

Have
your
say



Highest positive and highest negative questions

Highest positive scoring questions

% Positive

This table displays the questions with the highest % Positive scores.

I believe strongly in the purpose and objectives of my agency	98%
I understand how my role contributes to achieving an outcome for the Australian public	98%
In the last month, please rate your workgroup's overall performance	98%
I feel committed to my agency's goals	97%
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	97%

Highest negative scoring questions

% Negative

This table displays the questions with the highest % Negative scores.

I am expected to do too many different tasks in too little time <i>[Reverse scored: % Negative score represents those who responded Often or Always]</i>	30%
Barrier to you performing at your best: Administrative processes within my agency <i>[Reverse scored: % Negative score represents those who responded this is a barrier to a great or very great extent]</i>	21%
I have unrealistic time pressures <i>[Reverse scored: % Negative score represents those who responded Often or Always]</i>	20%
Barrier to you performing at your best: Too many competing priorities <i>[Reverse scored: % Negative score represents those who responded this is a barrier to a great or very great extent]</i>	19%
I feel burned out by my work <i>[Reverse scored: % Negative score represents those who responded Agree or Strongly agree]</i>	18%

Most and least improved questions

Most improved questions

% Positive
Difference
from
2025

This table displays the questions that have had the highest change in the % Positive score compared to the previous Census.

Barrier to you performing at your best: Multiple layers of decision making within my agency *[Reverse scored: % Positive score represents those who responded this is not at all a barrier or is to a very little extent]*

48%

+22

Change is managed well in my agency

64%

+22

Barrier to you performing at your best: Authority for decision making is at a higher level than required *[Reverse scored: % Positive score represents those who responded this is not at all a barrier or is to a very little extent]*

56%

+20

During the last 12 months, the formal learning I have accessed has improved my performance

65%

+19

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

76%

+18

Least improved questions

% Positive
Difference
from
2025

This table displays the questions that have had the lowest change in the % Positive score compared to the previous Census.

My workgroup has the tools and resources we need to perform well

61%

-15

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

70%

-11

Barrier to you performing at your best: Limited instances of working as one APS *[Reverse scored: % Positive score represents those who responded this is not at all a barrier or is to a very little extent]*

66%

-6

I am expected to do too many different tasks in too little time *[Reverse scored: % Positive score represents those who responded Rarely or Never]*

17%

-5

I have unrealistic time pressures *[Reverse scored: % Positive score represents those who responded Rarely or Never]*

27%

-4

Agency index scores

	2026 Score	APS Overall	Agency Rank
Employee Engagement Index	80	74	14 of 112
Immediate Supervisor Index	78	77	46 of 112
SES Manager Index	81	69	3 of 112
Communication Index	75	69	7 of 112
Enabling Innovation Index	73	67	12 of 112
Speak Up Culture Index	79	74	18 of 112
Wellbeing Policies and Support Index	74	70	30 of 112

This table displays the overall index scores for your agency compared to the overall index scores for the APS. The ranks are to assist you to see where your agency sits in comparison to the overall APS index score and the scores of other agencies. E.g. a rank of 1 would indicate the highest score of all participating agencies.

Employee Engagement
Index Score:

80

Difference in %
positive from
2025

Difference in %
positive from
**APS
overall**

Difference in %
positive from
**Specialist
agencies**

Difference in %
positive from
**Extra small
sized
agencies**

-1

+6

+4

+4

Employee Engagement

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

		% Positive	% Neutral	% Negative				
Say	Overall, I am satisfied with my job	89%	5%	6%	+4	+15	+14	+15
	I am proud to work in my agency	97%	3%	0%	0	+18	+14	+12
	I would recommend my agency as a good place to work	88%	6%	6%	+10	+14	+14	+19
	I believe strongly in the purpose and objectives of my agency	98%	2%	0%	+1	+12	+8	+6
Stay	I feel a strong personal attachment to my agency	73%	18%	9%	-2	+10	+8	+12
	I feel committed to my agency's goals	97%	3%	0%	+3	+11	+9	+7
Strive	I suggest ideas to improve our way of doing things	89%	9%	2%	-3	+3	0	-2
Strive	I am happy to go the 'extra mile' at work when required	92%	6%	2%	0	+4	+3	+3
Strive	I work beyond what is required in my job to help my agency achieve its objectives	88%	6%	6%	+5	+11	+10	+8
Strive	My agency really inspires me to do my best work every day	80%	17%	3%	-2	+17	+15	+12

Key drivers of employee engagement index

			% Positive	Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
Drivers of Employee Engagement	1.	The culture in my agency supports people to act with integrity	91%	+4	+12	+11	+12
	2.	My job gives me opportunities to utilise my skills	88%	+4	+10	+8	+6
	3.	Change is managed well in my agency	64%	+22	+20	+24	+16
	4.	Internal communication within my agency is effective	68%	+3	+10	+13	+9
Through driver analysis, these questions have been identified as being most strongly associated with employee engagement scores.	5.	I have a choice in deciding how I do my work	80%	+10	+13	+4	+3
	6.	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	97%	+6	+23	+19	+16
Develop actions and activities to improve upon these to drive higher levels of performance.							

Immediate Supervisor
Index Score:

78

Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
+1	+1	0	0

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*.

	% Positive	% Neutral	% Negative				
My supervisor engages with staff on how to respond to future challenges	70%	21%	9%	-11	-10	-9	-7
My supervisor can deliver difficult advice whilst maintaining relationships	82%	12%	6%	+1	+3	+3	+5
My supervisor invites a range of views, including those different to their own	89%	8%	3%	+8	+7	+6	+6
My supervisor encourages my team to regularly review and improve our work	82%	14%	5%	+2	-1	0	+1
My supervisor is invested in my development	77%	15%	8%	+12	0	-1	0
My supervisor ensures that my workgroup delivers on what we are responsible for	92%	6%	2%	-3	+5	+4	+6

Other similar questions

My supervisor provides me with helpful feedback to improve my performance	77%	17%	6%	+5	-1	0	+2
My immediate supervisor encourages me	83%	14%	3%	+7	+6	+4	+4
My supervisor actively ensures that everyone can be included in workplace activities	88%	5%	8%	+4	+4	+4	+4
My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	85%	9%	6%	+14	+4	+4	+3

SES Manager
Index Score:

81

Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
+5	+11	+10	+8

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*.

	% Positive	% Neutral	% Negative				
My SES manager clearly articulates the direction and priorities for our area	95%	5%	0%	+17	+26	+26	+26
My SES manager presents convincing arguments and persuades others towards an outcome	88%	9%	3%	+7	+26	+23	+20
My SES manager promotes cooperation within and between agencies	91%	8%	2%	+5	+23	+21	+14
My SES manager encourages innovation and creativity	83%	11%	6%	+9	+17	+15	+9
My SES manager creates an environment that enables us to deliver our best	88%	8%	5%	+11	+23	+21	+20
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	97%	3%	0%	+6	+23	+19	+16

Other similar questions

In my agency, the SES work as a team	89%	11%	0%	+8	+34	+37	+28
In my agency, the SES clearly articulate the direction and priorities for our agency	86%	12%	2%	+2	+22	+26	+19
My SES manager routinely promotes the use of data and evidence to deliver outcomes	88%	8%	5%	+5	+19	+17	+13

Communication
Index Score:

75

Difference in %
positive from
2025

Difference in %
positive from
**APS
overall**

Difference in %
positive from
**Specialist
agencies**

Difference in %
positive from
**Extra small
sized
agencies**

+3

+6

+6

+7

Communication

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

	% Positive	% Neutral	% Negative				
My supervisor communicates effectively	86%	5%	9%	+7	+6	+6	+10
My SES manager communicates effectively	89%	11%	0%	+10	+20	+18	+20
Internal communication within my agency is effective	68%	24%	8%	+3	+10	+13	+9

Change

Difference in %
positive from
2025

Difference in %
positive from
**APS
overall**

Difference in %
positive from
**Specialist
agencies**

Difference in %
positive from
**Extra small
sized
agencies**

Change

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

	% Positive	% Neutral	% Negative				
When changes occur, the impacts are communicated well within my workgroup	68%	17%	15%	-1	+3	+2	+3
Staff are consulted about change at work	55%	36%	9%	-2	+6	+8	+3
Change is managed well in my agency	64%	21%	15%	+22	+20	+24	+16

Enabling Innovation
Index Score:

73

Difference in %
positive from
2025

Difference in %
positive from
**APS
overall**

Difference in %
positive from
**Specialist
agencies**

Difference in %
positive from
**Extra small
sized
agencies**

+4

+6

+4

+3

Enabling Innovation

The Enabling Innovation Index assesses both whether employees feel willing and able to be innovative, and whether their agency has a culture which enables them to be so.

	% Positive	% Neutral	% Negative				
I believe that one of my responsibilities is to continually look for new ways to improve the way we work	88%	12%	0%	-1	+5	+2	0
My immediate supervisor encourages me to come up with new or better ways of doing things	79%	17%	5%	+2	+3	0	-2
People are recognised for coming up with new and innovative ways of working	77%	18%	5%	+11	+14	+13	+10
My agency inspires me to come up with new or better ways of doing things	73%	21%	6%	+10	+16	+14	+8
My agency recognises and supports the notion that failure is a part of innovation	76%	18%	6%	+18	+25	+27	+24

Speak Up Culture
Index Score:

79

Difference in %
positive from
2025

Difference in %
positive from
**APS
overall**

Difference in %
positive from
**Specialist
agencies**

Difference in %
positive from
**Extra small
sized
agencies**

-

+5

+2

+2

Speak Up Culture

The measure of speak up culture is based on psychological safety, which is the belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes, and the team is safe for interpersonal risk taking.

	% Positive	% Neutral	% Negative				
The people in my workgroup value others' individual skills and talents	95%	3%	2%	+6	+13	+10	+9
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	95%	3%	2%	+4	+8	+6	+7
The people in my workgroup are able to bring up problems and tough issues	86%	12%	2%	+1	+7	+6	+6
If you make a mistake in my workgroup, it tends to be held against you <i>[Reverse scored: % Positive score represents those who responded Disagree or Strongly disagree]</i>	80%	14%	6%	+3	+13	+6	+7

Wellbeing Policies and Support Index Score:

74

Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
+1	+4	+2	+1

Wellbeing

The Wellbeing Policies and Support Index provides a measure of the practical and cultural elements that allow for a sustainable and healthy working environment.

	% Positive	% Neutral	% Negative				
I am satisfied with the policies/practices in place to help me manage my health and wellbeing	74%	17%	9%	+6	+4	+2	+1
My agency does a good job of communicating what it can offer me in terms of health and wellbeing	71%	24%	5%	-1	+3	+1	-1
My agency does a good job of promoting health and wellbeing	71%	26%	3%	-1	+3	+2	0
I think my agency cares about my health and wellbeing	89%	8%	3%	+17	+24	+21	+16
I believe my immediate supervisor cares about my health and wellbeing	94%	3%	3%	+7	+7	+5	+7

Other similar questions

If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	79%	12%	9%	+6	+3	+2	+1
I receive the respect I deserve from my colleagues at work	89%	9%	2%	+1	+9	+8	+10
My agency supports and actively promotes an inclusive workplace culture	86%	12%	2%	-1	+4	+5	+5

	%	Difference from 2025	Difference from APS overall	Difference from Specialist agencies	Difference from Extra small sized agencies
In general, would you say that your health is:					
Excellent	15%	-3	+4	+2	+1
Very good	35%	+5	+1	-1	-1
Good	38%	+2	+1	+4	+2
Fair	9%	-4	-4	-3	-1
Poor	2%	0	-2	-1	-1
What best describes your current workload?					
Well above capacity – too much work	13%	-2	-5	-6	-8
Slightly above capacity – lots of work to do	56%	+11	+17	+15	+13
At capacity – about the right amount of work to do	28%	-7	-8	-5	-4
Slightly below capacity – available for more work	3%	-3	-3	-3	-1
Well below capacity – not enough work	0%	0	-1	-1	-1

	%	Difference from 2025	Difference from APS overall	Difference from Specialist agencies	Difference from Extra small sized agencies
How often do you find your work stressful?					
Always	0%	-1	-5	-4	-5
Often	18%	-3	-5	-4	-3
Sometimes	57%	+3	+7	+7	+9
Rarely	25%	+1	+5	+3	+2
Never	0%	0	-2	-2	-3
To what extent is your work emotionally demanding?					
To a very large extent	2%	-1	-6	-5	-5
To a large extent	12%	+2	-8	-6	-6
Somewhat	43%	-5	+4	+5	+6
To a small extent	32%	+9	+8	+6	+6
To a very small extent	11%	-4	+1	-1	-1
I feel burned out by my work					
Strongly agree	6%	-3	-2	-2	-3
Agree	12%	-1	-10	-8	-5
Neither agree nor disagree	29%	-2	-3	-1	+2
Disagree	43%	+9	+13	+10	+8
Strongly disagree	9%	-4	+2	0	-2

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
	% Positive	% Neutral	% Negative				
I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	95%	5%	0%	0	+9	+7	+8

	%	Difference from 2025	Difference from APS overall	Difference from Specialist agencies	Difference from Extra small sized agencies
Do you currently access any of the following flexible working arrangements? [Multiple Response]					
Part-time	17%	-5	+4	+5	+3
Flexible hours of work	23%	-3	-9	-14	-9
Compressed work week	14%	+5	+7	+9	+7
Job sharing	0%	0	0	0	0
Working away from the office/working from home	82%	+5	+12	+6	+6
None of the above	2%	-4	-16	-13	-10
Working away from the office					
All of the time	6%	-1	-2	-1	-3
Some of the time as a regular arrangement	62%	+1	+9	+6	+10
Only on an irregular basis	14%	+6	+5	+2	-1
None of the time	18%	-5	-12	-6	-6
Did not disclose their arrangement	0%	-1	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.

Work environment

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
	% Positive	% Neutral	% Negative				
I am supported to use my expertise to provide frank and fearless advice	77%	15%	8%	+2	+9	+9	+6
The people in my workgroup demonstrate stewardship	83%	14%	3%	+2	+7	+4	+3
The culture in my agency supports people to act with integrity	91%	5%	5%	+4	+12	+11	+12
I believe strongly in the purpose and objectives of the APS	91%	9%	0%	+5	+4	+4	+4
I feel a strong personal attachment to the APS	70%	20%	11%	+6	+3	+7	+10
My workgroup considers the people and businesses affected by what we do	95%	2%	3%	+6	+12	+9	+7

Job satisfaction

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
	% Positive	% Neutral	% Negative				
I am satisfied with the recognition I receive for doing a good job	80%	9%	11%	+1	+14	+11	+11
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	68%	17%	15%	+7	+7	+5	-2
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	89%	8%	3%	+2	+7	+5	+5
I am satisfied with the stability and security of my job	95%	2%	3%	+8	+13	+17	+19

Role clarity and autonomy

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
	% Positive	% Neutral	% Negative				
I understand how my role contributes to achieving an outcome for the Australian public	98%	2%	0%	+1	+7	+6	+6
I am clear what my duties and responsibilities are	94%	6%	0%	+8	+10	+11	+14
I have a choice in deciding how I do my work	80%	19%	2%	+10	+13	+4	+3
Where appropriate, I am able to take part in decisions that affect my job	86%	11%	3%	+12	+17	+14	+12

	%	Difference from 2025	Difference from APS overall	Difference from Specialist agencies	Difference from Extra small sized agencies
--	---	--------------------------------	---------------------------------------	---	--

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

Excellent	41%	+9	+16	+14	+12
Very good	58%	+3	+2	+3	+3
Average	2%	-10	-15	-14	-13
Below average	0%	-1	-2	-2	-2
Well below average	0%	0	-1	-1	0

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
--	--	--	--	---	--	--	---

	% Positive	% Neutral	% Negative				
My workgroup has the appropriate skills, capabilities and knowledge to perform well	85%	6%	9%	-1	+7	+5	+6
My workgroup has the tools and resources we need to perform well	61%	23%	17%	-15	+3	+7	+6
The people in my workgroup use time and resources efficiently	82%	15%	3%	+4	+9	+6	+7
My job gives me opportunities to utilise my skills	88%	6%	6%	+4	+10	+8	+6
During the last 12 months, the formal learning I have accessed has improved my performance	65%	26%	9%	+19	+9	+10	+7

	%	Difference from 2025	Difference from APS overall	Difference from Specialist agencies	Difference from Extra small sized agencies
Which of the following statements best reflects your thoughts about working in your current position?					
I want to leave my position as soon as possible	3%	-1	-6	-5	-7
I want to leave my position within the next 12 months	21%	-11	0	0	-1
I want to stay working in my position for the next one to two years	52%	+13	+14	+11	+10
I want to stay working in my position for at least the next three years	24%	-1	-8	-7	-2
What best describes your plans involved with leaving your current position?					
I am planning to retire	0%	-4	-5	-4	-3
I am pursuing another position within my agency	7%	-9	-38	-19	-1
I am pursuing a position in another agency	60%	+20	+35	+24	+1
I am pursuing work outside the Commonwealth public sector	20%	-4	+11	+6	+8
It is the end of my non-ongoing, casual or contracted employment	7%	-1	+5	+1	+3
Other	7%	-1	-8	-8	-7
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
There are a lack of future career opportunities in my agency	31%	-	-	-	-
I am looking to further my skills in another area	23%	-	-	-	-
I wish to pursue a promotion opportunity	15%	-	-	-	-
I am expected to do more work than I reasonably can	8%	-	-	-	-
I do not have a sense of belonging to my workgroup or agency	8%	-	-	-	-

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.

Unacceptable behaviour - discrimination

	%	Difference from 2025	Difference from APS overall	Difference from Specialist agencies	Difference from Extra small sized agencies	
Employees who had perceived discrimination in the last 12 months in the course of their employment were asked where the discrimination came from and if they reported it.	During the last 12 months, and in connection with your work, have you experienced discrimination on the basis of your background or a personal characteristic?					
	Yes	6%	0	-2	0	+1
	No	94%	0	+2	0	-1
	Did this discrimination occur in your current agency?					
	Yes	Data hidden to preserve privacy.				
	No	Data hidden to preserve privacy.				
	The discrimination came from: [Multiple Response]					
	Within my agency	Data hidden to preserve privacy.				
	Another agency	Data hidden to preserve privacy.				
	A customer, stakeholder or member of the public	Data hidden to preserve privacy.				
Other	Data hidden to preserve privacy.					
Did you report the discrimination?						
I reported the discrimination in accordance with my agency's policies and procedures	Data hidden to preserve privacy.					
It was reported by someone else	Data hidden to preserve privacy.					
I did not report the discrimination	Data hidden to preserve privacy.					

Unacceptable behaviour - bullying and harassment

	%	Difference from 2025	Difference from APS overall	Difference from Specialist agencies	Difference from Extra small sized agencies
During the last 12 months, have you been subjected to bullying or harassment in your current workplace?					
Yes	5%	-5	-5	-4	-6
Not sure	3%	0	-1	-1	-1
No	92%	+5	+6	+5	+7
Did you report the bullying or harassment?					
I reported the behaviour in accordance with my agency's policies and procedures	<i>Data hidden to preserve privacy.</i>				
It was reported by someone else	<i>Data hidden to preserve privacy.</i>				
I did not report the behaviour	<i>Data hidden to preserve privacy.</i>				

Employees who perceived bullying or harassment in the last 12 months were asked what type of bullying or harassment they experienced. Employees could select one or more responses from a list of items.

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.

Unacceptable behaviour - corruption

	%	Difference from 2025	Difference from APS overall	Difference from Specialist agencies	Difference from Extra small sized agencies	
Employees who perceived corruption in the last 12 months were asked what type of conduct they witnessed and if they reported it.	During the last 12 months, excluding behaviour reported to you as part of your duties, have you observed a public official engaging in conduct in your agency that you would consider to be corruption?					
	Yes	0%	0	-2	-2	-2
	Prefer not to answer	0%	-1	-2	-2	-2
	No	97%	-2	+5	+5	+5
	Not sure	3%	+3	-1	-1	0
Which of the following reflects the conduct you witnessed? [Multiple Response]						
Abuse of office		Data hidden to preserve privacy.				
Misuse of information or documents		Data hidden to preserve privacy.				
A breach of public trust		Data hidden to preserve privacy.				
Adversely affecting the honesty or impartiality of a public official		Data hidden to preserve privacy.				
Did you report the conduct?						
I reported the behaviour in accordance with my agency's policies and procedures		Data hidden to preserve privacy.				
It was reported by someone else		Data hidden to preserve privacy.				
I did not report the behaviour		Data hidden to preserve privacy.				

How do you describe your gender?	Responses
Man or male	14%
Woman or female	85%
Non-binary	0%
I use a different term	0%
Prefer not to say	2%

Do you identify as an Aboriginal and/or Torres Strait Islander person?	Responses
Yes	2%
No	98%

Do you have an ongoing disability?	Responses
Yes	11%
No	89%

Do you have carer responsibilities?	Responses
Yes	36%
No	64%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	17%
No	83%

Do you identify as culturally or linguistically diverse?	Responses
Yes	32%
No	68%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	78%
Australian Aboriginal and/or Torres Strait Islander	2%
New Zealander (excluding Maori)	5%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	0%
Anglo-European	20%
North-West European (excluding Anglo-European)	0%
Southern and Eastern European	3%
South-East Asian	6%
North-East Asian	6%
Southern and Central Asian	3%
North American	2%
South and Central American and Caribbean Islander	0%
North African and Middle Eastern	6%
Sub-Saharan African	0%

Do you consider yourself to be neurodivergent?	Responses
Yes	14%
No	75%
Maybe	9%
I am unsure what neurodivergent means	2%

Taking action on census results

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies	
		% Positive	% Neutral	% Negative				
Taking action on Census results	I am confident my agency will act on the results of this survey	84%	11%	5%	-	+37	+35	+20

APS Employee Census results are a rich source of workplace information, and action planning is how these results and data are mobilised.

Consider using the guide on the next page to begin your approach to taking action on your Census results.

Use this page to start your local action plans

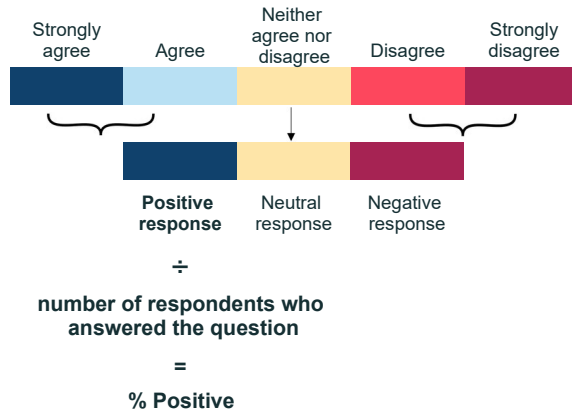
Identify areas to celebrate, areas which you need to investigate further and opportunities for improvement. Prioritise 3 areas to take forward.

Celebrate	Investigate further with our teams	Opportunities
What things do we do well?	Are there any other opportunities coming out of the results that we want to explore further?	Areas we need to focus on and turn into action plans:
Think about how we can build on our strengths and learn from what we are good at.	How could we investigate? Through looking at the data in more detail or through discussions with staff?	What are the key things we need to improve to make working here better?

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

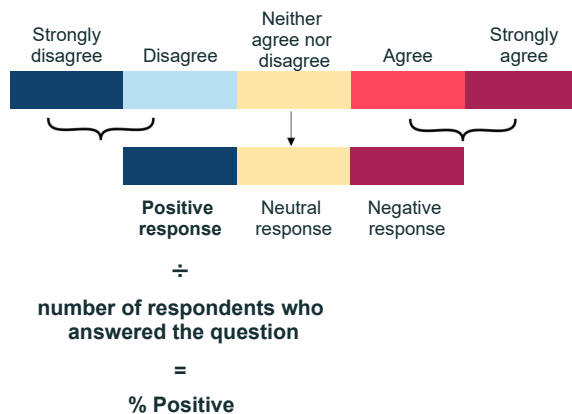
% Positive Score calculation

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.



Reverse Scored questions

For some questions, agreement with the question indicates an unfavourable outcome. For example, agreeing with the question *"I feel burned out by my work"*. In these instances, % Positive is calculated by adding together 'strongly disagree' + 'disagree' responses.



Calculation of index scores

The questions that comprise each index are asked on a five-point scale. To calculate a respondent's index score, their answers are recoded to fall on a scale between 0 and 100 (i.e. coded as 0, 25, 50, 75 or 100) and then averaged across all questions.

Index scores of individual respondents are combined and averaged to form a group score.

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%.

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 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.