

2025 APS Employee Census

5 May - 6 June

Highlights Report

NZEA

Responses:

111 of 121

Response rate:

92%



Exploring your results



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



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



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



Identify areas that need improvement. These tend to be the low results, which are notably below comparisons.



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

Employee Engagement: Say, Stay, Strive



Employee Engagement

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

Your Employee Engagement Index score		69	Response scale	% Positive	Variance from APS overall	Variance from smaller operational agencies	Variance from small sized agencies	
					-7⬇	-7⬇	-5⬇	
Say	Overall, I am satisfied with my job	65	16	19	65%	-12⬇	-10⬇	-9⬇
	I am proud to work in my agency	66	22	12	66%	-15⬇	-14⬇	-13⬇
	I would recommend my agency as a good place to work	59	20	21	59%	-18⬇	-13⬇	-9⬇
	I believe strongly in the purpose and objectives of my agency	81	15		81%	-7⬇	-9⬇	-8⬇
Stay	I feel a strong personal attachment to my agency	41	36	23	41%	-24⬇	-22⬇	-21⬇
	I feel committed to my agency's goals	79	15		79%	-9⬇	-9⬇	-7⬇
Strive	I suggest ideas to improve our way of doing things	91			91%	+4	+3	+1
	I am happy to go the 'extra mile' at work when required	90			90%	-1	-1	+1
	I work beyond what is required in my job to help my agency achieve its objectives	74	20		74%	-4	-7⬇	-3
	My agency really inspires me to do my best work every day	52	25	23	52%	-14⬇	-13⬇	-9⬇

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 APS overall	Variance from smaller operational agencies	Variance from small sized agencies	
						0	+1	+1	
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	83		11	83%	+3	+5⬆	+5⬆	
	My supervisor can deliver difficult advice whilst maintaining relationships	72		18	9	72%	-7⬇	-6⬇	-5⬇
	My supervisor invites a range of views, including those different to their own	78		13	9	78%	-5⬇	-2	-4
	My supervisor encourages my team to regularly review and improve our work	81		12	7	81%	-2	0	+1
	My supervisor is invested in my development	79		15		79%	+1	+3	+4
	My supervisor ensures that my workgroup delivers on what we are responsible for	92				92%	+4	+5⬆	+6⬆
Other similar questions									
	My supervisor provides me with helpful feedback to improve my performance	72		14	14	72%	-7⬇	-4	-2
	My immediate supervisor encourages me	77		14	9	77%	-1	0	+1
	My supervisor actively ensures that everyone can be included in workplace activities	81		12	7	81%	-4	-1	-1
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	81		15		81%	-1	+1	+1
Key		⬆ At least 5 percentage points greater than comparator		⬇ At least 5 percentage points less than comparator		Positive Neutral Negative			

Leadership - SES Manager



SES Manager

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



Your
SES Manager
Index score

72

Response scale

%
Positive

Variance from
APS overall

Variance
from
smaller
operational
agencies

Variance
from
small
sized
agencies

+2

+3

+4

SES Manager

My SES manager clearly articulates the direction and priorities for our area

72

14

15

72%

+1

+3

+7 ⬆

My SES manager presents convincing arguments and persuades others towards an outcome

71

19

10

71%

+7 ⬆

+9 ⬆

+8 ⬆

My SES manager promotes cooperation within and between agencies

80

12

8

80%

+10 ⬆

+14 ⬆

+10 ⬆

My SES manager encourages innovation and creativity

72

17

11

72%

+4

+7 ⬆

+7 ⬆

My SES manager creates an environment that enables us to deliver our best

74

13

13

74%

+7 ⬆

+8 ⬆

+11 ⬆

My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS

76

17

7

76%

0

+1

+2

Other similar questions

In my agency, the SES work as a team

33

26

41

33%

-26 ⬆

-23 ⬆

-19 ⬆

In my agency, the SES clearly articulate the direction and priorities for our agency

51

25

24

51%

-15 ⬆

-14 ⬆

-6 ⬆

My SES manager routinely promotes the use of data and evidence to deliver outcomes

77

21

77%

+8 ⬆

+9 ⬆

+9 ⬆

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				69	Response scale	% Positive	Variance from APS overall	Variance from smaller operational agencies	Variance from small sized agencies
							-2	+1	+2
Communication	My supervisor communicates effectively	76	10 14	76%	-5⬇️	-3	-2		
	My SES manager communicates effectively	74	10 16	74%	+3	+6⬆️	+8⬆️		
	Internal communication within my agency is effective	54	22 24	54%	-8⬇️	-3	+2		

Other similar questions								
Change	When changes occur, the impacts are communicated well within my workgroup	<div><div>69</div><div>20</div><div>11</div></div>	69%	+1	+4	+2		
	Staff are consulted about change at work	<div><div>68</div><div>25</div><div>8</div></div>	68%	+16 ⬆️	+20 ⬆️	+22 ⬆️		
	Change is managed well in my agency	<div><div>49</div><div>26</div><div>25</div></div>	49%	+1	+5 ⬆️	+11 ⬆️		

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Enabling Innovation



Enabling Innovation

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



Your
Enabling
Innovation
Index score

64

Response scale

%
Positive

Variance from
APS overall

Variance
from
smaller
operational
agencies

Variance
from
small
sized
agencies

-3

-2

-1

Enabling Innovation

I believe that one of my responsibilities is to continually look for new ways to improve the way we work

89

89%

+5 ⬆

+6 ⬆

+5 ⬆

My immediate supervisor encourages me to come up with new or better ways of doing things

75

12

13

75%

-1

0

-1

People are recognised for coming up with new and innovative ways of working

58

23

19

58%

-6 ⬇

-1

-2

My agency inspires me to come up with new or better ways of doing things

54

25

21

54%

-5 ⬇

-4

0

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

47

30

23

47%

-4

-1

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

+	Your Wellbeing Policies and Support Index score	67	Response scale	% Positive	Variance from APS overall	Variance from smaller operational agencies	Variance from small sized agencies
					-4	-4	-4

Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	71	19	10	71%	-2	0	+1
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	46	31	23	46%	-24⬇️	-25⬇️	-23⬇️
	My agency does a good job of promoting health and wellbeing	53	29	18	53%	-17⬇️	-16⬇️	-13⬇️
	I think my agency cares about my health and wellbeing	69	18	13	69%	+1	+1	+2
	I believe my immediate supervisor cares about my health and wellbeing	89	7		89%	+1	+2	+1

Other similar questions

Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	74	14	12	74%	-2	-1	-1
	I receive the respect I deserve from my colleagues at work	81	12		81%	0	+1	+3
	My agency supports and actively promotes an inclusive workplace culture	76	17	7	76%	-8⬇️	-6⬇️	-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 APS overall	Variance from smaller operational agencies	Variance from small sized agencies
In general, would you say that your health is:					
Excellent		17%	+5	+4	+4
Very good		33%	-2	-3	-3
Good		33%	-4	-3	-2
Fair		15%	+2	+2	+2
Poor		2%	-1	-1	-1
What best describes your current workload?					
Well above capacity - too much work		19%	+3	-2	-3
Slightly above capacity - lots of work to do		31%	-9	-7	-11
At capacity - about the right amount of work to do		31%	-5	-1	+2
Slightly below capacity - available for more work		16%	+10	+9	+10
Well below capacity - not enough work		3%	+1	+1	+2

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Wellbeing

	Response scale	%	Variance from APS overall	Variance from smaller operational agencies	Variance from small sized agencies
How often do you find your work stressful?					
Always	<div></div>	3%	-2	-2	-2
Often	<div></div>	25%	+2	+3	0
Sometimes	<div></div>	51%	+1	+1	+1
Rarely	<div></div>	20%	+1	0	+1
Never	<div></div>	1%	-1	-1	-1
To what extent is your work emotionally demanding?					
To a very large extent	<div></div>	5%	-2	-3	-2
To a large extent	<div></div>	11%	-9⬇️	-8⬇️	-7⬇️
Somewhat	<div></div>	46%	+7⬆️	+8⬆️	+5⬆️
To a small extent	<div></div>	34%	+10⬆️	+9⬆️	+10⬆️
To a very small extent	<div></div>	4%	-6⬇️	-6⬇️	-6⬇️
I feel burned out by my work					
Strongly agree	<div></div>	6%	-2	-3	-3
Agree	<div></div>	29%	+8⬆️	+7⬆️	+6⬆️
Neither agree nor disagree	<div></div>	26%	-7⬇️	-4	-5⬇️
Disagree	<div></div>	32%	+1	+2	+3
Strongly disagree	<div></div>	7%	0	-1	-1

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Flexible work



The working away from the office responses present how often employees worked away from the office/worked from home during a usual working week. It includes the responses for all employees, not just those who indicated they accessed working from home as a flexible working arrangement.

	Response scale	%	Variance from APS overall	Variance from smaller operational agencies	Variance from small sized agencies
I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	94	94%	+7 ⬆	+8 ⬆	+7 ⬆
Do you currently access any of the following flexible working arrangements? [Multiple Response]					
Part time		10%	-3	-1	-2
Flexible hours of work		21%	-10 ⬇	-9 ⬇	-15 ⬇
Compressed work week		5%	-1	-1	-3
Job sharing		2%	+1	+1	+1
Working away from the office/working from home		84%	+16 ⬆	+14 ⬆	+10 ⬆
None of the above		12%	-8 ⬇	-6 ⬇	-2
Working away from the office					
All of the time		5%	-2	-7 ⬇	-4
Some of the time as a regular arrangement		62%	+10 ⬆	+13 ⬆	+10 ⬆
Only on an irregular basis		16%	+8 ⬆	+7 ⬆	+3
None of the time		16%	-16 ⬇	-14 ⬇	-10 ⬇
Did not disclose their arrangement		1%	+1	+1	+1

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 APS overall	Variance from smaller operational agencies	Variance from small sized agencies
I am supported to use my expertise to provide frank and fearless advice	<div><div>68</div><div>17</div><div>16</div></div>	68%	-2	+2	+3
The people in my workgroup demonstrate stewardship	<div><div>74</div><div>17</div><div>9</div></div>	74%	-3	-2	-4
The culture in my agency supports people to act with integrity	<div><div>73</div><div>17</div><div>10</div></div>	73%	-8⬇️	-6⬇️	-1
I believe strongly in the purpose and objectives of the APS	<div><div>91</div><div>7</div></div>	91%	+2	+2	+3
I feel a strong personal attachment to the APS	<div><div>59</div><div>32</div><div>9</div></div>	59%	-10⬇️	-7⬇️	-1
My workgroup considers the people and businesses affected by what we do	<div><div>90</div><div></div></div>	90%	+5⬆️	+5⬆️	+4
The people in my workgroup value others' individual skills and talents	<div><div>81</div><div>11</div><div>8</div></div>	81%	-3	-2	-4
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	<div><div>90</div><div></div></div>	90%	+1	+1	+1
The people in my workgroup are able to bring up problems and tough issues	<div><div>81</div><div>9</div><div>9</div></div>	81%	+2	+2	0
If you make a mistake in my workgroup, it tends to be held against you (reverse scored : positive scores represent those who disagreed, or strongly disagreed with this statement)	<div><div>72</div><div>19</div><div>8</div></div>	72%	+6⬆️	+4	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 APS overall	Variance from smaller operational agencies	Variance from small sized agencies
I am satisfied with the recognition I receive for doing a good job	68 19 13	68%	-1	+1	+1
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	82 11	82%	+16 ⬆	+18 ⬆	+16 ⬆
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	85 11	85%	+1	+3	0
I am satisfied with the stability and security of my job	76 9 15	76%	-10 ⬇	-2	-3

Clarity and autonomy

	Response scale	% Positive	Variance from APS overall	Variance from smaller operational agencies	Variance from small sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	79 12 9	79%	-14 ⬇	-14 ⬇	-12 ⬇
I am clear what my duties and responsibilities are	73 18 9	73%	-11 ⬇	-9 ⬇	-10 ⬇
I have a choice in deciding how I do my work	77 15 8	77%	+9 ⬆	+8 ⬆	+3
Where appropriate, I am able to take part in decisions that affect my job	70 11 19	70%	-2	0	-1

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 APS overall	Variance from smaller operational agencies	Variance from small sized agencies
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In the last month, please rate your workgroup's overall performance

Excellent	<div><div></div></div>	13%	-12⬇️	-18⬇️	-13⬇️
Very good	<div><div></div></div>	60%	+4	+8⬆️	+6⬆️
Average	<div><div></div></div>	19%	+3	+6⬆️	+3
Below average	<div><div></div></div>	5%	+3	+2	+2
Well below average	<div><div></div></div>	3%	+2	+2	+2

	Response scale	% Positive	Variance from APS overall	Variance from smaller operational agencies	Variance from small sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well	<div><div>74</div><div>9</div><div>17</div></div>	74%	-4	-5⬇️	-5⬇️
My workgroup has the tools and resources we need to perform well	<div><div>63</div><div>16</div><div>21</div></div>	63%	+3	+6⬆️	+13⬆️
The people in my workgroup use time and resources efficiently	<div><div>70</div><div>12</div><div>18</div></div>	70%	-5⬇️	-3	-5⬇️
My job gives me opportunities to utilise my skills	<div><div>71</div><div>11</div><div>18</div></div>	71%	-9⬇️	-7⬇️	-9⬇️
During the last 12 months, the formal learning I have accessed has improved my performance	<div><div>57</div><div>36</div><div>8</div></div>	57%	-3	+2	+2

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 APS overall	Variance from smaller operational agencies	Variance from 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		16%	+8	+7	+7
I want to leave my position within the next 12 months		33%	+12	+11	+14
I want to stay working in my position for the next one to two years		42%	+3	+3	+2
I want to stay working in my position for at least the next three years		8%	-23	-21	-23
What best describes your plans involved with leaving your current position?					
I am planning to retire		0%	-5	-3	-3
I am pursuing another position within my agency		4%	-42	-20	-12
I am pursuing a position in another agency		60%	+35	+23	+10
I am pursuing work outside the APS		17%	+9	+6	+3
It is the end of my non-ongoing, casual or contracted employment		12%	+9	+2	+6
Other		8%	-6	-7	-4

Key



At least 5 percentage points greater than comparator








At least 5 percentage points less than comparator

Retention



Employees who indicated that they were pursuing another position within their agency, another agency, or outside the APS were asked for the primary reason behind their desire to leave. They could select one response from a list of 18 items.

Only the five reasons for leaving with the highest proportion of responses are presented here. These may vary between agencies, work units and with results for the APS overall, therefore those comparisons are not included.

	Response scale	%	Variance from APS overall	Variance from smaller operational agencies	Variance from small sized agencies
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
My expectations for work in my current position have not been met		12%	-	-	-
Senior leadership is of a poor quality		10%	-	-	-
I have experienced unacceptable behaviours (such as bullying or harassment)		10%	-	-	-
There are a lack of future career opportunities in my agency		10%	-	-	-
I am not satisfied with the work		10%	-	-	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



Employees who had perceived discrimination in the last 12 months in the course of their employment were asked where the discrimination came from and if they reported it.

Discrimination

Response scale

%

Variance from
APS overall

Variance from
smaller
operational
agencies

Variance from
small
sized agencies

During the last 12 months, and in connection with your work, have you experienced discrimination on the basis of your background or a personal characteristic?

Yes



6%

-3

-2

-3

No



94%

+3

+2

+3

Did this discrimination occur in your current agency?

Yes

The data for this question has been hidden to preserve privacy.

No

The data for this question has been hidden to preserve privacy.

The discrimination came from: [Multiple Response]

Within my agency

The data for this question has been hidden to preserve privacy.

Another agency

The data for this question has been hidden to preserve privacy.

A customer, stakeholder or member of the public

The data for this question has been hidden to preserve privacy.

Other

The data for this question has been hidden to preserve privacy.

Did you report the discrimination?

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

The data for this question has been hidden to preserve privacy.

It was reported by someone else

The data for this question has been hidden to preserve privacy.

I did not report the discrimination

The data for this question has been hidden to preserve privacy.

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



In 2025, the survey used an expanded definition of harassment. Comparing results to 2024 should take this change in definition in context.

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

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

Bullying and harassment

Response scale

%

Variance from
APS overall

Variance from
smaller
operational
agencies

Variance from
small
sized agencies

During the last 12 months, have you been subjected to bullying or harassment in your current workplace?

Yes		8%	-1	-2	-2
No		88%	+2	+3	+3
Not sure		4%	-1	-1	-1

Did you report the bullying or harassment?

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

The data for this question has been hidden to preserve privacy.

It was reported by someone else

The data for this question has been hidden to preserve privacy.

I did not report the behaviour

The data for this question has been hidden to preserve privacy.

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



In 2025, the survey used an updated definition of corruption to align with the *National Anti-Corruption Commission Act 2022* and the Commonwealth Fraud and Corruption Control Framework.

Comparing results to 2024 should take this change in definition in context.

Corruption

Response scale

%

Variance from APS overall

Variance from smaller operational agencies

Variance from small sized agencies

During the last 12 months, excluding behaviour reported to you as part of your duties, have you observed a public official engaging in conduct in your agency that you would consider to be corruption?

Yes



2%

0

0

-2

No



94%

+2

+3

+8

Not sure



4%

0

0

-3

Prefer not to answer

0%

-2

-2

-3

Which of the following reflects the conduct you witnessed? [Multiple Response]

Abuse of office

The data for this question has been hidden to preserve privacy.

Misuse of information or documents

The data for this question has been hidden to preserve privacy.

A breach of public trust

The data for this question has been hidden to preserve privacy.

Adversely affecting the honesty or impartiality of a public official

The data for this question has been hidden to preserve privacy.

Did you report the conduct?

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

The data for this question has been hidden to preserve privacy.

It was reported by someone else

The data for this question has been hidden to preserve privacy.

I did not report the behaviour

The data for this question has been hidden to preserve privacy.

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	41%
Woman or female	56%
Non-binary	0%
I use a different term	0%
Prefer not to say	4%

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	12%
No	88%

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	10%
No	90%

Do you identify as culturally or linguistically diverse?	Responses
Yes	30%
No	70%

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	1%
New Zealander (excluding Maori)	3%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	2%
Anglo-European	15%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	6%
South-East Asian	8%
North-East Asian	6%
Southern and Central Asian	4%
North American	0%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	3%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	8%
No	85%
Maybe	5%
I am unsure what neurodivergent means	2%

Agency position



Agency position

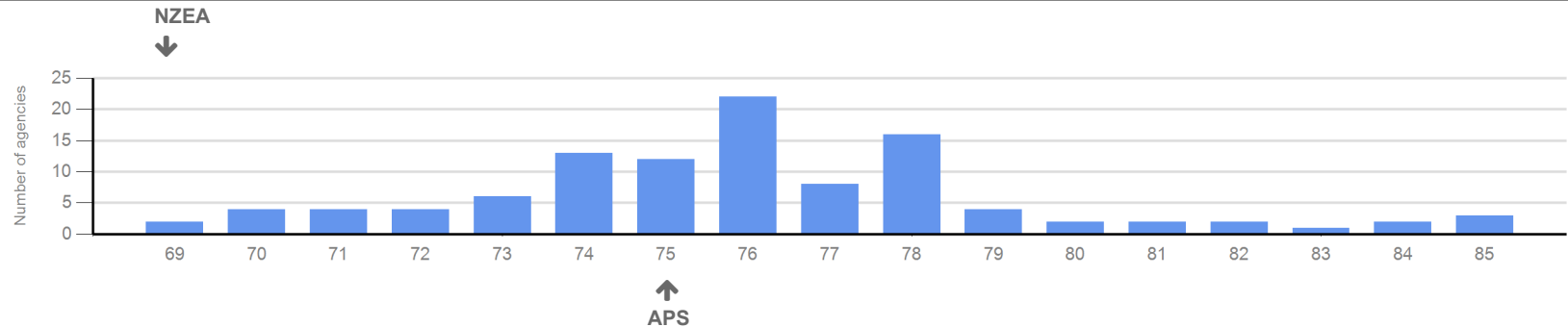
These graphs display the overall index score of each agency for the Employee Engagement, Immediate Supervisor, SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the overall APS index score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

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

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

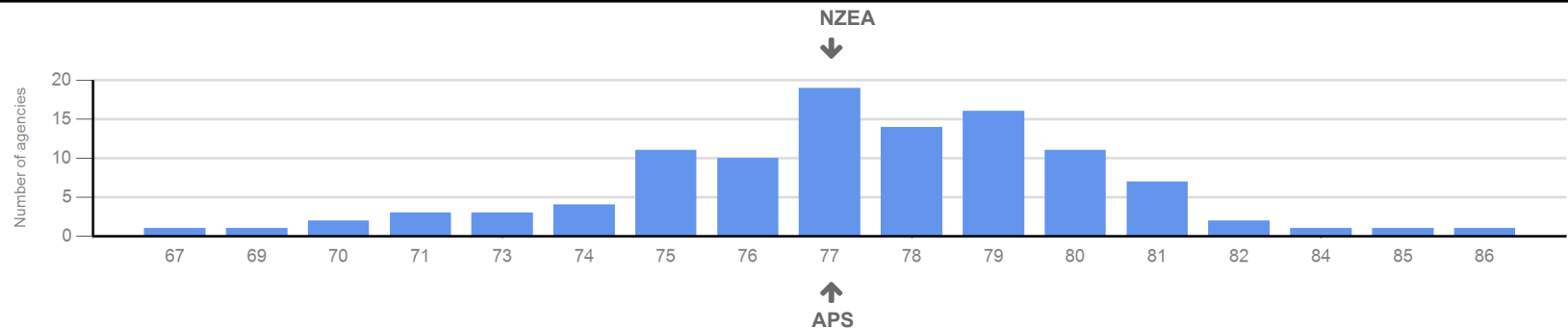
Employee Engagement Index

Ranking : 107th of 107



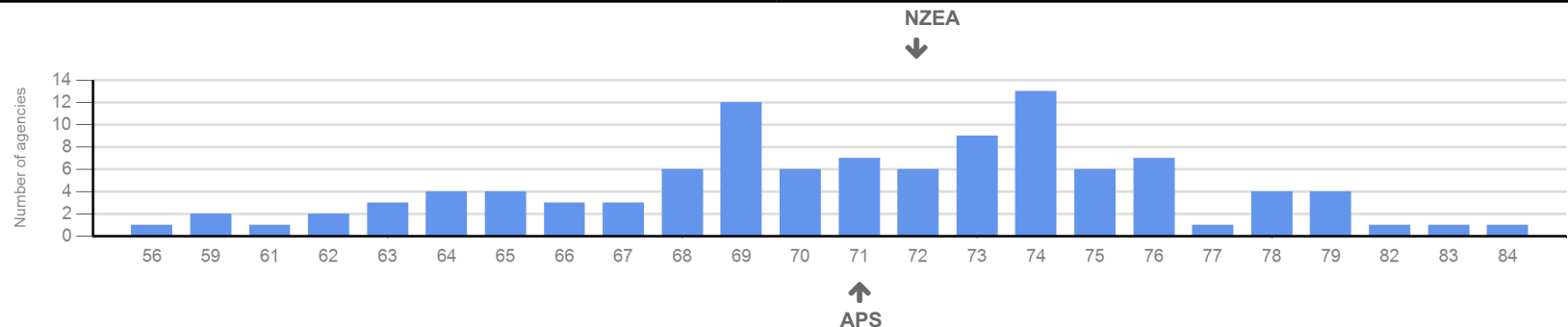
Immediate Supervisor Index

Ranking : 57th of 107



SES Manager Index

Ranking : 50th of 107



Agency position



Agency position

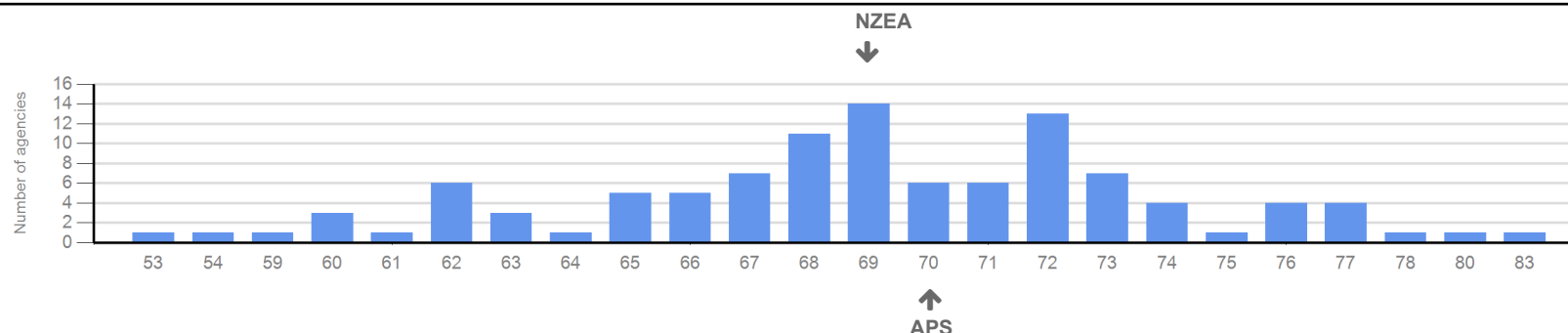
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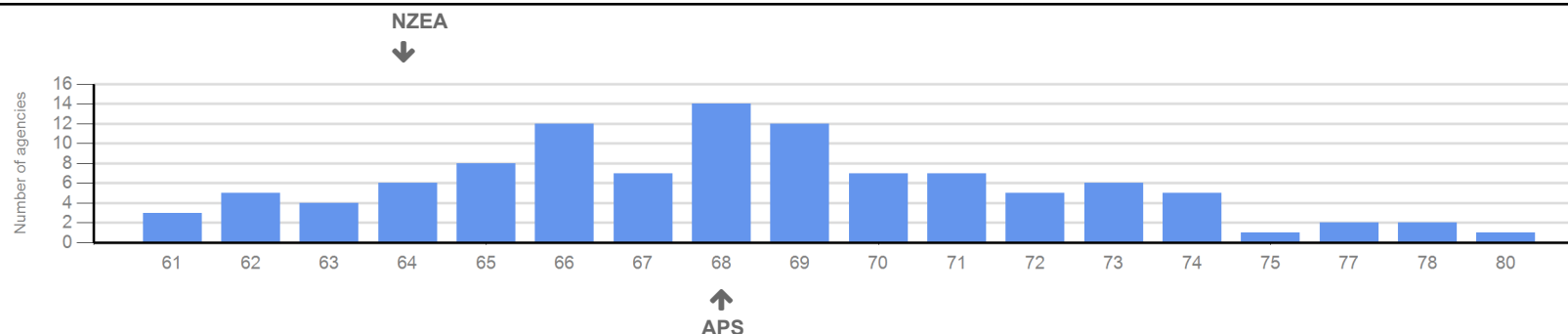
Communication Index

Ranking : 62nd of 107



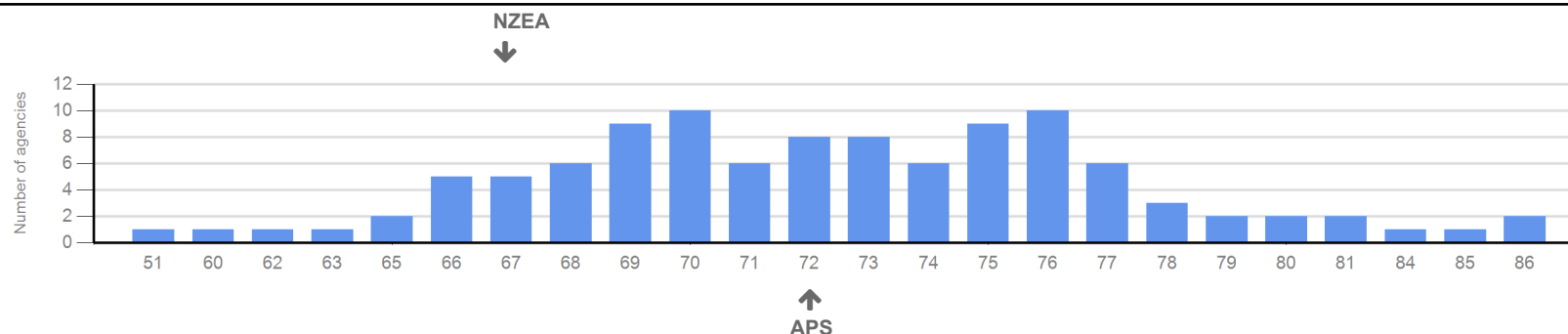
Enabling Innovation Index

Ranking : 90th of 107



Wellbeing Policies and Support Index

Ranking : 93rd of 107



Suggested questions to focus on



What to focus on?

Through driver analysis, these key questions have been identified as being important to employees in your agency and associated with employee engagement.

They are not necessarily the questions with the lowest scores.

Some will be areas to improve upon and some will be areas to maintain.

Develop actions and activities to improve upon these, where possible, to drive higher levels of performance.



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

%
Positive

Variance from
APS overall

Variance from
smaller
operational
agencies

Variance from
small
sized agencies

.1	Where appropriate, I am able to take part in decisions that affect my job	70%	-2	0	-1
.2	My agency inspires me to come up with new or better ways of doing things	54%	-5↓	-4	0
.3	I am satisfied with the recognition I receive for doing a good job	68%	-1	+1	+1
.4	I am supported to use my expertise to provide frank and fearless advice	68%	-2	+2	+3
.5	In my agency, the SES clearly articulate the direction and priorities for our agency	51%	-15↓	-14↓	-6↓
.6	People are recognised for coming up with new and innovative ways of working	58%	-6↓	-1	-2

NZEA specific questions

	Response scale	% Positive
My team works effectively with colleagues in different locations, including those working from home	91	91%
I feel a sense of belonging and connection in my branch regardless of my physical location	81 11 7	81%
People in my workgroup reach out to others in the Authority to collaborate and share information	90	90%
My immediate supervisor creates a psychologically safe space to be able to share my own thoughts and ideas	81 10 9	81%
The Authority's CEO and SES drive a positive, accountable and inclusive culture and demonstrate respectful behaviour	56 29 15	56%
My direct SES actively reallocates resources in response to changing workload priorities	68 22 9	68%
I am able to draw on my diverse background, skills and experience in my work	75 11 14	75%
I have a clear understanding of the performance expectations of my role	76 12 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.

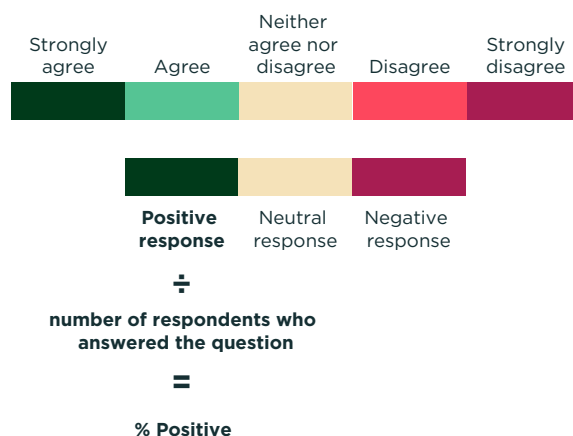
Prioritise 3 areas to take forward

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

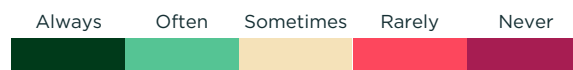
Guide to this report

% 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.

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.

