

Highlights Report ACIAR



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Responses:

78 of 86

Response Rate:

91%

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		76	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies	
Say	Overall, I am satisfied with my job	68	19	13	68%	-5 ↓	-8 ↓	-10 ↓	-10 ↓
	I am proud to work in my agency	84	16	84%	-1	+6 ↑	+1	0	
	I would recommend my agency as a good place to work	69	19	12	69%	-7 ↓	-2	-4	-3
	I believe strongly in the purpose and objectives of my agency	92	8	92%	+2	+6 ↑	+3	0	
Stay	I feel a strong personal attachment to my agency	73	20	73%	+9 ↑	+10 ↑	+7 ↑	+9 ↑	
	I feel committed to my agency's goals	92	8	92%	+3	+7 ↑	+4	+2	
Strive	I suggest ideas to improve our way of doing things	87	13	87%	-6 ↓	+1	-3	-6 ↓	
	I am happy to go the 'extra mile' at work when required	92	92%	+2	+1	0	-2		
	I work beyond what is required in my job to help my agency achieve its objectives	77	20	77%	0	-4	-3	-5 ↓	
	My agency really inspires me to do my best work every day	63	28	9	63%	-4	+2	-1	-4

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Leadership - Immediate Supervisor



Immediate Supervisor

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

Your Immediate Supervisor Index score		74	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies	
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	75	17 8	75%	-2	-4	-4	-2	
	My supervisor can deliver difficult advice whilst maintaining relationships	79	14	79%	+5 ↑	0	0	-1	
	My supervisor invites a range of views, including those different to their own	79	13 8	79%	+4	-3	-4	-3	
	My supervisor encourages my team to regularly review and improve our work	74	19	74%	-3	-8 ↓	-8 ↓	-8 ↓	
	My supervisor is invested in my development	70	23	70%	-3	-8 ↓	-8 ↓	-8 ↓	
	My supervisor ensures that my workgroup delivers on what we are responsible for	82	13	82%	+3	-6 ↓	-6 ↓	-7 ↓	
Other similar questions									
	My supervisor provides me with helpful feedback to improve my performance	71	18 10	71%	-2	-7 ↓	-5 ↓	-6 ↓	
	My immediate supervisor encourages me	75	20	75%	+7 ↑	-3	-3	-4	
	My supervisor actively ensures that everyone can be included in workplace activities	81	16	81%	+1	-4	-3	-3	
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	78	16	78%	-	-3	-3	-3	
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	67	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
				0	-3	-5↓	-5↓

SES Manager	My SES manager clearly articulates the direction and priorities for our area	53	31	16	53%	-10↓	-17↓	-19↓	-17↓
	My SES manager presents convincing arguments and persuades others towards an outcome	55	32	12	55%	-12↓	-8↓	-12↓	-15↓
	My SES manager promotes cooperation within and between agencies	69	28		69%	+2	+1	-4	-5↓
	My SES manager encourages innovation and creativity	61	32		61%	-6↓	-5↓	-8↓	-9↓
	My SES manager creates an environment that enables us to deliver our best	58	27	15	58%	-3	-7↓	-11↓	-9↓
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	72	20	8	72%	-1	-3	-7↓	-8↓

Other similar questions

In my agency, the SES work as a team	55	18	27	55%	+13↑	-1	0	-6↓
In my agency, the SES clearly articulate the direction and priorities for our agency	55	22	23	55%	0	-9↓	-9↓	-11↓
My SES manager routinely promotes the use of data and evidence to deliver outcomes	61	30	9	61%	-2	-6↓	-11↓	-12↓

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	64	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
				-1	-5 ↓	-5 ↓	-4

Communication	My supervisor communicates effectively	78	12	10	78%	+2	-3	-3	-1
	My SES manager communicates effectively	58	26	16	58%	-5 ↓	-12 ↓	-14 ↓	-12 ↓
	Internal communication within my agency is effective	50	27	23	50%	-12 ↓	-8 ↓	-7 ↓	-5 ↓

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	61	22	17	61%	-5 ↓	-7 ↓	-9 ↓	-11 ↓
	Staff are consulted about change at work	55	31	15	55%	+7 ↑	+4	+4	+3
	Change is managed well in my agency	33	31	36	33%	-15 ↓	-10 ↓	-9 ↓	-12 ↓

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		68	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies	
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	84	15	84%	-2	+5 ⬆️	+2	0	
	My immediate supervisor encourages me to come up with new or better ways of doing things	73	21	73%	+4	+1	-1	-3	
	People are recognised for coming up with new and innovative ways of working	56	31	13	56%	-3	-2	-4	-8 ⬇️
	My agency inspires me to come up with new or better ways of doing things	55	35	9	55%	-14 ⬇️	+5 ⬆️	+3	-6 ⬇️
	My agency recognises and supports the notion that failure is a part of innovation	43	48	9	43%	-24 ⬇️	+2	+3	0

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		73	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
					-3	+3	+1	0

Wellbeing Policies and Support	Question	Score	Response Scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	68	27	68%	-8 ↓	0	-2	-1
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	71	23	71%	-5 ↓	+5 ↑	+1	-1
	My agency does a good job of promoting health and wellbeing	68	27	68%	-9 ↓	+2	0	+1
	I think my agency cares about my health and wellbeing	69	20	69%	-8 ↓	+5 ↑	0	-4
	I believe my immediate supervisor cares about my health and wellbeing	88	8	88%	-1	+2	0	0

Other similar questions

Wellbeing	Question	Score	Response Scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	79	8	79%	-	+4	+3	+3
	The people in my workgroup are able to bring up problems and tough issues	79	16	79%	-	-1	-3	-5 ↓
	I receive the respect I deserve from my colleagues at work	76	19	76%	+3	-5 ↓	-6 ↓	-6 ↓
	My agency supports and actively promotes an inclusive workplace culture	72	21	72%	-11 ↓	-9 ↓	-8 ↓	-7 ↓

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 specialist agencies	Variance from extra small sized agencies
In general, would you say that your health is:						
Excellent		13%	+3	+3	+1	-1
Very good		37%	-3	+3	0	0
Good		43%	+6	+5	+7	+8
Fair		7%	-3	-7	-5	-5
Poor		0%	-3	-3	-3	-2
What best describes your current workload?						
Well above capacity - too much work		24%	0	+1	+2	0
Slightly above capacity - lots of work to do		45%	+7	+5	+5	+3
At capacity - about the right amount of work to do		21%	-8	-10	-9	-7
Slightly below capacity - available for more work		5%	-2	0	-1	0
Well below capacity - not enough work		4%	+3	+3	+3	+3

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 specialist agencies	Variance from extra small sized agencies
How often do you find your work stressful?						
Always		4%	0	-1	+1	+1
Often		19%	-8↓	-6↓	-4	-4
Sometimes		55%	+10↑	+6↑	+5↑	+6↑
Rarely		20%	-2	+1	0	-2
Never		1%	0	-1	-1	-1
To what extent is your work emotionally demanding?						
To a very large extent		4%	0	-4	-2	-2
To a large extent		16%	+1	-4	-2	+1
Somewhat		52%	+3	+14↑	+15↑	+14↑
To a small extent		19%	-4	-6↓	-8↓	-9↓
To a very small extent		9%	+1	0	-2	-3
I feel burned out by my work						
Strongly agree		7%	0	-1	0	0
Agree		15%	-10↓	-8↓	-7↓	-5↓
Neither agree nor disagree		36%	+9↑	+4	+6↑	+8↑
Disagree		32%	-2	+2	-1	-1
Strongly disagree		11%	+4	+4	+2	-2

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 specialist agencies	Variance from extra small sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	82	82%	+3	-1	-5	-4
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		6%	-4	-6	-7	-7
Flexible hours of work		40%	+7	+13	+7	+13
Compressed work week		4%	-1	0	0	-1
Job sharing		0%	0	0	-1	0
Working away from the office/working from home		67%	+13	+5	-4	-1
None of the above		21%	-6	-3	+3	+1
Working away from the office						
None of the time		33%	-	-5	+4	+1
All of the time		1%	-	-4	-5	-5
Some of the time as a regular arrangement		37%	-	-10	-14	-10
Only on an irregular basis		26%	-	+17	+13	+11
Did not disclose their arrangement		3%	-	+2	+2	+2

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 specialist agencies	Variance from extra small sized agencies
I am supported to use my expertise to provide frank and fearless advice	60	20	20	60%	-	-5↓	-7↓	-9↓
The people in my workgroup demonstrate stewardship	78	21	1	78%	-	+1	-2	-6↓
The culture in my agency supports people to act with integrity	64	23	13	64%	-	-13↓	-15↓	-16↓
I believe strongly in the purpose and objectives of the APS	83	17	0	83%	+9↑	-4	-3	-2
I feel a strong personal attachment to the APS	52	39	9	52%	+1	-12↓	-7↓	-3
My workgroup considers the people and businesses affected by what we do	91	9	0	91%	-	+6↑	+3	-1

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 specialist agencies	Variance from extra small sized agencies
I am satisfied with the recognition I receive for doing a good job	66	22	12	66%	-1	-2	-5 ↓	-7 ↓
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	70	16	14	70%	-6 ↓	+7 ↑	+6 ↑	-4
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	82	9	9	82%	+5 ↑	0	-3	-2
I am satisfied with the stability and security of my job	66	14	19	66%	-7 ↓	-19 ↓	-15 ↓	-15 ↓

Clarity and autonomy

	Response scale			% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	96			96%	+4	+3	+3	+2
I am clear what my duties and responsibilities are	77	19		77%	-7 ↓	-2	-2	-3
I have a choice in deciding how I do my work	76	19		76%	-3	+10 ↑	+1	-2
Where appropriate, I am able to take part in decisions that affect my job	66	16	18	66%	-4	-5 ↓	-8 ↓	-12 ↓

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 specialist agencies	Variance from extra small sized agencies
In the last month, please rate your workgroup's overall performance						
Excellent		25%	0	-2	-5 ↓	-7 ↓
Very good		51%	-6 ↓	-4	-3	-3
Average		21%	+7 ↑	+6 ↑	+8 ↑	+9 ↑
Below average		1%	0	-1	0	0
Well below average		1%	-1	+1	+1	+1

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well		84%	-1	+6 ↑	+3	-1
My workgroup has the tools and resources we need to perform well		60%	-13 ↓	+1	+1	-2
The people in my workgroup use time and resources efficiently		78%	+5 ↑	+2	-1	-4
My job gives me opportunities to utilise my skills		81%	-7 ↓	+1	-2	-4
In the last 12 months, the formal learning I have accessed has improved my performance		50%	-	-8 ↓	-7 ↓	-12 ↓

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Retention



Employees who indicated that they wanted to leave their current position as soon as possible or within the next 12 months were asked what their plans were.

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
Which of the following statements best reflects your current thoughts about working in your current position?						
I want to leave my position as soon as possible		9%	+1	0	+2	+1
I want to leave my position within the next 12 months		23%	+7	0	+2	0
I want to stay working in my position for the next one to two years		39%	-7	+1	-1	-2
I want to stay working in my position for at least the next three years		28%	-1	-2	-2	+1
What best describes your plans involved with leaving your current position?						
I am planning to retire		4%	+4	-1	0	-2
I am pursuing another position within my agency		8%	+8	-35	-19	-3
I am pursuing a position in another agency		50%	-3	+23	+14	+2
I am pursuing work outside the APS		13%	-17	+3	-1	+1
It is the end of my non-ongoing, casual or contracted employment		8%	+2	+6	+3	+1
Other		17%	+5	+4	+3	+1

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Retention



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

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

Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
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	24%	-	-	-	-
Senior leadership is of a poor quality	12%	-	-	-	-
I am looking to further my skills in another area	6%	-	-	-	-
My expectations for work in my current position have not been met	6%	-	-	-	-
I have achieved all I can in my current position	6%	-	-	-	-

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 specialist agencies	Variance from extra small sized agencies
During the last 12 months and in the course of your employment, have you experienced discrimination on the basis of your background or a personal characteristic?						
Yes		7%	-4	-3	-1	0
No		93%	+4	+3	+1	0
Did this discrimination occur in your current agency?						
Yes	The data for this question has been hidden for anonymity reasons.					
No	The data for this question has been hidden for anonymity reasons.					

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



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

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

Harassment and bullying	Response scale	%	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from extra small sized agencies
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes		12%	-2	+2	+4	+2
No		77%	-6 ↓	-7 ↓	-10 ↓	-8 ↓
Not sure		11%	+8 ↑	+5 ↑	+6 ↑	+6 ↑

Did you report the harassment or bullying?

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

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 specialist agencies	Variance from extra small sized agencies
Excluding behaviour reported to you as part of your duties, in the last 12 months have you witnessed another APS employee in your agency engaging in behaviour that you consider may be serious enough to be viewed as corruption?						
Yes		7%	-4	+4	+4	+4
No		79%	-6 ↓	-11 ↓	-13 ↓	-12 ↓
Not sure		11%	+8 ↑	+7 ↑	+8 ↑	+7 ↑
Would prefer not to answer		3%	+3	0	+1	+2

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	27%
Woman or female	65%
Non-binary	0%
I use a different term	0%
Prefer not to say	8%

Do you identify as an Aboriginal and/or Torres Strait Islander person?	Responses
Yes	0%
No	100%

Do you have an ongoing disability?	Responses
Yes	5%
No	95%

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

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	4%
No	96%

Do you identify as culturally and linguistically diverse?	Responses
Yes	37%
No	63%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	54%
Australian Aboriginal and/or Torres Strait Islander	0%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	4%
Anglo-European	4%
North-West European (excluding Anglo-European)	1%
Southern and Eastern European	3%
South-East Asian	22%
North-East Asian	1%
Southern and Central Asian	5%
North American	3%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	1%
Sub-Saharan African	7%

Do you consider yourself to be neurodivergent?	Responses
Yes	6%
No	69%
Maybe	6%
I am unsure what neurodivergent means	18%

Agency position



Agency position

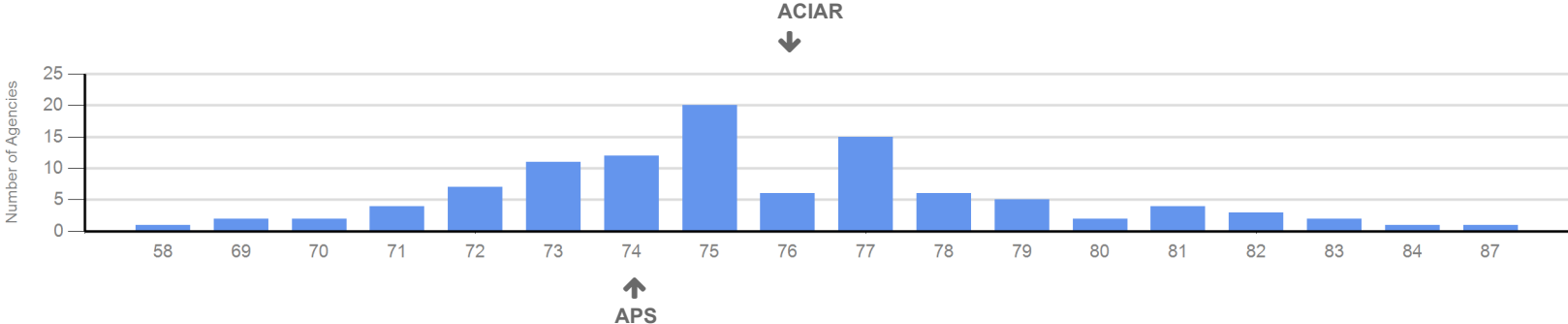
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

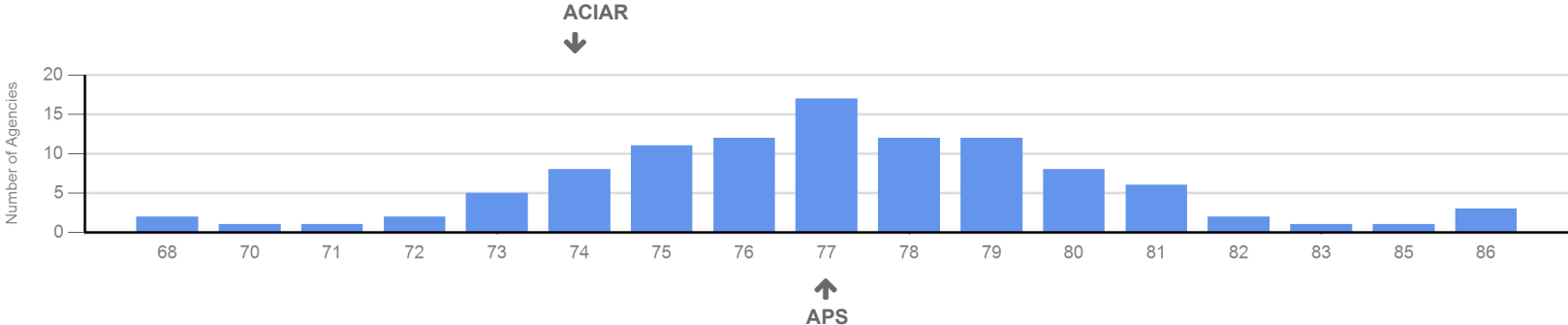
Employee Engagement Index

Ranking : 40th of 104



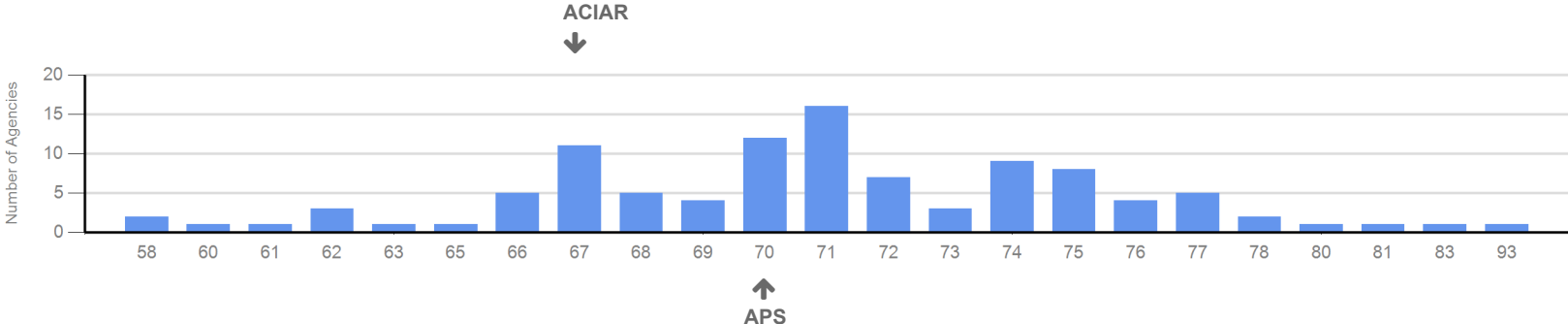
Leadership – Immediate Supervisor Index

Ranking : 87th of 104



Leadership – SES Manager Index

Ranking : 86th of 104



Agency position



Agency position

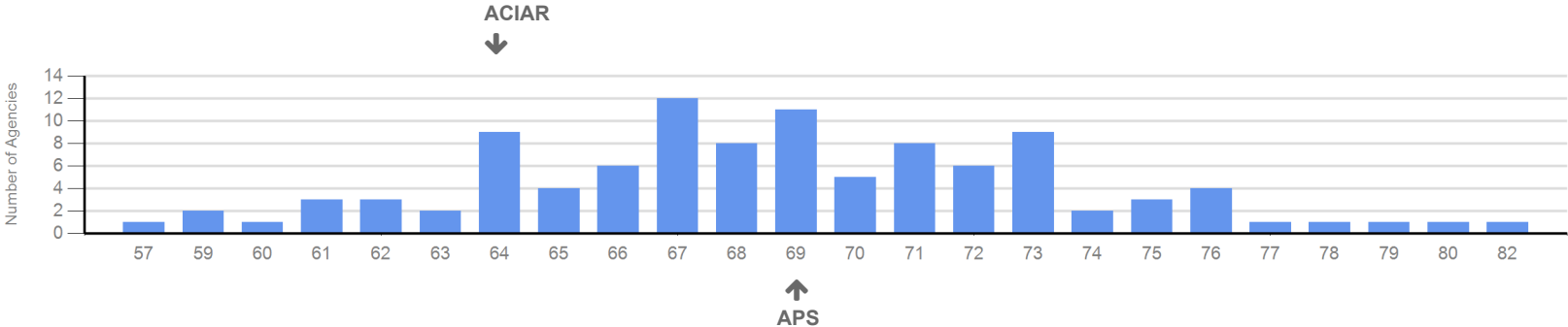
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Along the line (y-axis) are the index scores. The height of the bar (x-axis) is how many agencies have that index score.

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

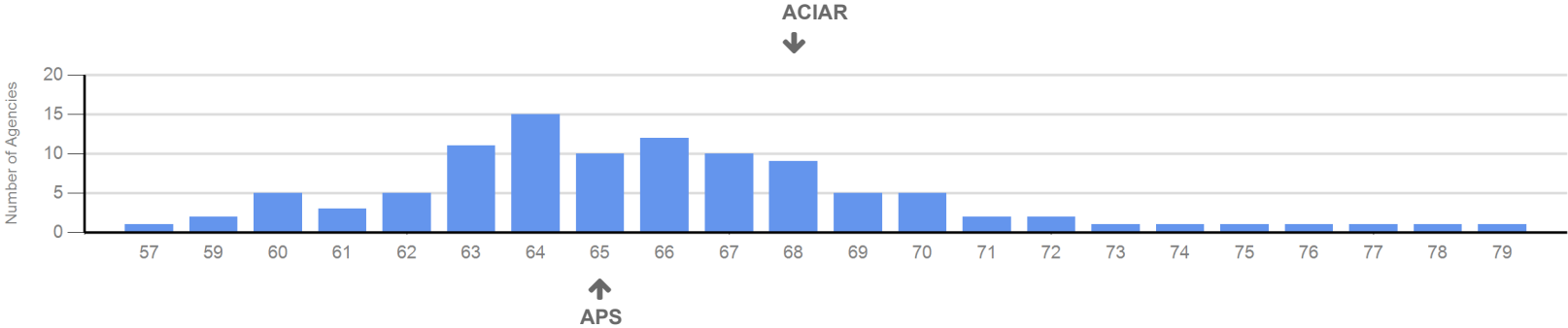
Communication Index

Ranking : 87th of 104



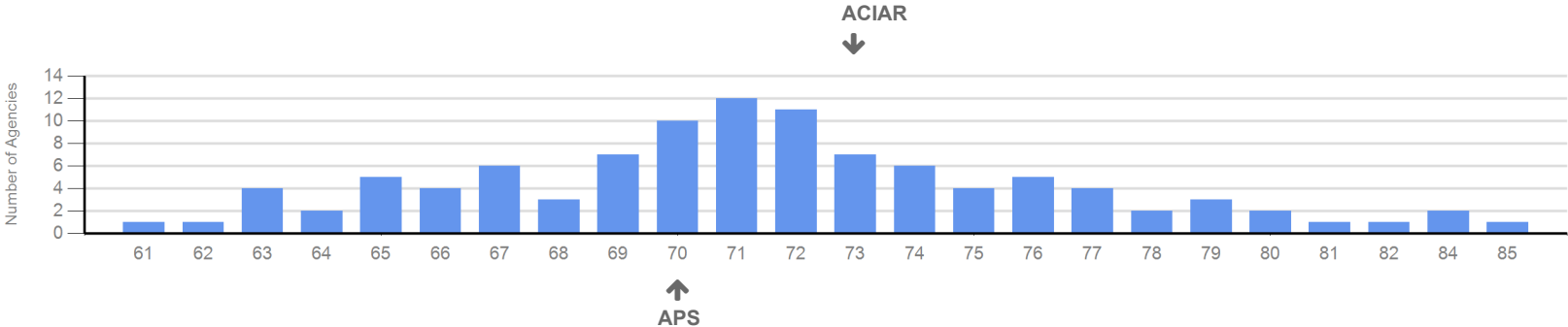
Enabling Innovation Index

Ranking : 28th of 104



Wellbeing Policies and Support Index

Ranking : 33rd 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 specialist agencies	Variance from extra small sized agencies
.1 I am supported to use my expertise to provide frank and fearless advice			60%	-	-5	-7	-9
.2 The culture in my agency supports people to act with integrity			64%	-	-13	-15	-16
.3 Internal communication within my agency is effective			50%	-12	-8	-7	-5
.4 I am satisfied with the stability and security of my job			66%	-7	-19	-15	-15
.5 I am satisfied with the recognition I receive for doing a good job			66%	-1	-2	-5	-7
.6 In my agency, the SES clearly articulate the direction and priorities for our agency			55%	0	-9	-9	-11

ACIAR specific questions

	Response scale			% Positive	Variance from 2023
The CEO provides effective leadership of ACIAR	58	19	23	58%	-
The CEO clearly communicates ACIAR's future direction	64	18	19	64%	-
ACIAR has a culture of sharing ideas, thoughts and concerns	68	24	8	68%	-
Overall, our Agency's culture is heading in a more positive direction	56	29	15	56%	-
I have access to information and tools to support me during change	69	20	11	69%	-
I know where to access support and information, should I be subject to, or witness, discrimination, bullying, or harassment	78	14	8	78%	-

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.

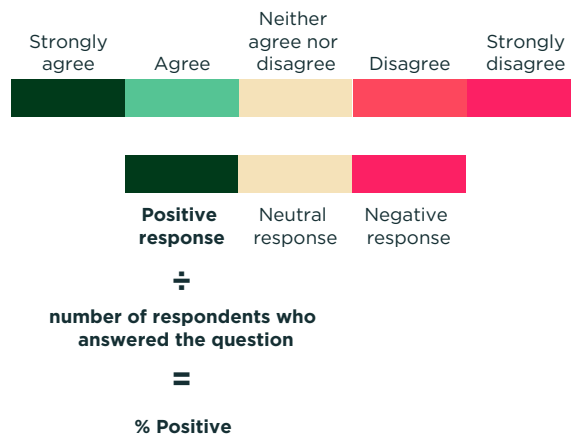
Prioritise 3 areas to take forward

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

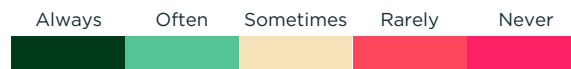
Guide to this report

% 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.

