

Highlights Report DIGITALHEALTH



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Responses:

536 of 659

Response Rate:

81%

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		73	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies	
Say	Overall, I am satisfied with my job	71	16	13	71%	-1	-4	-4	-5↓
	I am proud to work in my agency	74	19	7	74%	0	-4	-4	-6↓
	I would recommend my agency as a good place to work	65	21	14	65%	+1	-6↓	-5↓	-7↓
	I believe strongly in the purpose and objectives of my agency	84	12		84%	0	-2	-4	-5↓
Stay	I feel a strong personal attachment to my agency	58	26	16	58%	+4	-5↓	-4	-6↓
	I feel committed to my agency's goals	84	13		84%	-1	-1	-3	-4
Strive	I suggest ideas to improve our way of doing things	89	9		89%	-2	+3	+1	0
	I am happy to go the 'extra mile' at work when required	91			91%	0	0	-1	-1
	I work beyond what is required in my job to help my agency achieve its objectives	83	13		83%	+2	+2	0	+2
	My agency really inspires me to do my best work every day	59	27	14	59%	+2	-2	-3	-5↓

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		75	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	78	14 8	78%	-1	-2	-2	-2
	My supervisor can deliver difficult advice whilst maintaining relationships	77	15 9	77%	-5 ↓	-3	-2	-3
	My supervisor invites a range of views, including those different to their own	81	10 9	81%	-1	-1	0	-1
	My supervisor encourages my team to regularly review and improve our work	79	13 7	79%	0	-3	-2	-2
	My supervisor is invested in my development	72	19 9	72%	-2	-6 ↓	-4	-6 ↓
	My supervisor ensures that my workgroup delivers on what we are responsible for	85	10	85%	-1	-3	-3	-3
Other similar questions								
	My supervisor provides me with helpful feedback to improve my performance	74	15 11	74%	-3	-5 ↓	-3	-4
	My immediate supervisor encourages me	74	17 8	74%	-1	-3	-2	-3
	My supervisor actively ensures that everyone can be included in workplace activities	81	14	81%	0	-3	-1	-2
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	77	15 8	77%	-	-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	71	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
					+1	+2	+2	+1

SES Manager	My SES manager clearly articulates the direction and priorities for our area	72	14	14	72%	+5 ⬆️	+2	+2	+2
	My SES manager presents convincing arguments and persuades others towards an outcome	70	20	10	70%	+4	+7 ⬆️	+7 ⬆️	+5 ⬆️
	My SES manager promotes cooperation within and between agencies	73	18	8	73%	+3	+5 ⬆️	+7 ⬆️	+4
	My SES manager encourages innovation and creativity	72	18	11	72%	+3	+6 ⬆️	+6 ⬆️	+5 ⬆️
	My SES manager creates an environment that enables us to deliver our best	67	20	13	67%	+2	+2	+2	0
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	78	15	8	78%	0	+3	+3	+1

Other similar questions

In my agency, the SES work as a team	52	30	18	52%	+3	-4	-4	-1
In my agency, the SES clearly articulate the direction and priorities for our agency	62	20	17	62%	0	-2	-3	-1
My SES manager routinely promotes the use of data and evidence to deliver outcomes	68	24	8	68%	-1	+1	-1	-1

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		67	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
					-1	-2	-2	-2

Communication	My supervisor communicates effectively		77	11	12	77%	-3	-4	-3	-3
	My SES manager communicates effectively		69	17	14	69%	-1	0	0	-1
	Internal communication within my agency is effective		52	22	25	52%	-4	-6	-5	-4

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup		63	18	19	63%	-7 <th>-5 <th>-6 <th>-5 </th></th></th>	-5 <th>-6 <th>-5 </th></th>	-6 <th>-5 </th>	-5
	Staff are consulted about change at work		45	36	19	45%	0	-6	-6	-7
	Change is managed well in my agency		35	30	35	35%	-1	-8	-9	-7

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		65	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies	
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	83	13	83%	-6 ↓	+4	+3	+1	
	My immediate supervisor encourages me to come up with new or better ways of doing things	75	17	8	75%	-3	+2	+2	0
	People are recognised for coming up with new and innovative ways of working	58	27	15	58%	-2	0	+2	0
	My agency inspires me to come up with new or better ways of doing things	51	33	16	51%	-1	+1	+1	-1
	My agency recognises and supports the notion that failure is a part of innovation	38	38	24	38%	0	-3	-2	-2

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Wellbeing Policies and Support



Wellbeing

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

Your Wellbeing Policies and Support Index score			71	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
						-4	+1	0	0

Wellbeing Policies and Support	66		23	11	66%	-6 ↓	-1	-1	-2
	I am satisfied with the policies/practices in place to help me manage my health and wellbeing								
	65		23	13	65%	-9 ↓	-1	-2	-3
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing								
	68		22	10	68%	-10 ↓	+1	+2	+1
	My agency does a good job of promoting health and wellbeing								
70		18	12	70%	-4	+5 ↑	+3	+2	
I think my agency cares about my health and wellbeing									
85		10		85%	-2	-1	-1	-2	
I believe my immediate supervisor cares about my health and wellbeing									

Other similar questions

Wellbeing	69		14	17	69%	-	-5 ↓	-4	-5 ↓
	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor								
	79		10	11	79%	-	-2	-3	-3
	The people in my workgroup are able to bring up problems and tough issues								
	76		19		76%	-2	-5 ↓	-4	-5 ↓
I receive the respect I deserve from my colleagues at work									
79		14	8	79%	-3	-2	-1	0	
My agency supports and actively promotes an inclusive workplace culture									

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Wellbeing

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
In general, would you say that your health is:						
Excellent		11%	-1	0	0	0
Very good		36%	-1	+2	0	0
Good		40%	+4	+2	+2	+2
Fair		10%	-2	-4	-2	-2
Poor		3%	+1	0	0	0
What best describes your current workload?						
Well above capacity - too much work		32%	+6	+9	+6	+8
Slightly above capacity - lots of work to do		37%	-5	-3	-1	-3
At capacity - about the right amount of work to do		24%	-2	-7	-5	-5
Slightly below capacity - available for more work		6%	+2	+1	0	0
Well below capacity - not enough work		1%	0	0	0	0

Key





















At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Wellbeing

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
How often do you find your work stressful?						
Always		7%	+3	+2	+2	+3
Often		26%	+2	+2	+2	+3
Sometimes		47%	-5 	-3	-4	-4
Rarely		18%	+1	-1	0	-2
Never		2%	-1	0	0	0
To what extent is your work emotionally demanding?						
To a very large extent		8%	+3	0	0	+1
To a large extent		21%	+1	+1	+1	+2
Somewhat		37%	0	-1	-1	0
To a small extent		22%	-5 	-2	-2	-3
To a very small extent		11%	+1	+2	+1	+1
I feel burned out by my work						
Strongly agree		11%	+4	+3	+2	+3
Agree		24%	0	+2	+2	+3
Neither agree nor disagree		30%	-3	-2	-1	0
Disagree		27%	-1	-3	-3	-5 
Strongly disagree		7%	0	0	0	-1

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Flexible work



	Response scale	%	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	91	91%	-2	+8 ↑	+8 ↑	+6 ↑
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		4%	-2	-8 ↓	-6 ↓	-7 ↓
Flexible hours of work		25%	0	-2	-1	-3
Compressed work week		3%	-1	-1	-1	-1
Job sharing		0%	0	0	0	0
Working away from the office/working from home		89%	+2	+27 ↑	+22 ↑	+20 ↑
None of the above		6%	+1	-17 ↓	-14 ↓	-13 ↓
Working away from the office						
None of the time		11%	-	-27 ↓	-22 ↓	-20 ↓
All of the time		25%	-	+19 ↑	+15 ↑	+17 ↑
Some of the time as a regular arrangement		57%	-	+10 ↑	+10 ↑	+8 ↑
Only on an irregular basis		7%	-	-2	-4	-4
Did not disclose their arrangement		0%	-	0	0	0

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

Key



At least 5 percentage points greater than comparator









At least 5 percentage points less than comparator

Positive Neutral Negative



Working in the APS

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
I am supported to use my expertise to provide frank and fearless advice		63%	-	-3	-1	-3
The people in my workgroup demonstrate stewardship		76%	-	-1	-2	-3
The culture in my agency supports people to act with integrity		70%	-	-7↓	-7↓	-8↓
I believe strongly in the purpose and objectives of the APS		81%	+2	-5↓	-6↓	-6↓
I feel a strong personal attachment to the APS		60%	+9↑	-5↓	-4	-2
My workgroup considers the people and businesses affected by what we do		85%	-	0	-2	-2

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Job satisfaction

	Response scale			% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
I am satisfied with the recognition I receive for doing a good job	64	21	15	64%	-2	-4	-2	-6 ↓
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	57	17	25	57%	-1	-6 ↓	-4	-7 ↓
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	83		11	83%	+2	+2	+4	+1
I am satisfied with the stability and security of my job	69	17	14	69%	-4	-16 ↓	-8 ↓	-13 ↓

Clarity and autonomy

	Response scale			% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	89			89%	0	-4	-4	-4
I am clear what my duties and responsibilities are	71	21	8	71%	-2	-8 ↓	-7 ↓	-7 ↓
I have a choice in deciding how I do my work	73	18	8	73%	-1	+8 ↑	+5 ↑	+1
Where appropriate, I am able to take part in decisions that affect my job	70	15	16	70%	-2	-2	-1	-4

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Performance

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
In the last month, please rate your workgroup's overall performance						
Excellent		27%	-2	0	-2	-2
Very good		52%	-1	-3	-3	-3
Average		16%	0	+1	+3	+2
Below average		4%	+2	+2	+2	+2
Well below average		2%	0	+1	+1	+1

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well		76%	0	-3	-5 ⬇️	-4
My workgroup has the tools and resources we need to perform well		54%	0	-5 ⬇️	-3	-2
The people in my workgroup use time and resources efficiently		70%	-3	-5 ⬇️	-5 ⬇️	-6 ⬇️
My job gives me opportunities to utilise my skills		79%	+1	-1	-2	-4
In the last 12 months, the formal learning I have accessed has improved my performance		51%	-	-6 ⬇️	-4	-6 ⬇️

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Retention



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

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
Which of the following statements best reflects your current thoughts about working in your current position?						
I want to leave my position as soon as possible		11%	+3	+2	+2	+3
I want to leave my position within the next 12 months		23%	-4	0	0	0
I want to stay working in my position for the next one to two years		42%	0	+4	+4	+1
I want to stay working in my position for at least the next three years		24%	+2	-7↓	-6↓	-5↓
What best describes your plans involved with leaving your current position?						
I am planning to retire		1%	0	-4	-2	-2
I am pursuing another position within my agency		25%	+1	-18↓	-5↓	-4
I am pursuing a position in another agency		31%	-6↓	+5↑	-2	-4
I am pursuing work outside the APS		14%	+2	+4	+3	+2
It is the end of my non-ongoing, casual or contracted employment		10%	+3	+7↑	+3	+5↑
Other		18%	+1	+5↑	+3	+4

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Retention



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

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

Response scale	%	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
I wish to pursue a promotion opportunity	20%	-	-	-	-
I can receive a higher salary elsewhere	11%	-	-	-	-
My immediate supervisor's leadership is of a poor quality	9%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	9%	-	-	-	-
I have achieved all I can in my current position	7%	-	-	-	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



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

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

Discrimination	Response scale	%	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
During the last 12 months and in the course of your employment, have you experienced discrimination on the basis of your background or a personal characteristic?						
Yes		9%	+1	-1	-1	0
No		91%	-1	+1	+1	0
Did this discrimination occur in your current agency?						
Yes		87%	+9	-5	-5	-5
No		13%	-9	+5	+5	+5
Basis for the discrimination that you experienced (3 highest responses):						
Age		33%	-	-	-	-
Other		33%	-	-	-	-
Gender		28%	-	-	-	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



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

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

Harassment and bullying	Response scale	%	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes		11%	-2	0	0	+1
No		84%	+1	-1	0	-1
Not sure		6%	+1	0	0	0
Types of harassment or bullying experienced (3 highest responses):						
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		55%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		43%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		30%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures		43%	+6	+7	+1	+6
It was reported by someone else		13%	-1	+5	+4	+4
I did not report the behaviour		45%	-5	-12	-5	-10

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



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

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

Corruption	Response scale	%	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
Excluding behaviour reported to you as part of your duties, in the last 12 months have you witnessed another APS employee in your agency engaging in behaviour that you consider may be serious enough to be viewed as corruption?						
Yes		4%	+2	+1	+1	+1
No		87%	-4	-4	-3	-5 ↓
Not sure		5%	+2	+1	+1	+2
Would prefer not to answer		4%	+1	+2	+1	+2
Types of corrupt behaviours witnessed (3 highest responses):						
Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		55%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		27%	-	-	-	-
Fraud, forgery or embezzlement		14%	-	-	-	-
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		5%	-41 ↓	-16 ↓	-12 ↓	-11 ↓
It was reported by someone else		18%	-9 ↓	+2	+1	+1
I did not report the behaviour		77%	+50 ↑	+15 ↑	+11 ↑	+10 ↑

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	42%
Woman or female	54%
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	2%
No	98%

Do you have an ongoing disability?	Responses
Yes	8%
No	92%

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

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	5%
No	95%

Do you identify as culturally and linguistically diverse?	Responses
Yes	33%
No	67%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	61%
Australian Aboriginal and/or Torres Strait Islander	2%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	11%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	4%
South-East Asian	15%
North-East Asian	3%
Southern and Central Asian	7%
North American	1%
South and Central American and Caribbean Islander	0%
North African and Middle Eastern	1%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	8%
No	69%
Maybe	10%
I am unsure what neurodivergent means	12%

Agency position



Agency position

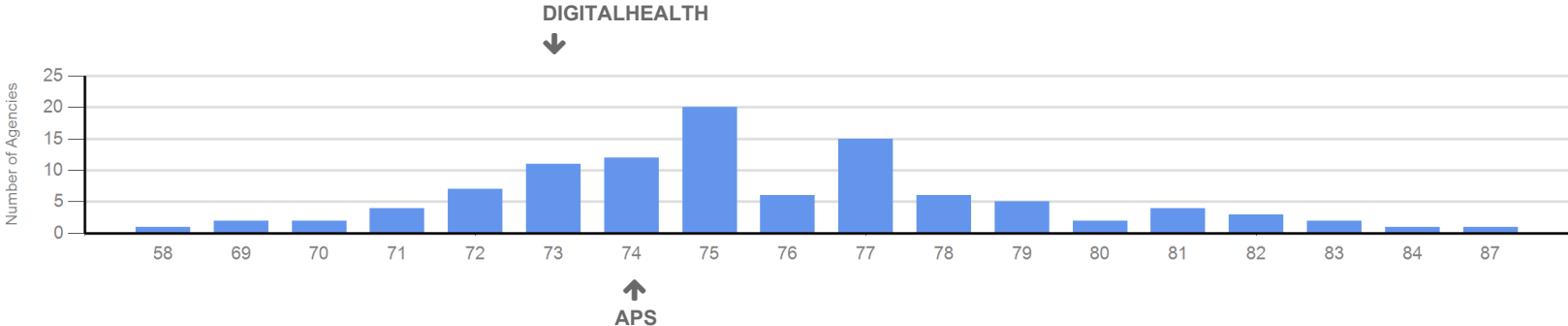
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

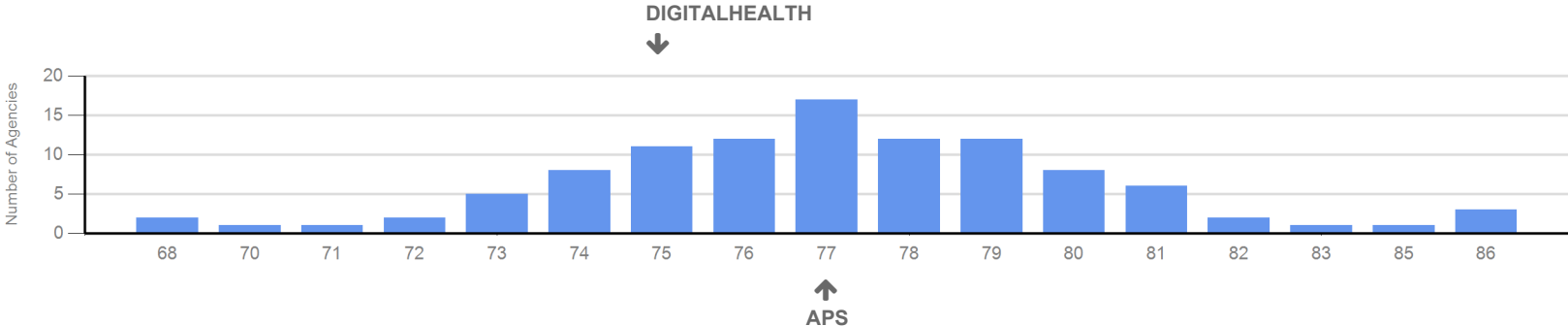
Employee Engagement Index

Ranking : 80th of 104



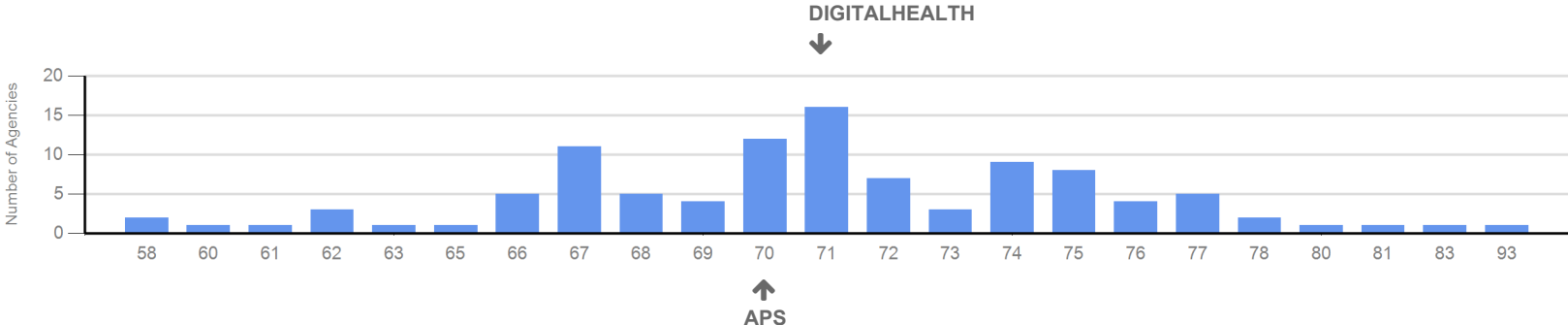
Leadership – Immediate Supervisor Index

Ranking : 78th of 104



Leadership – SES Manager Index

Ranking : 47th of 104



Agency position



Agency position

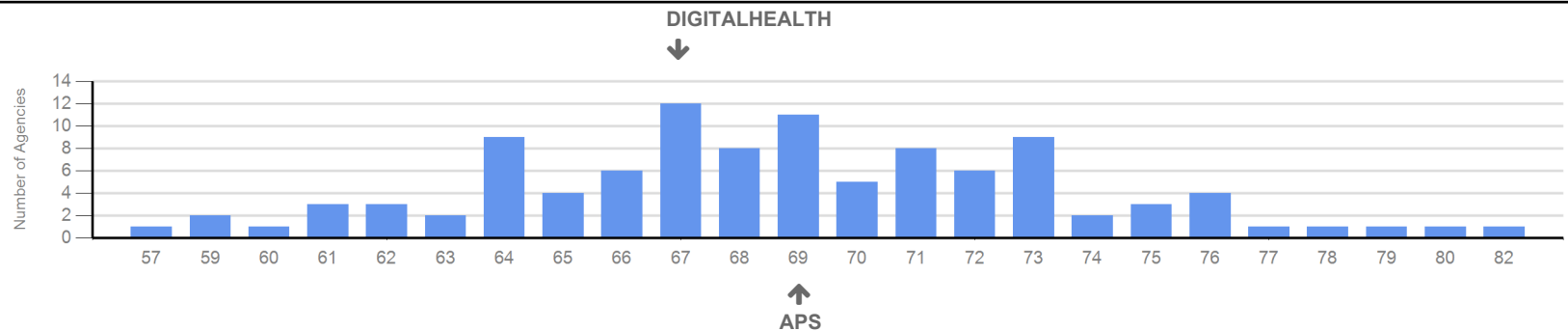
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

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

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

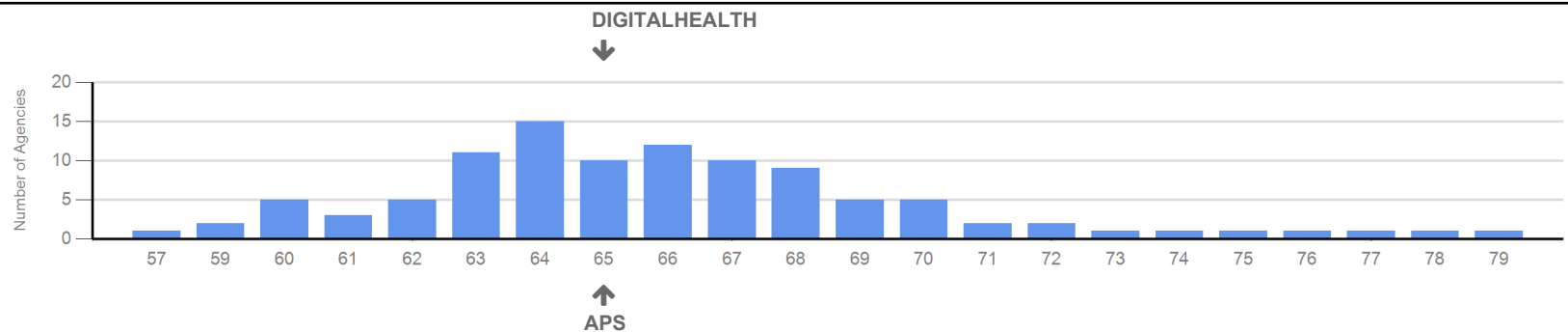
Communication Index

Ranking : 71st of 104



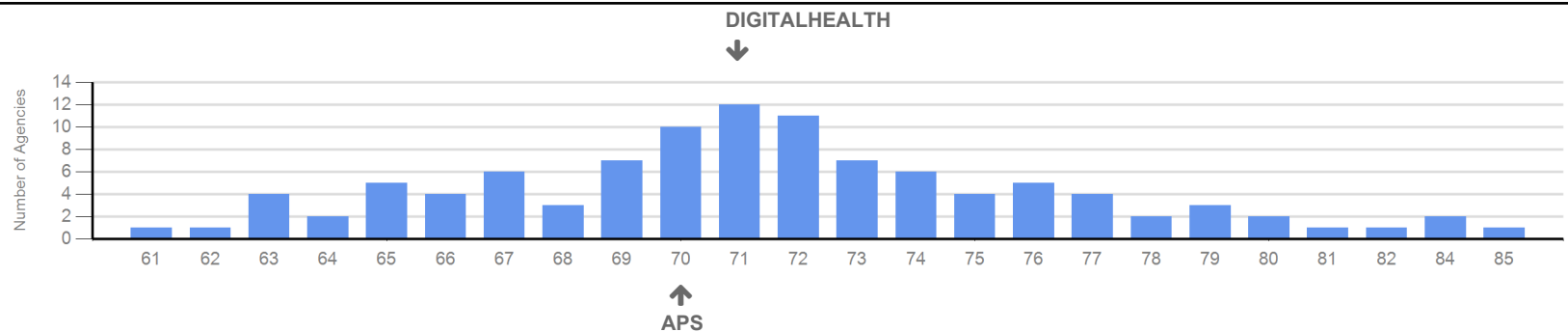
Enabling Innovation Index

Ranking : 60th of 104



Wellbeing Policies and Support Index

Ranking : 60th of 104



Suggested questions to focus on



What to focus on?

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

They are not necessarily the questions with the lowest scores.

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

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

	At least 5 percentage points greater than comparator	At least 5 percentage points less than comparator	% Positive	Variance from 2023	Variance from APS overall	Variance from smaller operational agencies	Variance from medium sized agencies
.1	The culture in my agency supports people to act with integrity		70%	-	-7	-7	-8
.2	I am supported to use my expertise to provide frank and fearless advice		63%	-	-3	-1	-3
.3	My agency supports and actively promotes an inclusive workplace culture		79%	-3	-2	-1	0
.4	My agency inspires me to come up with new or better ways of doing things		51%	-1	+1	+1	-1
.5	Change is managed well in my agency		35%	-1	-8	-9	-7
.6	In my agency, the SES clearly articulate the direction and priorities for our agency		62%	0	-2	-3	-1

DIGITALHEALTH specific questions

	Response scale			% Positive	Variance from 2023
Leaders in my Agency consistently model the Agency's values and strive to achieve our purpose	72	22		72%	+5 ⬆️
Leaders in my Agency demonstrate APS leadership capabilities (visionary; influential; collaborative; delivers; enabling; and entrepreneurial)	67	27		67%	+10 ⬆️
My Agency provides clarity and consistency on what 'good leadership' means here	55	32	14	55%	-2
Leaders in my Agency demonstrate the value that diversity brings to our teams, leveraging diverse ways of thinking	64	26	11	64%	-2
Leaders in my Agency demonstrate a commitment to collaboration and strengthening connections across branches, divisions and external stakeholders	63	23	14	63%	+3
Leaders in my Agency provide visibility of and allow staff to participate in decision-making processes	47	30	22	47%	+1
My immediate supervisor encourages me to collaborate and engage with other work groups within the Agency	79	14	8	79%	-
The Agency enables and supports me to actively pursue a career path in line with my future aspirations	48	35	17	48%	-1
The learning and development opportunities available support me in enhancing my core capabilities and job skills to perform my role or take on new roles	52	29	19	52%	-9 ⬇️
I have the team and tools to be effective in a flexible working environment	79	14	7	79%	-7 ⬇️

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



DIGITALHEALTH specific questions

	Response scale			% Positive	Variance from 2023
My Agency appropriately engages with risk in decision making	50	35	15	50%	-3
When things go wrong, my Agency uses this as an opportunity to learn	52	32	16	52%	0
Resources are allocated to projects and programs of work across the Agency where they will deliver the most value using digital tools to make evidence-based and workload management decisions	42	34	24	42%	+2
I understand how my work contributes to the Agency and Governments broader digital health agenda	86	10	4	86%	-

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.

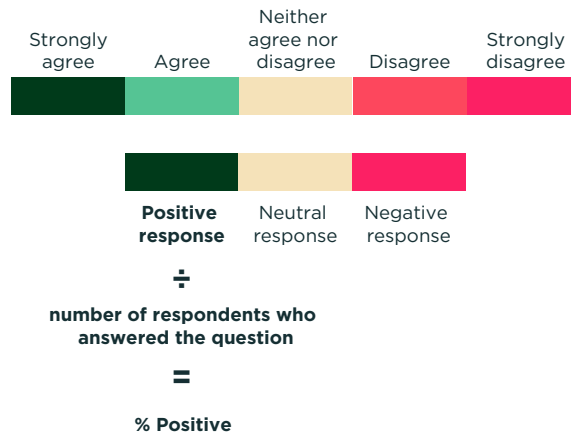
Prioritise 3 areas to take forward

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

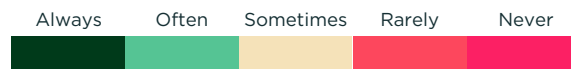
Guide to this report

% 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.

