

Highlights Report NHMRC



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Responses:

184 of 235

Response Rate:

78%

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		75	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
Say	Overall, I am satisfied with my job	79	12 9	79%	-1	+4	+2	+3
	I am proud to work in my agency	82	14	82%	-5 ↓	+4	-2	+2
	I would recommend my agency as a good place to work	75	16 9	75%	-5 ↓	+4	+1	+6 ↑
	I believe strongly in the purpose and objectives of my agency	91		91%	-2	+5 ↑	+2	+3
Stay	I feel a strong personal attachment to my agency	66	23 10	66%	+3	+3	0	+2
	I feel committed to my agency's goals	90	9	90%	+1	+4	+2	+3
Strive	I suggest ideas to improve our way of doing things	91		91%	-3	+5 ↑	+1	+1
	I am happy to go the 'extra mile' at work when required	93		93%	0	+2	+1	+2
	I work beyond what is required in my job to help my agency achieve its objectives	82	13	82%	+3	+1	+2	+1
	My agency really inspires me to do my best work every day	63	29 8	63%	+2	+2	-1	+3

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		78	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies	
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	84	10	84%	+2	+4	+5 ↑	+6 ↑	
	My supervisor can deliver difficult advice whilst maintaining relationships	78	13	8	78%	-3	-2	-1	0
	My supervisor invites a range of views, including those different to their own	84	8	7	84%	-1	+2	+1	+2
	My supervisor encourages my team to regularly review and improve our work	81	17		81%	-2	-1	-1	+1
	My supervisor is invested in my development	79	17		79%	+2	+1	+1	+3
	My supervisor ensures that my workgroup delivers on what we are responsible for	90			90%	+1	+3	+2	+4
Other similar questions									
	My supervisor provides me with helpful feedback to improve my performance	77	16		77%	-1	-2	0	+2
	My immediate supervisor encourages me	78	19		78%	+1	+1	+1	+2
	My supervisor actively ensures that everyone can be included in workplace activities	90	8		90%	0	+6 ↑	+6 ↑	+8 ↑
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	83	13		83%	-	+2	+2	+4

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	<h1>71</h1>	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
				+1	+2	0	+2

SES Manager	My SES manager clearly articulates the direction and priorities for our area	70	22	8	70%	0	0	-1	+4
	My SES manager presents convincing arguments and persuades others towards an outcome	66	27	7	66%	-3	+2	-2	+1
	My SES manager promotes cooperation within and between agencies	78	18		78%	+7 ⬆️	+10 ⬆️	+5 ⬆️	+9 ⬆️
	My SES manager encourages innovation and creativity	64	31		64%	-5 ⬆️	-2	-4	-1
	My SES manager creates an environment that enables us to deliver our best	66	27		66%	-8 ⬆️	+1	-2	+3
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	79	15		79%	0	+5 ⬆️	0	+4

Other similar questions

In my agency, the SES work as a team	60	28	12	60%	+7 ⬆️	+4	+4	+4
In my agency, the SES clearly articulate the direction and priorities for our agency	65	25	10	65%	+9 ⬆️	0	0	+4
My SES manager routinely promotes the use of data and evidence to deliver outcomes	77	20		77%	-3	+10 ⬆️	+5 ⬆️	+10 ⬆️

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 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
				0	0	0	+2

Communication	My supervisor communicates effectively	84	9	84%	0	+3	+3	+4
	My SES manager communicates effectively	75	19	75%	+5 ↑	+5 ↑	+3	+7 ↑
	Internal communication within my agency is effective	47	30	23	47%	-3	-11 ↓	-10 ↓

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	76	11	13	76%	0	+8 ↑	+6 ↑	+9 ↑
	Staff are consulted about change at work	56	29	15	56%	+2	+5 ↑	+5 ↑	+8 ↑
	Change is managed well in my agency	36	33	31	36%	-4	-8 ↓	-7 ↓	-3

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		66	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from 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	87	9	87%	+2	+8 ⬆️	+5 ⬆️	+7 ⬆️
	My immediate supervisor encourages me to come up with new or better ways of doing things	79	16	79%	+1	+7 ⬆️	+5 ⬆️	+7 ⬆️
	People are recognised for coming up with new and innovative ways of working	54	32	14	54%	-6 ⬆️	-4	-6 ⬆️
	My agency inspires me to come up with new or better ways of doing things	49	39	12	49%	-1	-1	-4
	My agency recognises and supports the notion that failure is a part of innovation	31	51	18	31%	-2	-10 ⬆️	-9 ⬆️

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		67	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
					-3	-3	-5 ↓	-3

Wellbeing Policies and Support	Question	Score	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	66	23 12	66%	+1	-2	-4	0
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	49	28 24	49%	-9 ↓	-17 ↓	-21 ↓	-18 ↓
	My agency does a good job of promoting health and wellbeing	56	32 12	56%	-9 ↓	-10 ↓	-12 ↓	-9 ↓
	I think my agency cares about my health and wellbeing	64	21 15	64%	-8 ↓	-1	-6 ↓	-5 ↓
	I believe my immediate supervisor cares about my health and wellbeing	90	7	90%	+2	+3	+1	+2

Other similar questions

Wellbeing	Question	Score	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	80	8 12	80%	-	+6 ↑	+5 ↑	+6 ↑
	The people in my workgroup are able to bring up problems and tough issues	84	11	84%	-	+4	+2	+3
	I receive the respect I deserve from my colleagues at work	83	13	83%	+1	+2	+1	+4
	My agency supports and actively promotes an inclusive workplace culture	84	11	84%	-2	+3	+4	+6 ↑

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 small sized agencies
In general, would you say that your health is:						
Excellent		14%	+1	+3	+1	+2
Very good		38%	+6	+3	+1	+1
Good		34%	-4	-4	-2	-3
Fair		9%	-6	-5	-3	-3
Poor		5%	+4	+2	+3	+2
What best describes your current workload?						
Well above capacity - too much work		25%	+7	+3	+3	0
Slightly above capacity - lots of work to do		39%	-6	-1	-1	0
At capacity - about the right amount of work to do		30%	+3	-1	0	+1
Slightly below capacity - available for more work		5%	-2	-1	-2	-1
Well below capacity - not enough work		1%	-2	-1	-1	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 specialist agencies	Variance from small sized agencies
How often do you find your work stressful?						
Always		3%	+2	-2	-1	-1
Often		18%	+1	-6 ↓	-5 ↓	-6 ↓
Sometimes		53%	+4	+4	+3	+4
Rarely		24%	-7 ↓	+5 ↑	+3	+4
Never		2%	0	0	0	0
To what extent is your work emotionally demanding?						
To a very large extent		5%	+3	-3	-2	-1
To a large extent		14%	+1	-6 ↓	-3	-4
Somewhat		33%	-2	-6 ↓	-4	-6 ↓
To a small extent		34%	+3	+10 ↑	+7 ↑	+8 ↑
To a very small extent		14%	-4	+4	+2	+3
I feel burned out by my work						
Strongly agree		6%	+1	-2	0	-2
Agree		25%	+3	+2	+3	+1
Neither agree nor disagree		28%	+1	-4	-2	0
Disagree		31%	-3	+1	-2	-1
Strongly disagree		10%	-2	+3	+1	+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 specialist agencies	Variance from small sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	93	93%	+2	+10	+6	+6
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		19%	+3	+6	+6	+6
Flexible hours of work		33%	+2	+7	0	0
Compressed work week		2%	-2	-2	-2	-4
Job sharing		0%	0	0	-1	0
Working away from the office/working from home		82%	-3	+20	+12	+13
None of the above		7%	+1	-17	-11	-9
Working away from the office						
None of the time		18%	-	-20	-12	-13
All of the time		8%	-	+2	+2	0
Some of the time as a regular arrangement		68%	-	+21	+17	+18
Only on an irregular basis		6%	-	-3	-6	-5
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






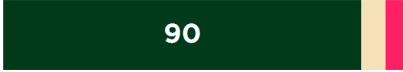


At least 5 percentage points less than comparator

Positive Neutral Negative



Working in the APS

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
I am supported to use my expertise to provide frank and fearless advice		67%	-	+1	0	+3
The people in my workgroup demonstrate stewardship		85%	-	+8 ↑	+5 ↑	+6 ↑
The culture in my agency supports people to act with integrity		78%	-	+1	-1	+3
I believe strongly in the purpose and objectives of the APS		90%	+2	+4	+5 ↑	+6 ↑
I feel a strong personal attachment to the APS		57%	+5 ↑	-7 ↓	-2	0
My workgroup considers the people and businesses affected by what we do		90%	-	+4	+1	+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 small sized agencies
I am satisfied with the recognition I receive for doing a good job	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #1a4d2e; color: white; font-weight: bold;">73</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; color: black; font-weight: bold;">17</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #e91e63; color: white; font-weight: bold;">10</div>	73%	-2	+5	+2	+3
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #1a4d2e; color: white; font-weight: bold;">73</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; color: black; font-weight: bold;">15</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #e91e63; color: white; font-weight: bold;">12</div>	73%	0	+10	+10	+10
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #1a4d2e; color: white; font-weight: bold;">88</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; color: black; font-weight: bold;">8</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #e91e63; color: white; font-weight: bold;"></div>	88%	+3	+7	+4	+3
I am satisfied with the stability and security of my job	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #1a4d2e; color: white; font-weight: bold;">87</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; color: black; font-weight: bold;">7</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #e91e63; color: white; font-weight: bold;"></div>	87%	+1	+2	+5	+8

Clarity and autonomy

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #1a4d2e; color: white; font-weight: bold;">98</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; color: black; font-weight: bold;"></div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #e91e63; color: white; font-weight: bold;"></div>	98%	+2	+5	+5	+5
I am clear what my duties and responsibilities are	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #1a4d2e; color: white; font-weight: bold;">86</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; color: black; font-weight: bold;">13</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #e91e63; color: white; font-weight: bold;"></div>	86%	+1	+6	+6	+7
I have a choice in deciding how I do my work	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #1a4d2e; color: white; font-weight: bold;">77</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; color: black; font-weight: bold;">17</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #e91e63; color: white; font-weight: bold;"></div>	77%	-4	+11	+2	+3
Where appropriate, I am able to take part in decisions that affect my job	<div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #1a4d2e; color: white; font-weight: bold;">79</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #f0e68c; color: black; font-weight: bold;">12</div> <div style="display: flex; justify-content: space-between; width: 100px; height: 20px; background-color: #e91e63; color: white; font-weight: bold;">8</div>	79%	+1	+8	+5	+7

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 small sized agencies
In the last month, please rate your workgroup's overall performance						
Excellent		34%	+3	+7	+4	+4
Very good		53%	-7	-2	-2	0
Average		12%	+3	-3	-1	-2
Below average		1%	+1	-1	-1	-1
Well below average		0%	0	-1	-1	-1

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from specialist agencies	Variance from small sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well		86%	0	+7	+4	+5
My workgroup has the tools and resources we need to perform well		48%	-7	-11	-11	-3
The people in my workgroup use time and resources efficiently		84%	-6	+8	+5	+7
My job gives me opportunities to utilise my skills		80%	0	0	-3	-2
In the last 12 months, the formal learning I have accessed has improved my performance		41%	-	-17	-16	-15

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 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		8%	0	-1	0	0
I want to leave my position within the next 12 months		22%	-2	-1	+1	+2
I want to stay working in my position for the next one to two years		42%	+1	+4	+1	+3
I want to stay working in my position for at least the next three years		28%	+1	-3	-2	-4
What best describes your plans involved with leaving your current position?						
I am planning to retire		8%	+1	+3	+4	+2
I am pursuing another position within my agency		13%	-9↓	-30↓	-14↓	-2
I am pursuing a position in another agency		56%	+11↑	+29↑	+20↑	+12↑
I am pursuing work outside the APS		2%	0	-8↓	-12↓	-14↓
It is the end of my non-ongoing, casual or contracted employment		4%	-3	+1	-1	-2
Other		17%	0	+4	+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 specialist agencies	Variance from 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	22%	-	-	-	-
I wish to pursue a promotion opportunity	14%	-	-	-	-
I have achieved all I can in my current position	11%	-	-	-	-
I am expected to do more work than I reasonably can	8%	-	-	-	-
I am looking to further my skills in another area	8%	-	-	-	-

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 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%	-2	-3	-1	-2
No		93%	+2	+3	+1	+2
Did this discrimination occur in your current agency?						
Yes		92%	+3	0	-1	+1
No		8%	-3	0	+1	-1
Basis for the discrimination that you experienced (3 highest responses):						
Gender		42%	-	-	-	-
Disability		25%	-	-	-	-
Caring responsibilities		25%	-	-	-	-

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 small sized agencies
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes		8%	-1	-2	0	-2
No		85%	-5 ↓	+1	-2	+1
Not sure		7%	+5 ↑	+2	+2	+1
Types of harassment or bullying experienced (3 highest responses):						
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		43%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		43%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		29%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures		50%	+3	+14 ↑	+17 ↑	+15 ↑
It was reported by someone else		7%	+7 ↑	0	0	+1
I did not report the behaviour		43%	-10 ↓	-14 ↓	-17 ↓	-16 ↓

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 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		1%	0	-2	-2	-3
No	████████████████████	95%	0	+4	+3	+7 ↑
Not sure		2%	0	-2	-1	-3
Would prefer not to answer		2%	0	0	0	-1

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	30%
Woman or female	65%
Non-binary	0%
I use a different term	1%
Prefer not to say	3%

Do you identify as an Aboriginal and/or Torres Strait Islander person?	Responses
Yes	1%
No	99%

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

Do you have carer responsibilities?	Responses
Yes	50%
No	50%

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

Do you identify as culturally and linguistically diverse?	Responses
Yes	22%
No	78%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	72%
Australian Aboriginal and/or Torres Strait Islander	2%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	0%
Anglo-European	13%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	4%
South-East Asian	9%
North-East Asian	2%
Southern and Central Asian	3%
North American	2%
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	12%
No	73%
Maybe	10%
I am unsure what neurodivergent means	6%

Agency position



Agency position

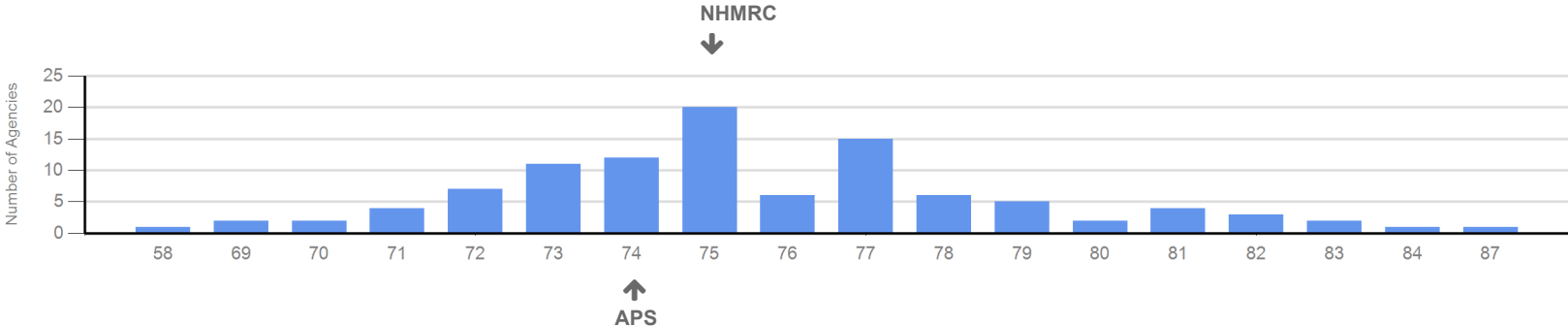
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

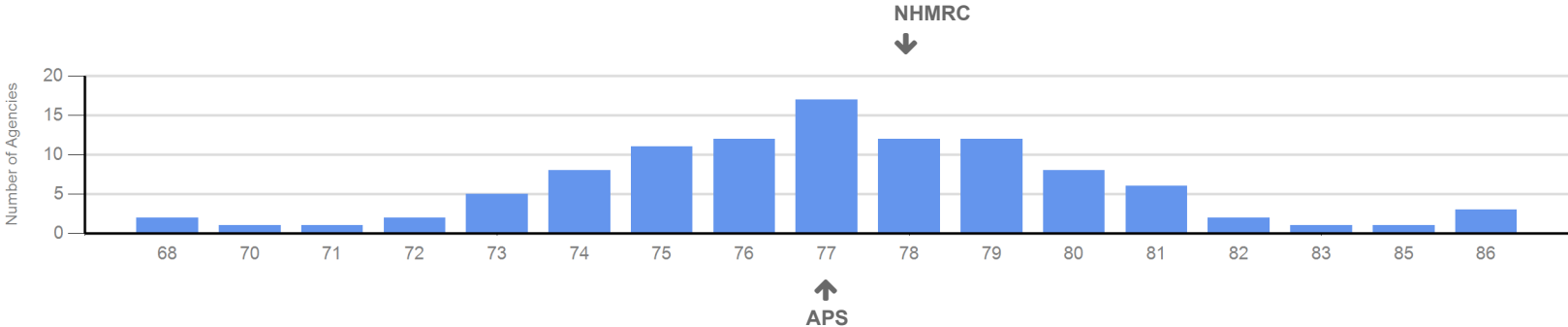
Employee Engagement Index

Ranking : 46th of 104



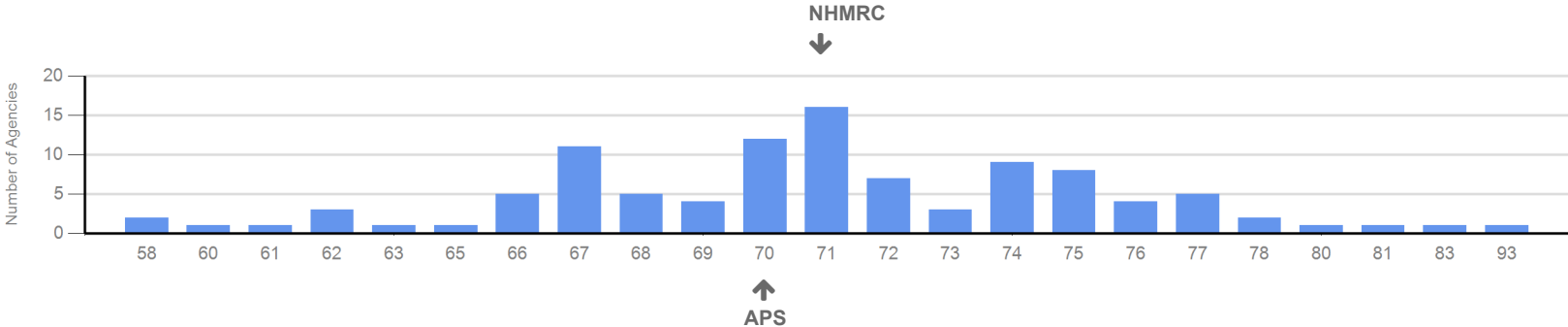
Leadership – Immediate Supervisor Index

Ranking : 44th of 104



Leadership – SES Manager Index

Ranking : 45th of 104



Agency position



Agency position

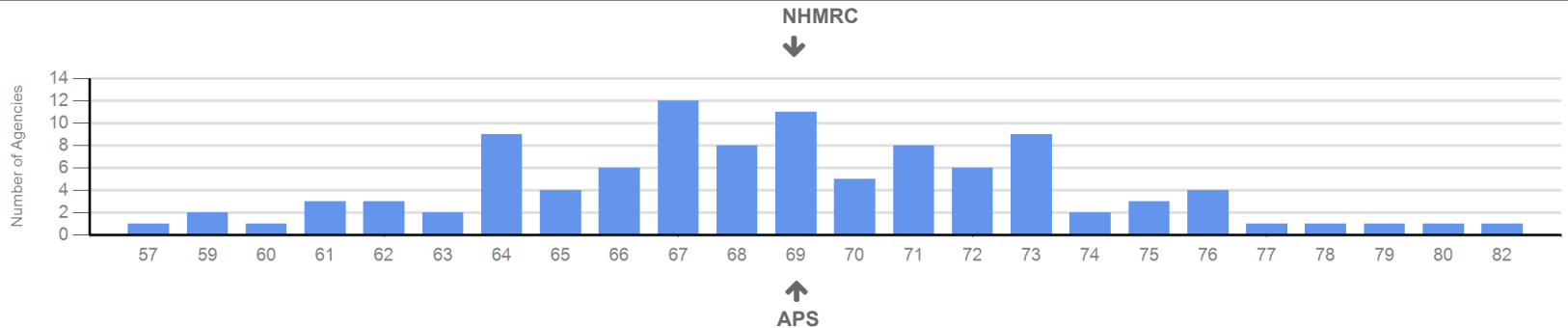
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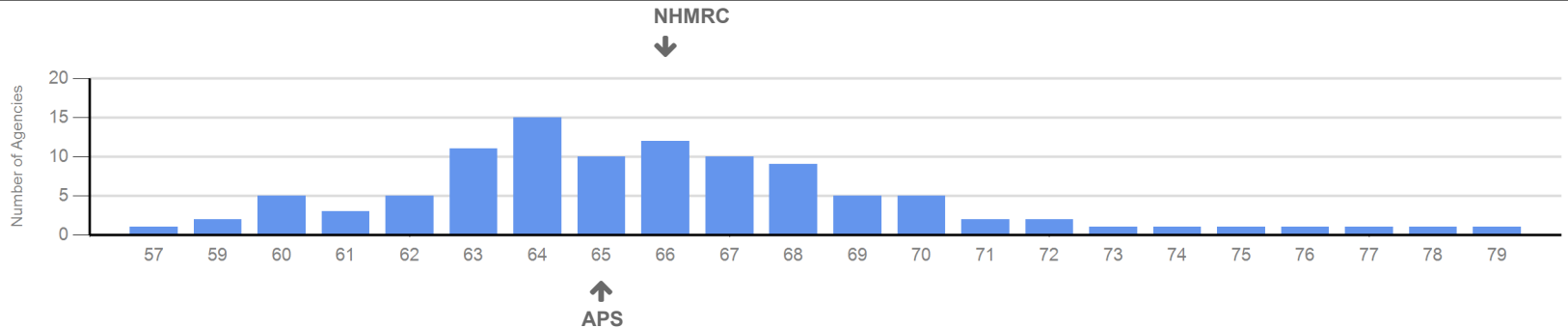
Communication Index

Ranking : 45th of 104



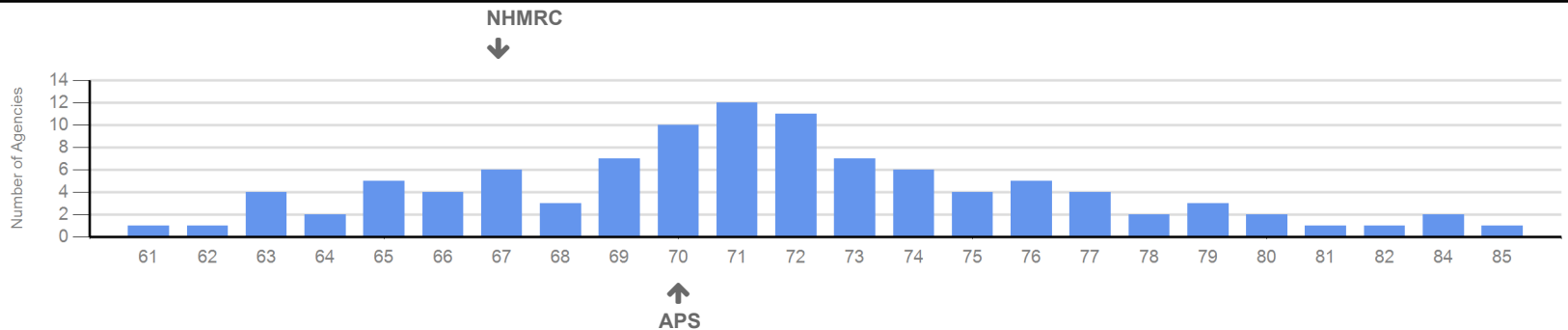
Enabling Innovation Index

Ranking : 50th of 104



Wellbeing Policies and Support Index

Ranking : 83rd 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 small sized agencies
.1 I am supported to use my expertise to provide frank and fearless advice			67%	-	+1	0	+3
.2 My agency supports and actively promotes an inclusive workplace culture			84%	-2	+3	+4	+6
.3 The culture in my agency supports people to act with integrity			78%	-	+1	-1	+3
.4 My agency inspires me to come up with new or better ways of doing things			49%	-1	-1	-4	-2
.5 Where appropriate, I am able to take part in decisions that affect my job			79%	+1	+8	+5	+7
.6 In my agency, the SES clearly articulate the direction and priorities for our agency			65%	+9	0	0	+4

NHMRC specific questions

	Response scale			% Positive	Variance from 2023
Technology and organisational changes are adding value to the way I work and NHMRCs ability to deliver its outcomes	55	26	19	55%	-
Collaboration is effective across branches within NHMRC	45	28	27	45%	+2
My team supports an innovation culture	74	21	5	74%	-
I am supported through changes affecting my work area at NHMRC	65	22	13	65%	-2
Flexible work arrangements at NHMRC enable greater productivity in my work area	87	10	3	87%	-
My Director acknowledges and encourages high performance	82	13	5	82%	+2
I can easily find and contact others in the agency when I need to	69	20	12	69%	-
I am excited about the strategic direction of NHMRC	61	33	6	61%	-
My team can cover work when my colleagues take leave - without feeling overwhelmed	44	17	39	44%	-
Flexible work arrangements at NHMRC foster a positive workplace culture	87	9	4	87%	-

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.

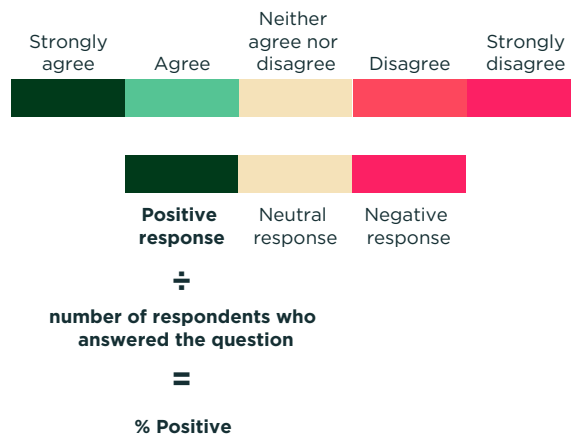
Prioritise 3 areas to take forward

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

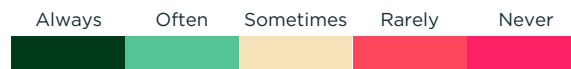
Guide to this report

% 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.

