						Dozont	t Cluster	Cino	Cana	dor La	antion		Classif	leation		Class	ification (avo	umad)	Elevi	ble work		Warki	an away fra	m the offi	iaa	Cultural	ly and	Cultural	LORTION			Tune of we
Kev				CA	1	Parent	t Cluster	Size	Gend	der Lo	cation		E E	Cation	I	Class	ification (gro	upea)	riexi	ble work		WORKI	ng away fro	m the om	ice 	linguist dive	, b	ackground 	LGBTIQA+	Ca	arer	Type of wo
At least 5 percentage points greater than 2024 % Positi	tive score							s e		ź			uivaler	a Band	9 Band						۵		gular	, so			stralian					roject
Up to 4 percentage points greater or less than 2024 %	Positive :	score					8	agenci		Territo		alent)	do do	Service	Service					work :	n the		as a re	ar bas	je ir.		ing Au					and p
At least 5 percentage points less than 2024 % Positive s	score			sitive	sitive		gencie	sized	۰	emale Sapital	Wales	. edniv	evel 1	cutive sulfert)	cutive	<u>=</u>				lrs of	ay froi	time	tine tine	irregul	dose th		exclud	beau				ogram
(r) Where group has less than 10 respondents				% Pos	% Bo	overal	ialist a	small	or maj	alian (South	5-6 (01	utive L	or Exec	. Exe	1-6 lev	le vel		time	ble hot	ing aw /worki	of the	a of the	onan	ot disc gemer		alian (der)				y olio, pr
() Where group has less than To respondents				2024	2023	APS	Spec	Extra	Man	Worr	Z e	APS	Exec	Senk 1 (or	Senk 2 or 3	APS	SES SES	Othe	Part	I Sex	Work and and and and and and and and and and	None	Some	Only	Did n arran	Yes	No Austr	Islan	Yes	Yes	2	Polic
Indices		Fundame Foresament India	Respondents		74	140,396	76	77	16	46 16 77 82	43 73	27 74	73 7	(r) 0	(r)	27 74	31 (r) 75 (r)	(r)	73	17 76	46 75	16 (r) 36	(r)	(r)	17 73	45 3 76 7		10 52 74 76			20 2°
Indices	2.	Employee Engagement Index Immediate Supervisor Index		75 -	75	+	77	77	80	76 81	75	78	73 7	0 (I)	(1)	 	75 (I)	(1)			78	76 (I) 74	(1)	(1)	76	77 7	-	79 76		 	79 74
Indices		SES Manager Index		71 -	68	_	72	72	64	74 80		71	66 6	8 (r)	(r)	-	67 (r)	(r)		-	70	74 (1) 68	(r)	(r)	70	71 7		70 7			72 64
Indices	4.	Communication Index		64 -	61	_	69	68	60	66 76	60	65	57 6	- (/	(r)	65	59 (r)	(r)	-	-	63	67 (1) 62	(r)	(r)	65	64 6		58 66		 	67 56
Indices		Enabling Innovation Index		64 -	63	_	66	68	63	65 76	60	63	59 6	- '	(r)		62 (r)	(r)			63	66 (1) 63	(r)	(r)	63	65 6		56 66		 	68 54
Indices	6.	Wellbeing Policies and Support Index		69 -	64		72	73	70	69 77	66	71	60 6	9 (r)	(r)	71	63 (r)	(r)	68	68	68	72 (r) 67	(r)	(r)	74	67 6	7 63	69 69	9 66	 	70 64
GENERAL IMPRESSIONS: CURRENT JOB	q17a.	My job gives me opportunities to utilise my skills	% Strongly agree or agree	77 13	73	80	83	85	69	82 100	69	78	70 8	0 (г)	(r)	78	73 (r)	(r)	90	65	74	87 (1) 72	(r)	(r)	76	77 7	8 73	70 78	8 80	76	90 60
GENERAL IMPRESSIONS: CURRENT JOB	q17b.	I am satisfied with the recognition I receive for doing a good job	% Strongly agree or agree	71 15	70	69	72	74	69	73 94	64	70	65 7	0 (r)	(r)	70	67 (r)	(r)	80	71	67	87 (1	64	(r)	(r)	71	73 7	2 67	70 73	3 80	67	80 60
GENERAL IMPRESSIONS: CURRENT JOB	q17c.	I am fairly remunerated (e.g. salary, superannuation) for the work that I do	% Strongly agree or agree	71 23	55	63	64	75	69	71 88	64	70	70 7	0 (r)	(r)	70	70 (r)	(r)	80	76	70	1) 08) 67	(r)	(r)	71	73 8	1 53	80 71	1 65	74	90 60
GENERAL IMPRESSIONS: CURRENT JOB	q17d.	I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	% Strongly agree or agree	89 3	84	82	84	83	81	91 100	83	93	85 8	0 (r)	(r)	93	83 (r)	(r)	100	76	87	93 (1) 86	(r)	(r)	82	91 9	2 87	80 90	0 100	83	100 75
GENERAL IMPRESSIONS: CURRENT JOB	q17e.	I am satisfied with the stability and security of my job	% Strongly agree or agree	89 3	82	85	82	81	81	91 94	88	85	90 9	(r)	(r)	85	90 (r)	(r)	90	82	91	1) 08	92	(r)	(r)	82	91 9	2 93	100 86	6 85	90	90 10
GENERAL IMPRESSIONS: CURRENT JOB	q17f.	I suggest ideas to improve our way of doing things	% Strongly agree or agree	94 2	93	87	90	93	94	93 94	93	96	85 10	00 (r)	(r)	96	90 (r)	(r)	90	100	93	93 (1	92	(r)	(r)	94	93 9	4 80	90 94	4 95	93	100 90
GENERAL IMPRESSIONS: CURRENT JOB	q17g.	I am happy to go the 'extra mile' at work when required	% Strongly agree or agree	89 5	93	91	92	94	81	91 100	86	89	80 10	00 (r)	(r)	89	87 (r)	(r)	90	88	91	87 (r	92	(r)	(r)	82	93 8	9 100	90 90) 85	90	95 85
GENERAL IMPRESSIONS: CURRENT JOB	q17h.	Overall, I am satisfied with my job	% Strongly agree or agree	69 11	70	75	77	77	63	71 94	62	70	60 7	0 (r)	(1)	70	63 (r)	(r)	70	71	67	80 (1) 67	(1)	(1)	65	73 7	2 67	70 71	I 65	71	80 70
GENERAL IMPRESSIONS: CURRENT JOB	q17i.	I understand how my role contributes to achieving an outcome for the Australian public	% Strongly agree or agree	95 3	85	93	94	94	94	96 100	93	93	95 10	(r)	(r)	93	97 (r)	(r)	100	100	96	100 (1) 94	(r)	(r)	100	95 9	7 93	100 96	3 90	98	100 10
	q17j.	I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	% Strongly agree or agree	94 0	81	83	87	86	81	100 100	93	93	90 10	(r)	(r)	93	93 (r)	(r)	100	82	91	100 (1	94	(r)	(r)	94	93 8	9 100	80 96	3 95	93	95 85
		Where appropriate, I am able to take part in decisions that affect my job	% Strongly agree or agree		_	-	75	78	75	71 100	57	63	75 7	- ''	(r)	63	73 (r)	(r)	80		72	73 (r	64	(r)	(r)	76	70 7		90 69		67	85 55
GENERAL IMPRESSIONS: CURRENT JOB	q17l.	I feel I have the same opportunities as anyone else of my ability or experience	% Strongly agree or agree	68 16	66	68	70	72	56	73 88	57	56	80 7	0 (r)	(r)	56	77 (r)	(r)	80	65	65	73 (1) 64	(r)	(r)	59	70 7	2 80	50 71	i 80	62	80 60
GENERAL IMPRESSIONS: IMMEDIATE WORKGROUP		When changes occur, the impacts are communicated well within my workgroup	% Strongly agree or agree		+		70	72	81	58 81	57	56	50 9	· · ·	(r)		63 (r)	(r)	50		63	67 (r) 61	(r)	(r)	71	61 5	6 60	70 63		60	60 60
	q18b.	My workgroup has the appropriate skills, capabilities and knowledge to perform well	% Strongly agree or agree		82	+	81	85	81	80 75	83	81	65 10	(/	(r)	0.	77 (r)	(r)	70	-	85	67 (r) 89	(r)	(1)	88	77 8		70 82			80 70
	q18c.	The people in my workgroup use time and resources efficiently	% Strongly agree or agree	77 8	72		79	82	69	80 81	76	85	55 9	(-)	(r)	85	67 (r)	(r)	90		80	67 (r) 78	(r)	(r)	88	73 6		70 78	-	 	80 6
		The people in my workgroup demonstrate stewardship	% Strongly agree or agree		٠.	77	80	84	81	80 94	74	74	85 8	. (/	(r)		83 (r)	.,	70		83	1) 08) 81	(r)	(r)	65	89 8		90 80	-		85 85
		The people in my workgroup are able to bring up problems and tough issues	% Strongly agree or agree		+-	80	+ +	84		87 100		81	85 10	- '	(r)		90 (r)	- ''	90		91	1) 08) 92	(r)	(r)	76	93 8		90 88			100 90
GENERAL IMPRESSIONS: IMMEDIATE WORKGROUP		My workgroup considers the people and businesses affected by what we do	% Strongly agree or agree		ļ ·	85	88	92	94	87 100	86	93	75 10	(1) 00	(r)	93	83 (r)	(r)	100		87	100 (r) 86	(r)	(r)	88	91 8		80 92	_	88	95 80
GENERAL IMPRESSIONS: IMMEDIATE WORKGROUP GENERAL IMPRESSIONS: IMMEDIATE SUPERVISOR		My workgroup has the tools and resources we need to perform well	% Strongly agree or agree		72 78	-	59 81	62	44	6/ /5	52	52	55 /	0 (r)	(r)	52	60 (r)	(r)	50		78	73 (r) 61	(r)	(r)	53	64 6 80 7	1 80 5 80	80 76		74	65 50
		My supervisor communicates effectively	% Strongly agree or agree		84		79	78 78	81	76 94 71 81	74	70	65 /	0 (1)	(r)	70	73 (r)	(r)	70		72	73 (1) /5	(r)	(r)	71	77 7		70 76			85 70 85 69
		My supervisor engages with staff on how to respond to future challenges	% Strongly agree or agree		82	+	79	80	88	89 94	88	89	90 8	0 (1)	(r)	-	73 (r) 87 (r)	(r)	80		89	07 (1) /2	(r)	(r)	88	89 8		90 88		88	95 96
		My supervisor can deliver difficult advice whilst maintaining relationships My supervisor encourages my team to regularly review and improve our work	% Strongly agree or agree % Strongly agree or agree		80	_	82	82	88	87 94		+ +	85 8	0 (r)	(r)	 	83 (r)	(r)		-	89	87 (1) 92	(r)	(r)	88	89 8		90 88			95 85
		My supervisor is invested in my development	% Strongly agree or agree		+	_	78	78	69	73 75		+ +	70 6	0 (r)	(r)	-	67 (r)	(r)			72	73 (1	, ==	(r)	(r)	65	75 6		80 7			80 68
GENERAL IMPRESSIONS: IMMEDIATE SUPERVISOR		My supervisor provides me with helpful feedback to improve my performance	% Strongly agree or agree		+	+	77	77	75	73 94	67	78	75 5	0 (r)	(r)	78	67 (r)	(r)	80	76	74	80 (1) 69	(r)	(r)	71	77 7	8 53	70 76	6 70		95 6
GENERAL IMPRESSIONS: IMMEDIATE SUPERVISOR	q20g.	My supervisor actively ensures that everyone can be included in workplace activities	% Strongly agree or agree		84	_	84	84	100	80 94	81	78	95 7	0 (r)	(r)	78	87 (r)	(r)	70	82	83	87 (r) 83	(r)	(r)	76	86 8	6 80	90 82	2 85	83	100 70
GENERAL IMPRESSIONS: IMMEDIATE SUPERVISOR	q20h.	My supervisor ensures that my workgroup delivers on what we are responsible for	% Strongly agree or agree		93	88	88	89	100	96 94	98	93	100 10	00 (r)	(r)	93	100 (r)	(r)	90	100	100	87 (1) 100	(r)	(r)	94	98 9	7 100	100 96	6 95	98	100 95
GENERAL IMPRESSIONS: IMMEDIATE SUPERVISOR	q20i.	My supervisor invites a range of views, including those different to their own	% Strongly agree or agree		83	82	83	82	75	89 100	79	89	85 7	0 (г)	(r)	89	80 (r)	(r)	90	76	85	87 (r) 83	(r)	(r)	76	89 8	6 93	80 86	6 95	81	95 80
GENERAL IMPRESSIONS: IMMEDIATE SUPERVISOR	q20j.	My supervisor encourages me to take on new tasks and gain experience doing things I've never done hefore	% Strongly agree or agree	79 5	-	81	81	80	81	78 88	76	81	80 6	0 (r)	(r)	81	73 (r)	(r)	70	76	83	73 (1) 81	(r)	(r)	71	84 8	1 73	90 78	8 75	81	100 75
GENERAL IMPRESSIONS: SENIOR EXECUTIVE SERVICE	q22a.	My SES manager communicates effectively	% Strongly agree or agree	61 21	55	70	72	70	44	68 81	51	65	50 5	0 (г)	(r)	65	50 (r)	(r)	70	53	57	73 (r	53	(r)	(r)	59	61 6	1 67	30 67	7 58	62	60 50
GENERAL IMPRESSIONS: SENIOR EXECUTIVE SERVICE	q22b.	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	% Strongly agree or agree	85 8	88	75	79	80	81	89 94	83	81	85 9	0 (г)	(r)	81	87 (r)	(r)	80	82	83	93 (1) 81	(r)	(r)	88	84 8	6 87	100 82	2 84	86	90 80
GENERAL IMPRESSIONS: SENIOR EXECUTIVE SERVICE	q22c.	My SES manager clearly articulates the direction and priorities for our area	% Strongly agree or agree	74 11	72	69	71	69	63	80 81	71	81	60 7	0 (r)	(r)	81	63 (r)	(r)	80	76	74	73 (1) 69	(r)	(r)	65	77 7	5 80	60 76	3 58	81	75 65
GENERAL IMPRESSIONS: SENIOR EXECUTIVE SERVICE	q22d.	My SES manager promotes cooperation within and between agencies	% Strongly agree or agree	84 7	75	68	73	74	81	86 94	80	81	85 8	0 (r)	(r)	81	83 (r)	(r)	70	82	78	100 (1	75	(r)	(r)	82	84 8	6 87	100 80) 79	86	85 80
GENERAL IMPRESSIONS: SENIOR EXECUTIVE SERVICE	q22e.	My SES manager encourages innovation and creativity	% Strongly agree or agree	62 11	65	66	69	69	50	68 81	54	62	60 5	0 (r)	(1)	62	57 (r)	(r)	70	59	59	73 (1	53	(r)	(r)	53	66 6	4 80	60 63	3 63	62	65 50
GENERAL IMPRESSIONS: SENIOR EXECUTIVE SERVICE	q22f.	My SES manager presents convincing arguments and persuades others towards an outcome	% Strongly agree or agree	69 13	70	63	67	70	56	75 81	63	73	65 5	0 (r)	(r)	73	60 (r)	(r)	60	71	67	73 (r	61	(r)	(r)	59	73 6	9 80	70 69	3 58	74	70 65
GENERAL IMPRESSIONS: SENIOR EXECUTIVE SERVICE	q22g.	My SES manager creates an environment that enables us to deliver our best	% Strongly agree or agree	64 20	55	65	69	67	50	70 88	54	62	55 7	0 (r)	(r)	62	60 (r)	(r)	60	47	61	73 (1	56	(r)	(r)	59	66 6	4 73	60 65	5 63	64	75 60
GENERAL IMPRESSIONS: SENIOR EXECUTIVE SERVICE	q22h.	My SES manager routinely promotes the use of data and evidence to deliver outcomes	% Strongly agree or agree	75 10	73	67	72	73	75	75 94	68	73	80 6	0 (г)	(r)	73	73 (r)	(r)	70	76	70	93 (1	67	(r)	(r)	71	77 7	8 87	100 71	63	81	75 80
	q23a.	In my agency, the SES work as a team	% Strongly agree or agree	61 17	65	-	55	61	40	70 87	50	60	58 5	0 (r)	(r)	60	55 (r)	(r)	56	56	56	79 (1	51	(r)	(r)	53	64 6	3 67	44 64	↓ 61		65 39
		In my agency, the SES clearly articulate the direction and priorities for our agency	% Strongly agree or agree		81	+	65	66	75	88 100	78	81	74 10	,,,	(r)		83 (r)	(r)	80		80	93 (1	78	(r)	(r)	82	84 8		90 82			95 79
		I feel a strong personal attachment to my agency	% Strongly agree or agree		+	_	+ +	65	50	68 81	59	54	65 8	(1)	(r)	54	70 (r)	+ ''		65	59	80 (1) 61	(r)	(r)	53	68 6		60 65			80 50
		I feel a strong personal attachment to the APS	% Strongly agree or agree		+	-	59	55	69	55 81		62	40 7	· · · ·	(r)	62	50 (r)	+	30	_	59	60 (1) 61	(r)	(r)	59	59 5		50 61			55 40
		I am proud to work in my agency	% Strongly agree or agree		81	-	83	84	69	89 100	80	81	80 9	· · · ·	(r)		83 (r)	+ ''			80	93 (1	_	(r)	(1)	65	91 8		80 84	-		90 75
		Internal communication within my agency is effective	% Strongly agree or agree				57	55	44	52 69	44	42	30 8	0 (r)	(r)	42	47 (r)	(r)	10		50	47 (r	50	(r)	(r)	53	48 4	4 53	40 51			55 35
	q24e.	I would recommend my agency as a good place to work	% Strongly agree or agree		68		73	72	69	70 81	66	54	75 8	(r)	(r)	54	/7 (r)	(r)	40	-	72	60 (1	72	(r)	(r)	59	73 7		80 67			85 55
GENERAL IMPRESSIONS: AGENCY AND APS GENERAL IMPRESSIONS: AGENCY AND APS	q24f.	I believe strongly in the purpose and objectives of my agency Likeling strongly in the purpose and objectives of the ADS	% Strongly agree or agree		90	-	89 86	92	88	95 94 79 94	93	96	95 9	(r)	(r)	96	93 (r)	(r)	90	100	93	93 (1	92	(r)	(r)	88	95 9 81 7	7 93 7 86	100 92 80 80			100 10 75 79
	q24g.	I believe strongly in the purpose and objectives of the APS My graphy supports and actively promotes an inclusive workplace culture.	% Strongly agree or agree		81 85	-	86	85 79	62	79 94 82 100	/6	73	70 0	(r)	(r)	73	72 (r) 73 (r)	(r)	56 80	53	70	03 (1	/8	(r)	(F)	76	81 7 75 7		60 78		78 71	75 75 90 60
	q24h. q24i.	My agency supports and actively promotes an inclusive workplace culture I work beyond what is required in my job to help my agency achieve its objectives	% Strongly agree or agree % Strongly agree or agree		85	_	80	79 82	63 81	82 100 82 94	76	73	70 8 85 9	(r)	(r)	73	10 (F)	(r)	80	76	80	87 () 69	(F)	(F)	70	75 7. 89 8		70 84			100 70
	-	I feel committed to my agency's goals	% Strongly agree or agree		88	_	88	90	81	95 100	90	92	85 10	· · ·	(r)	92	90 (r)	(r)	90		91	93 (1) 76	(r)	(r)	82	95 9		90 92			95 96
		My agency really inspires me to do my best work every day	% Strongly agree or agree		+	-	63	67	50	70 81	61	62	55 8		(r)	 	63 (r)	(r)	50		65	67 (r) 67	(r)	(r)	59	68 6		50 69			75 40
GENERAL IMPRESSIONS: AGENCY AND APS	-	Change is managed well in my agency	% Strongly agree or agree		+	_	43	46	38	52 75	37	38	40 6		(r)		47 (r)	(r)	40		46	53 (1) 44	(r)	(r)	41	50 4		30 51			60 25
		The culture in my agency supports people to act with integrity	% Strongly agree or agree		+ -	77	79	80	67	91 100	80	81	79 10	(/	(r)		86 (r)	(r)	90		83	93 (1) 83	(r)	(r)	75	89 8		78 86			95 80
		I am supported to use my expertise to provide frank and fearless advice	% Strongly agree or agree		1 -	65	67	69	56	61 81	51	46	55 8	0 (r)	(r)	46	63 (r)	(r)	40	59	63	47 (r) 61	(r)	(r)	53	61 5	6 67	50 61	1 63		75 4
PRODUCTIVITY AND WAYS OF WORKING		In the last month, please rate your workgroup's overall performance	% Excellent or very good		+	82	84	86	100	84 94	85	77	95 10	00 (r)	(r)	77	97 (r)	(r)	90	94	91	80 (1) 89	(r)	(r)	82	91 9	2 93	90 88		88	100 8
<u>l</u>			,,,											. /			.,	.,				,										

PRODUCTIVITY AND WAYS OF WORKING q28a.	Barrier to you performing at your best: Lack of clarity around my role and responsibilities	% Not at all or very little	71 8	65	67	68	68	63	73 81	67	67	65	80	(r)	(r)	67 7) (r)	(r)	60 76	72	73	(r)	72	(r)	(r) (75	72	80	70 73	75	69	80 60
PRODUCTIVITY AND WAYS OF WORKING q28b.	Barrier to you performing at your best: Lack of clarity around priorities	% Not at all or very little	56 16	67	56	58	59	44	62 69	50	52	50	60	(r)	(r)	52 5	3 (r)	(r)	60 53	54	67	(r)	50	(r)	(r) ÷	59	56	67	60 57	50	60	65 50
PRODUCTIVITY AND WAYS OF WORKING q28c.	Barrier to you performing at your best: Too many competing priorities	% Not at all or very little	15 47	17	33	35	36	13	16 19	12	15	20	0	(r)	(r)	15 1	3 (г)	(r)	10 18	13	20	(r)	8	(r)	(r)	8 14	14	27	20 14	5	19	20 10
PRODUCTIVITY AND WAYS OF WORKING q28d.	Barrier to you performing at your best: Administrative processes within my agency	% Not at all or very little	13 46	9	33	38	41	19	11 25	10	8	10	0	(r)	(r)	8 7	(r)	(r)	20 18	9	27	(r)	8	(r)	(r)	6 16	17	7	10 14	26	7	0 10
PRODUCTIVITY AND WAYS OF WORKING q28e.	Barrier to you performing at your best: The technology within my agency	% Not at all or very little	61 11	60	35	39	43	69	57 75	54	58	45	80	(r)	(r)	58 5	7 (r)	(r)	60 53	61	60	(r)	64	(r)	(r)	61	58	60	40 65	63	60	60 55
PRODUCTIVITY AND WAYS OF WORKING q28f.	Barrier to you performing at your best: The internal communication within my agency	% Not at all or very little	42 16	38	51	53	50	38	44 63	36	41	30	40	(r)	(r)	41 3	3 (r)	(r)	30 41	35	67	(r)	31	(r)	(r) :	36	33	40	40 43	50	38	40 35
PRODUCTIVITY AND WAYS OF WORKING q28g.	Barrier to you performing at your best: The lack of inclusiveness in my workgroup	% Not at all or very little	87 0	91	81	86	86	81	89 94	83	85	85	90	(r)	(r)	85 8	7 (r)	(r)	90 82	89	80	(r)	86	(r)	(r)	'6 91	89	93	88 88	84	88	100 80
PRODUCTIVITY AND WAYS OF WORKING q28h.	Barrier to you performing at your best: Multiple layers of decision making within my agency	% Not at all or very little	15 54	11	31	37	43	13	16 31	7	15	5	0	(r)	(r)	15 3	(r)	(r)	10 6	9	33	(r)	8	(r)	(r)	2 16	14	13	10 16	16	14	5 0
PRODUCTIVITY AND WAYS OF WORKING q28i.	Barrier to you performing at your best: Authority for decision making is at a higher level than required	% Not at all or very little	29 37	14	45	48	48	31	29 63	14	22	35	10	(r)	(r)	22 2	7 (r)	(r)	40 6	26	40	(r)	25	(r)	(r)	2 36	31	40	20 31	30	29	40 10
PRODUCTIVITY AND WAYS OF WORKING q28j.	Barrier to you performing at your best: The appetite for risk within my agency	% Not at all or very little	60 10	48	50	52	57	60	61 93	51	62	53	50	(r)	(r)	62 5	2 (r)	(r)	50 47	59	64	(r)	61	(r)	(r) (59	61	53	67 59	68	56	63 45
PRODUCTIVITY AND WAYS OF WORKING q28k.	Barrier to you performing at your best: Resistance to experimentation with new ideas	% Not at all or very little	62 8	55	56	58	62	56	64 88	56	65	60	50	(r)	(r)	65 5	7 (r)	(r)	60 71	63	60	(r)	67	(r)	(r)	66	61	67	70 61	68	60	70 60
PRODUCTIVITY AND WAYS OF WORKING q28I.	Barrier to you performing at your best: Flexible work practices are not supported	% Not at all or very little	94 0	83	78	85	82	94	93 100	90	93	95	90	(r)	(r)	93 9	3 (r)	(r)	100 82	93	93	(r)	94	(r)	(r) 1	00 91	94	87	90 94	95	93	100 90
PRODUCTIVITY AND WAYS OF WORKING q28m.	Barrier to you performing at your best: Limited instances of working as one APS	% Not at all or very little	59 14	53	57	64	68	79	55 64	61	62	56	50	(r)	(1)	62 5	1 (г)	(r)	33 76	58	64	(r)	57	(r)	(r) (56	54	53	89 54	63	58	50 60
PRODUCTIVITY AND WAYS OF WORKING q28n.	Barrier to you performing at your best: The lack of access to learning and development opportunities	% Not at all or very little	57 15	-	65	67	75	38	66 81	46	62	60	30	(r)	(r)	62 5	(r)	(r)	70 59	61	47	(r)	56	(r)	(r)	59	64	60	50 59	42	64	60 55
DEVELOPING CAPABILITY q30.	Are there currently skills or capability gaps within your immediate workgroup?	% No	34 53	29	28	31	39	31	36 31	33	44	30	0	(r)	(r)	44 2	(r)	(r)	40 41	33	40	(r)	28	(r)	(r) 4	11 32	31	40	30 35	30	36	10 35
DEVELOPING CAPABILITY q32.	In the last 12 months, the formal learning I have accessed has improved my performance	% Strongly agree or agree	53 22	-	58	57	62	45	57 54	56	39	44	70	(r)	(r)	39 5	1 (r)	(r)	14 60	58	36	(r)	62	(r)	(r) ÷	50 54	53	46	50 53	43	57	65 31
DEVELOPING CAPABILITY q33.	To what extent do you agree that your recent performance and development discussions with your supervisor helped improve your performance?	% Strongly agree or agree	38 16	58	59	59	58	27	43 43	34	39	26	22	(r)	(r)	39 2	(r)	(r)	33 44	37	42	(r)	34	(r)	(r)	9 41	42	40	38 38	26	43	33 35
WELLBEING q34a.	I have unrealistic time pressures	% Rarely or never	23 39	18	39	43	46	38	18 44	15	27	25	10	(r)	(r)	27 2	(r)	(r)	40 24	20	33	(r)	19	(r)	(r)	20	22	20	40 20	16	26	25 25
WELLBEING q34b.	I have a choice in deciding how I do my work	% Always or often	61 7	59	66	75	78	44	66 75	56	58	55	60	(r)	(r)	58 5	7 (r)	(r)	60 59	57	73	(r)	58	(r)	(r) ÷	61	61	60	30 67	58	62	60 45
WELLBEING q34c.	My immediate supervisor encourages me	% Always or often	84 7	82	77	78	79	81	84 88	83	85	80	80	(r)	(r)	85 8	(r)	(r)	70 82	85	80	(r)	83	(r)	(r)	'6 86	83	87	90 82	84	83	90 85
WELLBEING q34d.	I receive the respect I deserve from my colleagues at work	% Always or often	89 2	79	81	82	82	88	89 100	83	92	75	100	(r)	(r)	92 8	3 (r)	(r)	90 82	89	87	(r)	86	(r)	(r) s	86	83	87	80 90	95	86	95 85
WELLBEING q34e.	I am clear what my duties and responsibilities are	% Always or often	85 7	86	79	79	80	88	84 94	83	81	85	100	(r)	(r)	81 9	(r)	(r)	100 82	87	80	(r)	89	(r)	(r) ł	84	81	93	70 88	89	83	95 80
WELLBEING q34f.	Relationships at work are strained	% Rarely or never	54 10	47	63	63	60	50	55 50	56	69	40	30	(r)	(r)	69 3	7 (r)	(r)	40 65	54	53	(r)	53	(r)	(r)	'1 48	50	47	60 53	47	57	45 55
WELLBEING q34g.	Staff are consulted about change at work	% Always or often	51 16	42	51	51	52	69	45 81	39	50	35	60	(r)	(r)	50 4	3 (r)	(r)	40 47	48	60	(r)	44	(r)	(r)	9 48	44	40	60 49	63	45	60 25
WELLBEING q34h.	I am expected to do too many different tasks in too little time	% Rarely or never	15 49	18	36	38	39	25	11 19	12	15	25	0	(r)	(r)	15 1	7 (r)	(r)	20 24	17	7	(r)	17	(r)	(r)	8 14	17	27	30 12	0	21	20 15
WELLBEING q35a.	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	% Strongly agree or agree	52 13	58	68	70	69	56	52 81	41	54	40	50	(r)	(r)	54 4	3 (r)	(r)	50 47	50	60	(r)	50	(r)	(r) e	55 48	50	40	60 51	53	52	55 45
WELLBEING q35b.	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	% Strongly agree or agree	62 15	38	66	69	72	63	64 75	59	58	55	70	(r)	(r)	58 6	(r)	(r)	60 53	61	67	(r)	64	(r)	(r)	1 59	61	53	70 61	42	71	75 45
WELLBEING q35c.	My agency does a good job of promoting health and wellbeing	% Strongly agree or agree	61 11	48	66	68	67	69	59 81	56	65	35	80	(r)	(r)	65 5	(r)	(r)	40 53	61	60	(r)	64	(r)	(r)	6 55	56	47	60 61	58	62	70 45
WELLBEING q35d.	I think my agency cares about my health and wellbeing	% Strongly agree or agree	67 8	65	64	70	74	75	66 81	63	69	45	90	(r)	(r)	69 6	(r)	(r)	50 53	67	67	(r)	67	(r)	(r)	1 66	67	60	60 69	63	69	80 50
WELLBEING q35e.	I believe my immediate supervisor cares about my health and wellbeing	% Strongly agree or agree	84 5	86	86	88	88	81	86 94	83	88	80	70	(r)	(r)	88 7	7 (r)	(r)	70 82	83	87	(r)	83	(r)	(r) 8	32 84	83	80 1	100 80	89	81	85 90
WELLBEING q35f.	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	% Strongly agree or agree	66 11	-	74	75	76	75	64 75	63	69	65	40	(r)	(r)	69 5	7 (r)	(r)	50 65	61	80	(r)	64	(r)	(r) e	66	61	73	60 67	74	62	60 65
WELLBEING q36.	In general, would you say that your health is:	% Excellent, very good or good	85 8	92	83	85	86	88	84 81	88	81	85	90	(r)	(r)	81 8	7 (r)	(r)	70 88	91	67	(r)	94	(r)	(r) 8	32 86	89	73	80 86	79	88	90 80
WELLBEING q37.	To what extent is your work emotionally demanding?	% To a small extent or to a very small extent	26 21	27	34	38	40	31	25 31	22	31	35	0	(r)	(r)	31 2	3 (r)	(r)	30 29	26	27	(r)	25	(r)	(r) :	35 23	25	33	30 25	5	36	25 30
WELLBEING q38.	How often do you find your work stressful?	% Rarely or never	10 33	17	21	23	25	6	11 13	7	12	15	0	(r)	(r)	12 1	(r)	(r)	20 12	11	7	(r)	11	(r)	(r)	2 9	11	20	0 12	5	12	5 15
WELLBEING q39.	I feel burned out by my work	% Strongly disagree or disagree	36 33	36	37	42	45	50	32 56	27	27	35	30	(r)	(r)	27 3	3 (r)	(r)	20 41	37	33	(r)	33	(r)	(r)	9 39	39	40	40 35	37	36	30 30
RECRUITMENT AND RETENTION q40.	Which of the following statements best reflects your current thoughts about working in your current position?	% Stay in position for at least the next 3 years	27 31	24	30	30	27	6	36 25	26	37	10	30	(r)	(r)	37 1	7 (r)	(r)	30 47	30	20	(r)	25	(r)	(r) 2	24 30	28	33	20 29	30	26	20 10
INNOVATION q43a.	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	% Strongly agree or agree	74 10	82	79	82	84	69	75 100	63	65	70	90	(r)	(r)	65 7	7 (r)	(r)	80 65	72	80	(r)	72	(r)	(r)	1 75	72	87	50 78	79	71	85 60
INNOVATION q43b.	My immediate supervisor encourages me to come up with new or better ways of doing things	% Strongly agree or agree	69 10	74	73	75	76	63	73 94	59	69	70	50	(r)	(r)	69 6	3 (r)	(r)	60 59	67	73	(r)	67	(r)	(r)	3 75	72	80	60 71	74	67	80 55
INNOVATION q43c.	People are recognised for coming up with new and innovative ways of working	% Strongly agree or agree	51 13	59	58	60	64	50	52 69	44	46	45	50	(r)	(r)	46 4	7 (г)	(r)	30 53	48	60	(r)	44	(r)	(r) 4	7 52	42	60	50 51	47	52	55 35
INNOVATION q43d.	My agency inspires me to come up with new or better ways of doing things	% Strongly agree or agree	56 20	50	50	53	61	50	59 75	49	50	45	70	(r)	(r)	50 5	В (г)	(r)	50 59	54	60	(r)	56	(r)	(r)	57	47	73	30 61	58	55	60 40
INNOVATION q43e.	My agency recognises and supports the notion that failure is a part of innovation	% Strongly agree or agree	38 18	32	41	40	43	31	41 63	27	27	35	50	(r)	(r)	27 4	(г)	(r)	30 35	35	47	(r)	33	(r)	(r) 4	1 36	39	33	30 39	37	38	50 20
APS CODE OF CONDUCT q44.	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?	% No	93 7	91	90	92	93	88	95 88	95	96	89	90	(r)	(r)	96 9) (r)	(r)	90 100	96	86	(r)	94	(r)	(r) {	95	97	93	90 94	89	95	95 95
APS CODE OF CONDUCT q47.	During the last 12 months, have you been subjected to harassment or bullying in your current workplace?	% No	86 5	86	84	87	85	81	88 94	82	88	95	56	(r)	(r)	88 8	2 (r)	(r)	90 88	86	86	(r)	82	(r)	(г)	'5 90	91	80	90 85	84	87	89 84
APS CODE OF CONDUCT q52.	Exciding behaviour reported to you as part or your duties, in the last 12 months have you wintessed another APS employee in your agency engaging in behaviour that you consider may be serious enough	% No	97 0	88	91	92	92	94	98 100	95	100	94	89	(r)	(r)	100 9	В (г)	(r)	100 100	95	100	(r)	94	(r)	(r) S	98	97	93	90 98	100	95	100 95