

Highlights Report NMA



Content	
	Page
Exploring your results	2
Employee Engagement: Say, Stay, Strive	3
Leadership	4
Communication and change	6
Enabling Innovation	7
Wellbeing Policies and Support	8
Wellbeing	9
Flexible work	11
Working in the APS	12
Performance	14
Retention	15
Unacceptable behaviour	17
Demographics	20
Agency position	21
Suggested questions to focus on	23
Agency specific questions	24
Time to take action	26
Guide to this report	27

Responses:
201 of 268

Response Rate:
75%

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 national cultural institution agencies	Variance from small sized agencies
Say	Overall, I am satisfied with my job	81	11 9	81%	-2	+5 ⬆️	+2	+5 ⬆️
	I am proud to work in my agency	86	11	86%	+3	+8 ⬆️	+3	+6 ⬆️
	I would recommend my agency as a good place to work	74	19 8	74%	+7 ⬆️	+3	+4	+5 ⬆️
	I believe strongly in the purpose and objectives of my agency	90	8	90%	+1	+4	+4	+1
Stay	I feel a strong personal attachment to my agency	74	18 8	74%	+4	+11 ⬆️	+4	+10 ⬆️
	I feel committed to my agency's goals	86	13	86%	+1	+1	+1	0
Strive	I suggest ideas to improve our way of doing things	89	8	89%	+3	+2	-2	-1
	I am happy to go the 'extra mile' at work when required	90		90%	+1	-1	0	-1
	I work beyond what is required in my job to help my agency achieve its objectives	82	13	82%	0	+1	+2	+1
	My agency really inspires me to do my best work every day	64	23 12	64%	+6 ⬆️	+4	+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 national cultural institution agencies	Variance from small sized agencies	
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	77	18	77%	+1	-2	-1	-1	
	My supervisor can deliver difficult advice whilst maintaining relationships	77	18	77%	+4	-3	-1	-1	
	My supervisor invites a range of views, including those different to their own	74	17	9	74%	-3	-8⬇️	-7⬇️	-8⬇️
	My supervisor encourages my team to regularly review and improve our work	74	20	9	74%	0	-8⬇️	-3	-5⬇️
	My supervisor is invested in my development	75	16	9	75%	+5⬆️	-2	-3	-1
	My supervisor ensures that my workgroup delivers on what we are responsible for	89	9	9	89%	+3	+1	+2	+2
Other similar questions									
	My supervisor provides me with helpful feedback to improve my performance	73	16	11	73%	+2	-6⬇️	-4	-3
	My immediate supervisor encourages me	72	21	7	72%	-2	-5⬇️	-5⬇️	-4
	My supervisor actively ensures that everyone can be included in workplace activities	82	12	9	82%	-1	-3	-2	-1
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	77	15	8	77%	-	-4	-1	-2
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>67</h1>	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from small sized agencies
				+5 ↑	-3	-2	-3

SES Manager	My SES manager clearly articulates the direction and priorities for our area	61	23	16	61%	+10 ↑	-8 ↓	-5 ↓	-5 ↓
	My SES manager presents convincing arguments and persuades others towards an outcome	58	32	10	58%	+9 ↑	-5 ↓	-4	-6 ↓
	My SES manager promotes cooperation within and between agencies	63	26	11	63%	+13 ↑	-5 ↓	0	-6 ↓
	My SES manager encourages innovation and creativity	60	25	15	60%	+7 ↑	-6 ↓	-5 ↓	-5 ↓
	My SES manager creates an environment that enables us to deliver our best	62	24	14	62%	+16 ↑	-4	-1	-2
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	72	21	7	72%	+11 ↑	-3	-2	-4

Other similar questions

In my agency, the SES work as a team	67	24	9	67%	+25 ↑	+11 ↑	+13 ↑	+12 ↑
In my agency, the SES clearly articulate the direction and priorities for our agency	62	22	16	62%	+13 ↑	-2	+2	+1
My SES manager routinely promotes the use of data and evidence to deliver outcomes	54	31	16	54%	+10 ↑	-14 ↓	-9 ↓	-14 ↓

Key	At least 5 percentage points greater than comparator	At least 5 percentage points less than comparator	Positive	Neutral	Negative

Communication and change



Communication

The Communication Index measures communication at the individual, group and agency level.

Change

Effective communication is an important part of any change process. Note these questions do not contribute to the above index score.

Your Communication Index score	64	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from small sized agencies
				+5	-5	-2	-3

Communication	My supervisor communicates effectively	74	14	12	74%	+1	-7	-5	-5
	My SES manager communicates effectively	61	26	13	61%	+13	-9	-5	-7
	Internal communication within my agency is effective	44	26	30	44%	+12	-14	-2	-8

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	67	20	14	67%	+5	-1	-1	-1
	Staff are consulted about change at work	42	41	17	42%	+7	-8	-4	-5
	Change is managed well in my agency	34	40	26	34%	+3	-10	0	-5

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		63	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution 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	79	16	79%	+2	0	-1	-1	
	My immediate supervisor encourages me to come up with new or better ways of doing things	70	21	9	70%	0	-3	-5↓	-3
	People are recognised for coming up with new and innovative ways of working	53	34	13	53%	-4	-5↓	-1	-4
	My agency inspires me to come up with new or better ways of doing things	50	35	16	50%	+4	0	-2	-1
	My agency recognises and supports the notion that failure is a part of innovation	33	42	25	33%	+4	-8↓	-3	-4

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		69	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from small sized agencies
					+1	-1	+1	-2

Wellbeing Policies and Support	Statement	Score	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from small sized agencies
	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	63	26 11	63%	+9 ⬆️	-5 ⬇️	+4	-3
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	63	22 15	63%	+1	-3	+3	-4
	My agency does a good job of promoting health and wellbeing	60	28 12	60%	+3	-6 ⬇️	+2	-5 ⬇️
	I think my agency cares about my health and wellbeing	66	20 14	66%	+4	+2	+5 ⬆️	-2
	I believe my immediate supervisor cares about my health and wellbeing	87	9	87%	-2	+1	0	0

Other similar questions

Wellbeing	Statement	Score	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution 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	71	15 14	71%	-	-3	-2	-3
	The people in my workgroup are able to bring up problems and tough issues	81	14	81%	-	0	+1	-1
	I receive the respect I deserve from my colleagues at work	80	19	80%	-2	-2	+2	0
	My agency supports and actively promotes an inclusive workplace culture	77	15 8	77%	+4	-4	+2	-1

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Wellbeing

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from small sized agencies
In general, would you say that your health is:						
Excellent		12%	+3	+1	+3	0
Very good		37%	+6	+2	+3	0
Good		35%	-7	-3	-4	-2
Fair		13%	0	-1	-3	+1
Poor		4%	-3	+1	0	+1
What best describes your current workload?						
Well above capacity - too much work		25%	-6	+2	+1	0
Slightly above capacity - lots of work to do		40%	+4	0	-1	+1
At capacity - about the right amount of work to do		29%	+1	-2	0	0
Slightly below capacity - available for more work		6%	+2	0	+1	0
Well below capacity - not enough work		1%	-1	-1	-1	-1

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 national cultural institution agencies	Variance from small sized agencies
How often do you find your work stressful?						
Always		3%	-6 ⬇	-2	-1	-2
Often		25%	0	0	+1	0
Sometimes		51%	+6 ⬆	+1	-1	+1
Rarely		18%	-2	-1	0	-1
Never		4%	+2	+2	+1	+1
To what extent is your work emotionally demanding?						
To a very large extent		8%	+1	+1	+2	+2
To a large extent		23%	-3	+3	+3	+5 ⬆
Somewhat		35%	-2	-3	-4	-4
To a small extent		28%	+3	+4	+2	+2
To a very small extent		6%	+2	-4	-4	-5 ⬇
I feel burned out by my work						
Strongly agree		10%	-3	+2	+2	+2
Agree		26%	+5 ⬆	+3	+3	+2
Neither agree nor disagree		23%	-10 ⬇	-9 ⬇	-9 ⬇	-5 ⬇
Disagree		32%	+3	+2	+3	+1
Strongly disagree		9%	+5 ⬆	+2	+1	0

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 national cultural institution agencies	Variance from small sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	79 8 13	79%	0	-3	0	-7 ↓
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		21%	-5 ↓	+8 ↑	+7 ↑	+7 ↑
Flexible hours of work		30%	+6 ↑	+3	-2	-3
Compressed work week		3%	+1	-2	+1	-4
Job sharing		1%	0	+1	+1	+1
Working away from the office/working from home		46%	+5 ↑	-16 ↓	+2	-23 ↓
None of the above		28%	-1	+5 ↑	-4	+12 ↑
Working away from the office						
None of the time		54%	-	+16 ↑	-2	+23 ↑
All of the time		1%	-	-5 ↓	-1	-8 ↓
Some of the time as a regular arrangement		30%	-	-17 ↓	+4	-20 ↓
Only on an irregular basis		15%	-	+6 ↑	-1	+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 national cultural institution agencies	Variance from small sized agencies
I am supported to use my expertise to provide frank and fearless advice	55	27	18	55%	-	-11↓	-5↓	-9↓
The people in my workgroup demonstrate stewardship	79	18	3	79%	-	+3	-2	0
The culture in my agency supports people to act with integrity	73	19	9	73%	-	-4	+3	-2
I believe strongly in the purpose and objectives of the APS	75	23	2	75%	0	-11↓	-2	-9↓
I feel a strong personal attachment to the APS	46	36	18	46%	+6↑	-18↓	-2	-11↓
My workgroup considers the people and businesses affected by what we do	88	9	3	88%	-	+3	0	0

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Job satisfaction

	Response scale			% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from small sized agencies
I am satisfied with the recognition I receive for doing a good job	69	19	13	69%	+1	0	-1	-1
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	66	16	19	66%	+16 ⬆️	+3	+5 ⬆️	+2
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	84	11		84%	+10 ⬆️	+2	+5 ⬆️	-2
I am satisfied with the stability and security of my job	65	17	19	65%	+8 ⬆️	-20 ⬇️	-10 ⬇️	-14 ⬇️

Clarity and autonomy

	Response scale			% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from small sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	94			94%	0	+1	0	0
I am clear what my duties and responsibilities are	77	19		77%	+1	-2	-2	-1
I have a choice in deciding how I do my work	71	20	9	71%	0	+5 ⬆️	-3	-3
Where appropriate, I am able to take part in decisions that affect my job	66	18	16	66%	-1	-5 ⬇️	-7 ⬇️	-6 ⬇️

Key

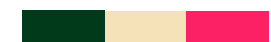


At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Performance

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from small sized agencies
In the last month, please rate your workgroup's overall performance						
Excellent		41%	-1	+14	+11	+11
Very good		49%	+4	-5	-5	-3
Average		8%	-3	-7	-5	-6
Below average		1%	+1	-2	-1	-1
Well below average		1%	-1	0	0	0

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from national cultural institution agencies	Variance from small sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well		85%	+6	+6	0	+4
My workgroup has the tools and resources we need to perform well		54%	0	-5	-3	+3
The people in my workgroup use time and resources efficiently		80%	+3	+4	+1	+3
My job gives me opportunities to utilise my skills		88%	+2	+8	+4	+6
In the last 12 months, the formal learning I have accessed has improved my performance		60%	-	+3	+4	+5

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 national cultural institution 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		7%	0	-2	0	-1
I want to leave my position within the next 12 months		16%	-5 ↓	-6 ↓	-1	-4
I want to stay working in my position for the next one to two years		40%	-3	+2	0	0
I want to stay working in my position for at least the next three years		37%	+7 ↑	+7 ↑	+2	+5 ↑
What best describes your plans involved with leaving your current position?						
I am planning to retire		4%	-7 ↓	-1	-2	-1
I am pursuing another position within my agency		13%	+1	-30 ↓	-3	-2
I am pursuing a position in another agency		33%	-12 ↓	+6 ↑	-2	-11 ↓
I am pursuing work outside the APS		24%	+10 ↑	+14 ↑	+8 ↑	+8 ↑
It is the end of my non-ongoing, casual or contracted employment		15%	+8 ↑	+13 ↑	+5 ↑	+9 ↑
Other		11%	-1	-2	-7 ↓	-3

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 national cultural institution agencies	Variance from small sized agencies
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
I am looking to further my skills in another area	13%	-	-	-	-
Senior leadership is of a poor quality	13%	-	-	-	-
I have achieved all I can in my current position	9%	-	-	-	-
There are a lack of future career opportunities in my agency	9%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	9%	-	-	-	-

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 national cultural institution 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		13%	-2	+3	+3	+4
No		87%	+2	-3	-3	-4
Did this discrimination occur in your current agency?						
Yes		88%	-12	-4	-3	-2
No		12%	+12	+4	+3	+2
Basis for the discrimination that you experienced (3 highest responses):						
Age		35%	-	-	-	-
Gender		27%	-	-	-	-
Race		23%	-	-	-	-

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 national cultural institution agencies	Variance from small sized agencies
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes		13%	-3	+2	+1	+3
No		79%	+4	-5 ↓	-2	-5 ↓
Not sure		9%	-1	+3	+2	+2
Types of harassment or bullying experienced (3 highest responses):						
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		64%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		56%	-	-	-	-
Deliberate exclusion from work-related activities		40%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures		46%	+20 ↑	+10 ↑	+9 ↑	+11 ↑
It was reported by someone else		4%	+4	-3	0	-2
I did not report the behaviour		50%	-24 ↓	-7 ↓	-9 ↓	-9 ↓

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 national cultural institution 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		6%	-2	+2	+2	+2
No		82%	-1	-8 ⬇	-4	-6 ⬇
Not sure		6%	-1	+2	0	+1
Would prefer not to answer		6%	+4	+4	+2	+3

Types of corrupt behaviours witnessed (3 highest responses):

Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		82%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		36%	-	-	-	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit		18%	-	-	-	-

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures		18%	+8 ⬆	-3	+3	+6 ⬆
It was reported by someone else		0%	0	-16 ⬇	-7 ⬇	-9 ⬇
I did not report the behaviour		82%	-8 ⬇	+19 ⬆	+3	+4

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	63%
Non-binary	2%
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	7%
No	94%

Do you have an ongoing disability?	Responses
Yes	12%
No	88%

Do you have carer responsibilities?	Responses
Yes	36%
No	64%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	20%
No	80%

Do you identify as culturally and linguistically diverse?	Responses
Yes	14%
No	86%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	76%
Australian Aboriginal and/or Torres Strait Islander	7%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	17%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	6%
South-East Asian	4%
North-East Asian	2%
Southern and Central Asian	0%
North American	1%
South and Central American and Caribbean Islander	2%
North African and Middle Eastern	1%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	17%
No	63%
Maybe	14%
I am unsure what neurodivergent means	6%

Agency position



Agency position

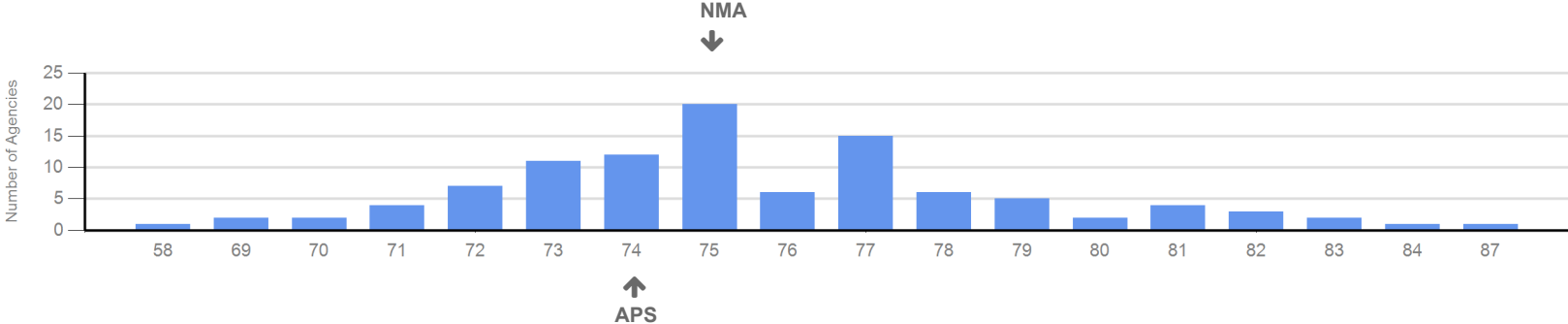
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

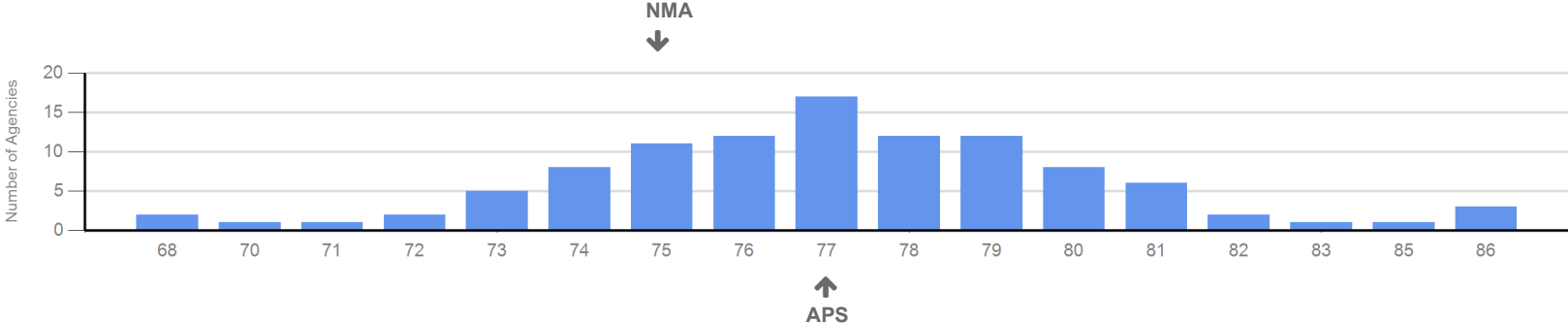
Employee Engagement Index

Ranking : 52nd of 104



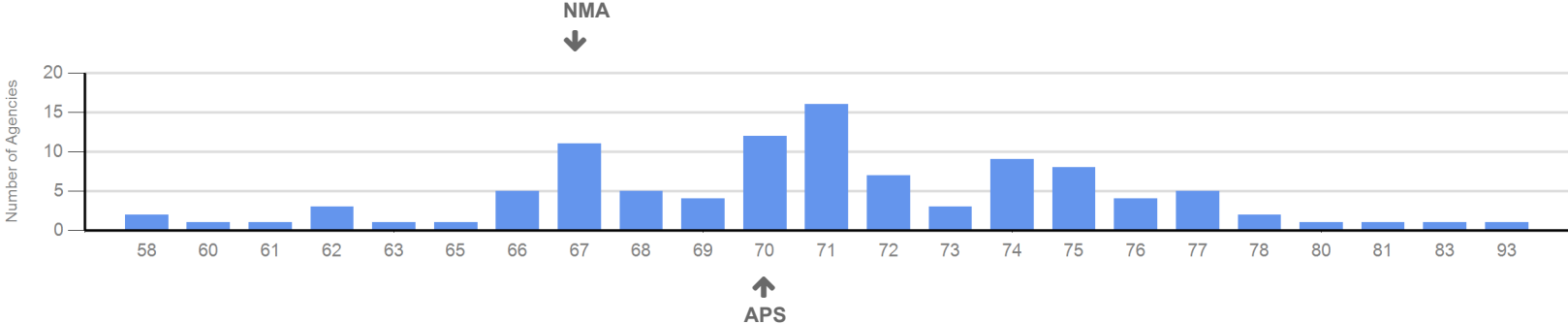
Leadership – Immediate Supervisor Index

Ranking : 79th of 104



Leadership – SES Manager Index

Ranking : 87th of 104



Agency position



Agency position

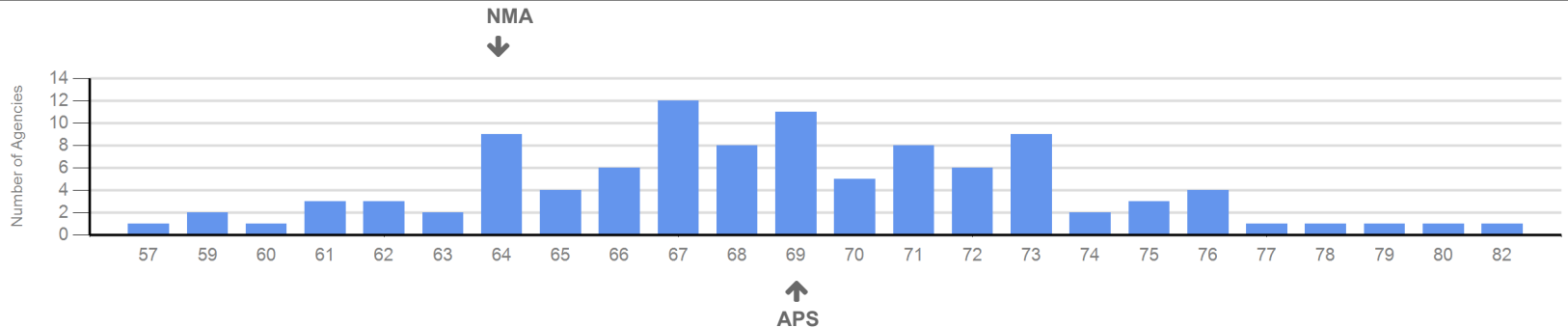
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

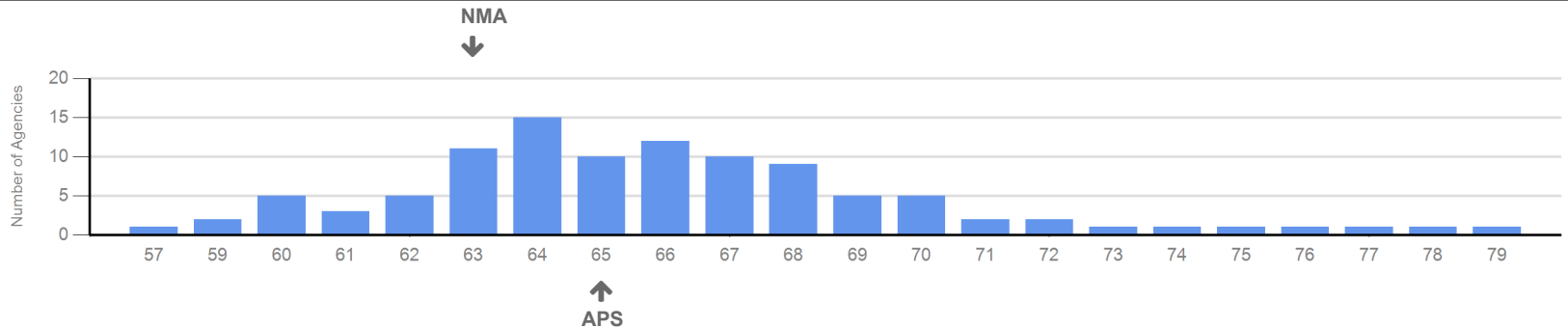
Communication Index

Ranking : 89th of 104



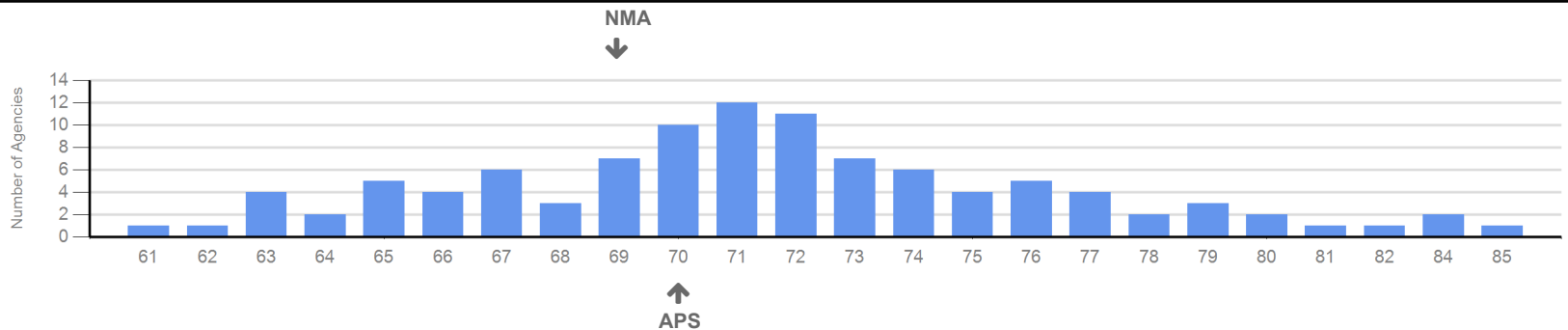
Enabling Innovation Index

Ranking : 85th of 104



Wellbeing Policies and Support Index

Ranking : 75th 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 national cultural institution agencies	Variance from small sized agencies
.1	The culture in my agency supports people to act with integrity		73%	-	-4	+3	-2
.2	My agency supports and actively promotes an inclusive workplace culture		77%	+4	-4	+2	-1
.3	My agency inspires me to come up with new or better ways of doing things		50%	+4	0	-2	-1
.4	I am supported to use my expertise to provide frank and fearless advice		55%	-	-11	-5	-9
.5	My agency does a good job of promoting health and wellbeing		60%	+3	-6	+2	-5
.6	I think my agency cares about my health and wellbeing		66%	+4	+2	+5	-2

NMA specific questions

	Response scale	% Positive	Variance from 2023
I understand the strategic priorities of the Museum and how my role supports its delivery	89	89%	-
The Museum provides a working environment where I feel a sense of belonging and inclusivity	80	80%	-
I see evidence that leaders in the Museum are committed to creating a diverse and inclusive working environment	74	74%	-
I make time to learn and develop my skills and knowledge	70	70%	-2
I am supported by my supervisor to develop my skills and knowledge	78	78%	0
Career development is a priority at the Museum	33	33%	+4
I believe that job opportunities available at the Museum are made visible to all staff	59	59%	+15 ⬆
I have confidence in the way that recruitment decisions are made at the Museum	53	53%	+18 ⬆
I understand what I need to do to report if I experience or witness unacceptable behaviour	83	83%	+3
I feel confident that if I report unacceptable behaviour that appropriate action will be taken to address it	52	52%	+10 ⬆

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



NMA specific questions

	Response scale			% Positive	Variance from 2023
I feel safe that if I report unacceptable behaviour that my privacy and confidentiality will be protected	56	28	16	56%	+10 ⬆
I believe organisational change is good for the Museum	76	22		76%	-3
In the Museum, leaders communicate change in a timely manner, before making the change	42	32	26	42%	+11 ⬆
I feel empowered and supported to initiate or respond to changes effectively	53	34	14	53%	+10 ⬆
I see evidence that leaders in the Museum are committed to implementing a positive workplace culture	72	18	10	72%	+14 ⬆

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.

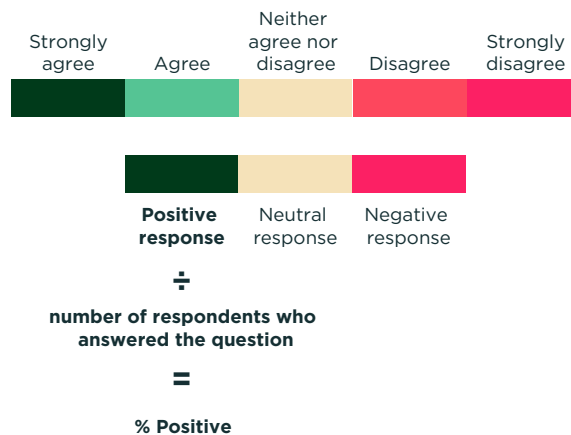
Prioritise 3 areas to take forward

	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.

