



Highlights Report

AOFM

Responses:

41 of 41

Response rate:

100%

2026 APS

Employee Census

4 May–5 June



Highest positive and highest negative questions

Highest positive scoring questions

% Positive

This table displays the questions with the highest % Positive scores.

I suggest ideas to improve our way of doing things	98%
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	98%
My workgroup considers the people and businesses affected by what we do	98%
My supervisor actively ensures that everyone can be included in workplace activities	98%
My supervisor invites a range of views, including those different to their own	98%

Highest negative scoring questions

% Negative

This table displays the questions with the highest % Negative scores.

I am fairly remunerated (e.g. salary, superannuation) for the work that I do	22%
I feel a strong personal attachment to my agency	20%
Change is managed well in my agency	20%
Barrier to you performing at your best: Administrative processes within my agency <i>[Reverse scored: % Negative score represents those who responded this is a barrier to a great or very great extent]</i>	18%
I feel I have the same opportunities as anyone else of my ability or experience	17%

Most and least improved questions

Most improved questions

% Positive
Difference
from
2025

This table displays the questions that have had the highest change in the % Positive score compared to the previous Census.

In my agency, the SES work as a team	90%	+39
My SES manager routinely promotes the use of data and evidence to deliver outcomes	85%	+36
My SES manager clearly articulates the direction and priorities for our area	88%	+34
My SES manager communicates effectively	93%	+33
My SES manager presents convincing arguments and persuades others towards an outcome	85%	+32

Least improved questions

% Positive
Difference
from
2025

This table displays the questions that have had the lowest change in the % Positive score compared to the previous Census.

Barrier to you performing at your best: The technology within my agency <i>[Reverse scored: % Positive score represents those who responded this is not at all a barrier or is to a very little extent]</i>	54%	-5
My supervisor can deliver difficult advice whilst maintaining relationships	83%	-4
I work beyond what is required in my job to help my agency achieve its objectives	80%	-2

Agency index scores

	2026 Score	APS Overall	Agency Rank
Employee Engagement Index	79	74	17 of 112
Immediate Supervisor Index	86	77	1 of 112
SES Manager Index	84	69	2 of 112
Communication Index	83	69	1 of 112
Enabling Innovation Index	78	67	3 of 112
Speak Up Culture Index	86	74	2 of 112
Wellbeing Policies and Support Index	79	70	7 of 112

This table displays the overall index scores for your agency compared to the overall index scores for the APS. The ranks are to assist you to see where your agency sits in comparison to the overall APS index score and the scores of other agencies. E.g. a rank of 1 would indicate the highest score of all participating agencies.

Employee Engagement
Index Score:

79

Difference in %
positive from
2025

Difference in %
positive from
**APS
overall**

Difference in %
positive from
**Specialist
agencies**

Difference in %
positive from
**Extra small
sized
agencies**

+5

+5

+3

+3

Employee Engagement

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.

% Positive % Neutral % Negative

Say	Overall, I am satisfied with my job	90%	5%	5%	+17	+16	+15	+15
Say	I am proud to work in my agency	88%	5%	7%	+10	+9	+5	+3
Say	I would recommend my agency as a good place to work	83%	10%	7%	+23	+9	+9	+14
Say	I believe strongly in the purpose and objectives of my agency	95%	0%	5%	+8	+9	+5	+3
Stay	I feel a strong personal attachment to my agency	66%	15%	20%	+14	+3	+1	+5
Stay	I feel committed to my agency's goals	90%	5%	5%	+12	+4	+2	0
Strive	I suggest ideas to improve our way of doing things	98%	2%	0%	+4	+11	+8	+7
Strive	I am happy to go the 'extra mile' at work when required	93%	0%	7%	+6	+4	+3	+3
Strive	I work beyond what is required in my job to help my agency achieve its objectives	80%	17%	2%	-2	+4	+3	+1
Strive	My agency really inspires me to do my best work every day	78%	10%	12%	+18	+15	+13	+9

Key drivers of employee engagement index

			% Positive	Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
Drivers of Employee Engagement	1.	In my agency, the SES clearly articulate the direction and priorities for our agency	85%	+25	+21	+25	+18
	2.	Where appropriate, I am able to take part in decisions that affect my job	90%	+8	+21	+18	+16
	3.	I am supported to use my expertise to provide frank and fearless advice	88%	+15	+20	+20	+17
	4.	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	80%	+13	+10	+8	+8
Through driver analysis, these questions have been identified as being most strongly associated with employee engagement scores.	5.	My agency does a good job of promoting health and wellbeing	80%	+21	+13	+11	+9
	6.	I think my agency cares about my health and wellbeing	83%	+17	+18	+14	+9
Develop actions and activities to improve upon these to drive higher levels of performance.							

Leadership - immediate supervisor

Immediate Supervisor
Index Score:

86

Difference in %
positive from
2025

Difference in %
positive from
**APS
overall**

Difference in %
positive from
**Specialist
agencies**

Difference in %
positive from
**Extra small
sized
agencies**

+7

+9

+9

+9

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*.

	% Positive	% Neutral	% Negative				
My supervisor engages with staff on how to respond to future challenges	90%	10%	0%	+12	+11	+11	+13
My supervisor can deliver difficult advice whilst maintaining relationships	83%	17%	0%	-4	+4	+4	+6
My supervisor invites a range of views, including those different to their own	98%	2%	0%	+13	+15	+14	+15
My supervisor encourages my team to regularly review and improve our work	93%	2%	5%	+15	+10	+11	+11
My supervisor is invested in my development	88%	10%	2%	+14	+11	+10	+11
My supervisor ensures that my workgroup delivers on what we are responsible for	95%	5%	0%	+6	+7	+7	+8

Other similar questions

My supervisor provides me with helpful feedback to improve my performance	80%	15%	5%	+5	+2	+4	+6
My immediate supervisor encourages me	93%	5%	2%	+16	+16	+14	+14
My supervisor actively ensures that everyone can be included in workplace activities	98%	0%	2%	+9	+14	+14	+14
My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	95%	2%	2%	+15	+15	+14	+13

SES Manager
Index Score:

84

Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
+21	+15	+13	+12

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*.

	% Positive	% Neutral	% Negative				
My SES manager clearly articulates the direction and priorities for our area	88%	2%	10%	+34	+18	+18	+19
My SES manager presents convincing arguments and persuades others towards an outcome	85%	7%	7%	+32	+24	+20	+17
My SES manager promotes cooperation within and between agencies	85%	10%	5%	+21	+17	+15	+8
My SES manager encourages innovation and creativity	85%	7%	7%	+23	+19	+17	+11
My SES manager creates an environment that enables us to deliver our best	88%	7%	5%	+26	+23	+21	+20
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	93%	2%	5%	+30	+18	+15	+12

Other similar questions

In my agency, the SES work as a team	90%	5%	5%	+39	+35	+38	+29
In my agency, the SES clearly articulate the direction and priorities for our agency	85%	8%	8%	+25	+21	+25	+18
My SES manager routinely promotes the use of data and evidence to deliver outcomes	85%	7%	7%	+36	+17	+15	+10

Communication
Index Score:

83

Difference in %
positive from
2025

Difference in %
positive from
**APS
overall**

Difference in %
positive from
**Specialist
agencies**

Difference in %
positive from
**Extra small
sized
agencies**

+15

+14

+14

+14

Communication

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

	% Positive	% Neutral	% Negative				
My supervisor communicates effectively	93%	5%	2%	+13	+12	+13	+16
My SES manager communicates effectively	93%	2%	5%	+33	+23	+22	+23
Internal communication within my agency is effective	85%	5%	10%	+26	+27	+30	+26

Change

Change

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

	% Positive	% Neutral	% Negative				
When changes occur, the impacts are communicated well within my workgroup	90%	5%	5%	+12	+25	+25	+25
Staff are consulted about change at work	78%	12%	10%	+30	+29	+32	+26
Change is managed well in my agency	71%	10%	20%	+23	+27	+31	+23

Enabling Innovation
Index Score:

78

Difference in %
positive from
2025

Difference in %
positive from
**APS
overall**

Difference in %
positive from
**Specialist
agencies**

Difference in %
positive from
**Extra small
sized
agencies**

+8

+11

+10

+8

Enabling Innovation

The Enabling 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.

	% Positive	% Neutral	% Negative				
I believe that one of my responsibilities is to continually look for new ways to improve the way we work	98%	2%	0%	+4	+15	+12	+10
My immediate supervisor encourages me to come up with new or better ways of doing things	95%	2%	2%	+11	+19	+16	+15
People are recognised for coming up with new and innovative ways of working	78%	15%	7%	+15	+15	+13	+10
My agency inspires me to come up with new or better ways of doing things	76%	15%	10%	+12	+19	+17	+11
My agency recognises and supports the notion that failure is a part of innovation	68%	20%	12%	+23	+18	+19	+16

Speak Up Culture
Index Score:

86

Difference in %
positive from
2025

Difference in %
positive from
**APS
overall**

Difference in %
positive from
**Specialist
agencies**

Difference in %
positive from
**Extra small
sized
agencies**

-

+12

+10

+10

Speak Up Culture

The measure of speak up culture is based on psychological safety, which is the belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes, and the team is safe for interpersonal risk taking.

	% Positive	% Neutral	% Negative				
The people in my workgroup value others' individual skills and talents	95%	0%	5%	+8	+13	+10	+9
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	98%	2%	0%	+4	+10	+8	+9
The people in my workgroup are able to bring up problems and tough issues	95%	5%	0%	+8	+16	+14	+15
If you make a mistake in my workgroup, it tends to be held against you <i>[Reverse scored: % Positive score represents those who responded Disagree or Strongly disagree]</i>	88%	7%	5%	+6	+21	+14	+15

Wellbeing Policies and Support Index Score:

79

Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
+10	+9	+8	+6

Wellbeing

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

	% Positive	% Neutral	% Negative				
I am satisfied with the policies/practices in place to help me manage my health and wellbeing	80%	12%	7%	+13	+10	+8	+8
My agency does a good job of communicating what it can offer me in terms of health and wellbeing	78%	15%	7%	+12	+10	+8	+6
My agency does a good job of promoting health and wellbeing	80%	15%	5%	+21	+13	+11	+9
I think my agency cares about my health and wellbeing	83%	12%	5%	+17	+18	+14	+9
I believe my immediate supervisor cares about my health and wellbeing	93%	5%	2%	+4	+6	+4	+6

Other similar questions

If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	90%	5%	5%	+24	+15	+14	+13
I receive the respect I deserve from my colleagues at work	90%	10%	0%	+13	+10	+9	+11
My agency supports and actively promotes an inclusive workplace culture	83%	7%	10%	+17	+1	+2	+2

	%	Difference from 2025	Difference from APS overall	Difference from Specialist agencies	Difference from Extra small sized agencies
In general, would you say that your health is:					
Excellent	24%	+8	+13	+11	+10
Very good	49%	+8	+15	+12	+12
Good	20%	-15	-18	-15	-17
Fair	7%	-2	-6	-5	-3
Poor	0%	0	-3	-3	-2
What best describes your current workload?					
Well above capacity – too much work	0%	-7	-18	-18	-20
Slightly above capacity – lots of work to do	41%	+10	+2	+1	-2
At capacity – about the right amount of work to do	54%	+4	+18	+21	+22
Slightly below capacity – available for more work	5%	-2	-1	-1	+1
Well below capacity – not enough work	0%	-5	-1	-1	-1

	%	Difference from 2025	Difference from APS overall	Difference from Specialist agencies	Difference from Extra small sized agencies
How often do you find your work stressful?					
Always	0%	-2	-5	-4	-5
Often	0%	0	-24	-23	-22
Sometimes	51%	-17	+1	+2	+3
Rarely	44%	+14	+25	+22	+21
Never	5%	+5	+3	+3	+2
To what extent is your work emotionally demanding?					
To a very large extent	0%	0	-8	-6	-6
To a large extent	0%	-5	-20	-18	-18
Somewhat	29%	0	-10	-8	-8
To a small extent	51%	+13	+27	+24	+25
To a very small extent	20%	-8	+10	+8	+8
I feel burned out by my work					
Strongly agree	0%	-7	-8	-8	-9
Agree	0%	-5	-22	-21	-17
Neither agree nor disagree	7%	-18	-25	-22	-20
Disagree	71%	+23	+41	+38	+36
Strongly disagree	22%	+6	+15	+13	+11

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
	% Positive	% Neutral	% Negative				
I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	95%	2%	2%	+6	+9	+7	+7

	%	Difference from 2025	Difference from APS overall	Difference from Specialist agencies	Difference from Extra small sized agencies
Do you currently access any of the following flexible working arrangements? [Multiple Response]					
Part-time	13%	+6	0	0	-1
Flexible hours of work	28%	+14	-4	-9	-4
Compressed work week	3%	0	-4	-3	-4
Job sharing	0%	0	0	0	0
Working away from the office/working from home	83%	-2	+13	+6	+6
None of the above	10%	-1	-7	-4	-1
Working away from the office					
All of the time	3%	-2	-6	-5	-6
Some of the time as a regular arrangement	63%	+1	+9	+6	+10
Only on an irregular basis	18%	-1	+9	+5	+3
None of the time	18%	+2	-13	-6	-6
Did not disclose their arrangement	0%	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.

Work environment

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
	% Positive	% Neutral	% Negative				
I am supported to use my expertise to provide frank and fearless advice	88%	7%	5%	+15	+20	+20	+17
The people in my workgroup demonstrate stewardship	93%	7%	0%	+8	+16	+13	+13
The culture in my agency supports people to act with integrity	85%	5%	10%	+24	+6	+5	+6
I believe strongly in the purpose and objectives of the APS	83%	17%	0%	+1	-4	-4	-4
I feel a strong personal attachment to the APS	63%	27%	10%	+4	-3	+1	+4
My workgroup considers the people and businesses affected by what we do	98%	2%	0%	+2	+14	+11	+10

Job satisfaction

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
	% Positive	% Neutral	% Negative				
I am satisfied with the recognition I receive for doing a good job	73%	17%	10%	+4	+7	+4	+3
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	71%	7%	22%	+2	+9	+8	0
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	88%	5%	7%	+12	+5	+3	+3
I am satisfied with the stability and security of my job	78%	10%	12%	+5	-4	0	+1

Role clarity and autonomy

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
	% Positive	% Neutral	% Negative				
I understand how my role contributes to achieving an outcome for the Australian public	98%	2%	0%	+5	+6	+5	+5
I am clear what my duties and responsibilities are	98%	2%	0%	+7	+14	+15	+18
I have a choice in deciding how I do my work	90%	7%	2%	+2	+23	+15	+14
Where appropriate, I am able to take part in decisions that affect my job	90%	5%	5%	+8	+21	+18	+16

	%	Difference from 2025	Difference from APS overall	Difference from Specialist agencies	Difference from Extra small sized agencies
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In the last month, please rate your workgroup's overall performance

Excellent	56%	+17	+32	+29	+27
Very good	39%	-13	-17	-16	-16
Average	5%	-4	-12	-10	-9
Below average	0%	0	-2	-2	-2
Well below average	0%	0	-1	-1	0

	Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
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	% Positive	% Neutral	% Negative				
My workgroup has the appropriate skills, capabilities and knowledge to perform well	95%	2%	2%	+2	+17	+15	+16
My workgroup has the tools and resources we need to perform well	88%	10%	2%	+8	+31	+34	+33
The people in my workgroup use time and resources efficiently	93%	5%	2%	+6	+20	+17	+18
My job gives me opportunities to utilise my skills	93%	2%	5%	+13	+15	+13	+11
During the last 12 months, the formal learning I have accessed has improved my performance	89%	11%	0%	+31	+32	+34	+31

		%	Difference from 2025	Difference from APS overall	Difference from Specialist agencies	Difference from Extra small sized agencies
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.	Which of the following statements best reflects your thoughts about working in your current position?					
	I want to leave my position as soon as possible	10%	-4	+1	+2	0
	I want to leave my position within the next 12 months	5%	-9	-16	-15	-17
	I want to stay working in my position for the next one to two years	37%	+6	-2	-4	-6
	I want to stay working in my position for at least the next three years	49%	+7	+17	+18	+23
What best describes your plans involved with leaving your current position?						
	I am planning to retire	Data hidden to preserve privacy.				
	I am pursuing another position within my agency	Data hidden to preserve privacy.				
	I am pursuing a position in another agency	Data hidden to preserve privacy.				
	I am pursuing work outside the Commonwealth public sector	Data hidden to preserve privacy.				
	It is the end of my non-ongoing, casual or contracted employment	Data hidden to preserve privacy.				
	Other	Data hidden to preserve privacy.				

Unacceptable behaviour - discrimination

	%	Difference from 2025	Difference from APS overall	Difference from Specialist agencies	Difference from Extra small sized agencies	
Employees who had perceived discrimination in the last 12 months in the course of their employment were asked where the discrimination came from and if they reported it.	During the last 12 months, and in connection with your work, have you experienced discrimination on the basis of your background or a personal characteristic?					
	Yes	5%	-4	-3	-1	0
	No	95%	+4	+3	+1	0
	Did this discrimination occur in your current agency?					
	Yes	Data hidden to preserve privacy.				
	No	Data hidden to preserve privacy.				
	The discrimination came from: [Multiple Response]					
	Within my agency	Data hidden to preserve privacy.				
	Another agency	Data hidden to preserve privacy.				
	A customer, stakeholder or member of the public	Data hidden to preserve privacy.				
Other	Data hidden to preserve privacy.					
Did you report the discrimination?						
I reported the discrimination in accordance with my agency's policies and procedures	Data hidden to preserve privacy.					
It was reported by someone else	Data hidden to preserve privacy.					
I did not report the discrimination	Data hidden to preserve privacy.					

Unacceptable behaviour - bullying and harassment

	%	Difference from 2025	Difference from APS overall	Difference from Specialist agencies	Difference from Extra small sized agencies
During the last 12 months, have you been subjected to bullying or harassment in your current workplace?					
Yes	5%	-2	-5	-4	-6
Not sure	0%	-5	-4	-4	-4
No	95%	+6	+9	+8	+10
Did you report the bullying or harassment?					
I reported the behaviour in accordance with my agency's policies and procedures	<i>Data hidden to preserve privacy.</i>				
It was reported by someone else	<i>Data hidden to preserve privacy.</i>				
I did not report the behaviour	<i>Data hidden to preserve privacy.</i>				

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

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.

Unacceptable behaviour - corruption

	%	Difference from 2025	Difference from APS overall	Difference from Specialist agencies	Difference from Extra small sized agencies	
Employees who perceived corruption in the last 12 months were asked what type of conduct they witnessed and if they reported it.	During the last 12 months, excluding behaviour reported to you as part of your duties, have you observed a public official engaging in conduct in your agency that you would consider to be corruption?					
	Yes	2%	-16	0	0	0
	Prefer not to answer	2%	0	+1	+1	+1
	No	93%	+20	+1	0	+1
	Not sure	2%	-4	-2	-2	-1
Which of the following reflects the conduct you witnessed? [Multiple Response]						
Abuse of office		Data hidden to preserve privacy.				
Misuse of information or documents		Data hidden to preserve privacy.				
A breach of public trust		Data hidden to preserve privacy.				
Adversely affecting the honesty or impartiality of a public official		Data hidden to preserve privacy.				
Did you report the conduct?						
I reported the behaviour in accordance with my agency's policies and procedures		Data hidden to preserve privacy.				
It was reported by someone else		Data hidden to preserve privacy.				
I did not report the behaviour		Data hidden to preserve privacy.				

AOFM - agency specific questions

				Difference in % positive from 2025
	% Positive	% Neutral	% Negative	
My People Leader (Business Unit Head or SES manager) encourages me to build networks and connections across the AOFM	95%	2%	2%	+10
In the past 12 months, I have seen an improvement in the way teams work together across the AOFM	85%	15%	0%	-
My Immediate Supervisor discusses my career, career development and career opportunities with me	88%	7%	5%	+13
My Immediate Supervisor provides me with meaningful learning opportunities to build the skills I need for my current and future roles	95%	5%	0%	-
My People Leader (Business Unit Head or SES manager) creates an open and supportive environment where I am comfortable and confident raising concerns	90%	2%	7%	-2
I know where to get advice on integrity matters	98%	0%	2%	-
Information about decisions that impact me are communicated in a timely and transparent way	85%	3%	13%	-
When something fails, People Leaders (Business Unit Heads and SES managers) focus on learning and growth	83%	15%	2%	-
If I identify a better way of working, I can take steps to try it	98%	0%	2%	-
People leaders (Business Unit Heads and SES managers) actively encourage open discussion and respectful debate	90%	7%	2%	-

Taking action on census results

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies	
				% Positive	% Neutral	% Negative		
Taking action on Census results	I am confident my agency will act on the results of this survey	83%	8%	10%	-	+35	+34	+18

APS Employee Census results are a rich source of workplace information, and action planning is how these results and data are mobilised.

Consider using the guide on the next page to begin your approach to taking action on your Census results.

Use this page to start your local action plans

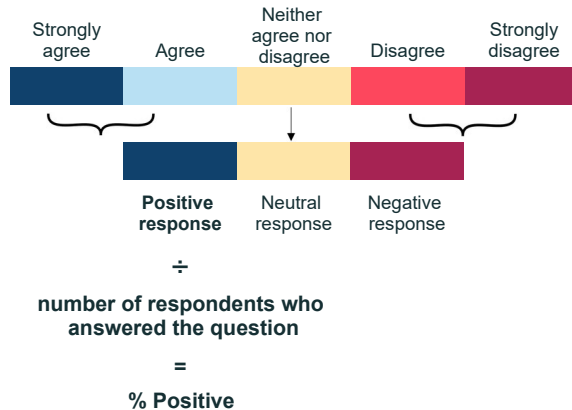
Identify areas to celebrate, areas which you need to investigate further and opportunities for improvement. Prioritise 3 areas to take forward.

Celebrate	Investigate further with our teams	Opportunities
What things do we do well?	Are there any other opportunities coming out of the results that we want to explore further?	Areas we need to focus on and turn into action plans:
Think about how we can build on our strengths and learn from what we are good at.	How could we investigate? Through looking at the data in more detail or through discussions with staff?	What are the key things we need to improve to make working here better?

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

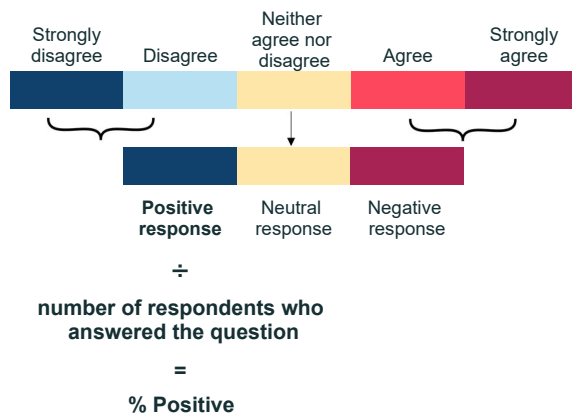
% Positive Score calculation

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.



Reverse Scored questions

For some questions, agreement with the question indicates an unfavourable outcome. For example, agreeing with the question *"I feel burned out by my work"*. In these instances, % Positive is calculated by adding together 'strongly disagree' + 'disagree' responses.



Calculation of index scores

The questions that comprise each index are asked on a five-point scale. To calculate a respondent's index score, their answers are recoded to fall on a scale between 0 and 100 (i.e. coded as 0, 25, 50, 75 or 100) and then averaged across all questions.

Index scores of individual respondents are combined and averaged to form a group score.

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%.

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 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.