



Highlights Report

ASIC

Responses:
2,131 of 2,897

Response rate:
74%

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 understand how my role contributes to achieving an outcome for the Australian public	92%
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	90%
I am happy to go the 'extra mile' at work when required	89%
I believe strongly in the purpose and objectives of my agency	89%
My supervisor ensures that my workgroup delivers on what we are responsible for	89%

Highest negative scoring questions

% Negative

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

Barrier to you performing at your best: Multiple layers of decision making within my agency <i>[Reverse scored: % Negative score represents those who responded this is a barrier to a great or very great extent]</i>	34%
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>	31%
I am expected to do too many different tasks in too little time <i>[Reverse scored: % Negative score represents those who responded Often or Always]</i>	28%
I feel burned out by my work <i>[Reverse scored: % Negative score represents those who responded Agree or Strongly agree]</i>	26%
Change is managed well in my agency	25%

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.

Barrier to you performing at your best: The technology within my agency *[Reverse scored: % Positive score represents those who responded this is not at all a barrier or is to a very little extent]*

38% +9

My agency recognises and supports the notion that failure is a part of innovation

48% +7

Barrier to you performing at your best: Multiple layers of decision making within my agency *[Reverse scored: % Positive score represents those who responded this is not at all a barrier or is to a very little extent]*

28% +6

Barrier to you performing at your best: Authority for decision making is at a higher level than required *[Reverse scored: % Positive score represents those who responded this is not at all a barrier or is to a very little extent]*

44% +6

Barrier to you performing at your best: Resistance to experimentation with new ideas *[Reverse scored: % Positive score represents those who responded this is not at all a barrier or is to a very little extent]*

60% +6

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.

I am satisfied with the stability and security of my job

74% -7

I work beyond what is required in my job to help my agency achieve its objectives

78% -3

I am satisfied with the recognition I receive for doing a good job

63% -2

My job gives me opportunities to utilise my skills

80% -2

I am fairly remunerated (e.g. salary, superannuation) for the work that I do

56% -2

Employee Engagement
Index Score:

75

Difference in %
positive from
2025

Difference in %
positive from
**APS
overall**

Difference in %
positive from
**Regulatory
agencies**

Difference in %
positive from
**Large
sized
agencies**

0

+1

-1

0

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	75%	15%	10%	-2	+1	+1	0
Say	I am proud to work in my agency	83%	14%	4%	+2	+4	+1	+2
Say	I would recommend my agency as a good place to work	77%	15%	7%	+1	+4	+1	+1
Say	I believe strongly in the purpose and objectives of my agency	89%	9%	2%	0	+3	-2	+2
Stay	I feel a strong personal attachment to my agency	60%	28%	11%	0	-3	-5	-2
Stay	I feel committed to my agency's goals	87%	11%	2%	+1	+1	-1	+2
Strive	I suggest ideas to improve our way of doing things	85%	12%	3%	-1	-2	-3	-4
Strive	I am happy to go the 'extra mile' at work when required	89%	7%	3%	-2	+1	0	0
Strive	I work beyond what is required in my job to help my agency achieve its objectives	78%	18%	4%	-3	+1	+3	+2
Strive	My agency really inspires me to do my best work every day	68%	22%	11%	+2	+4	+2	+4

Key drivers of employee engagement index

		% Positive	Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Regulatory agencies	Difference in % positive from Large sized agencies
Drivers of Employee Engagement Through driver analysis, these questions have been identified as being most strongly associated with employee engagement scores. Develop actions and activities to improve upon these to drive higher levels of performance.	1.	My job gives me opportunities to utilise my skills	80%	-2	+2	+1
	2.	My agency inspires me to come up with new or better ways of doing things	62%	+3	+5	+3
	3.	I am supported to use my expertise to provide frank and fearless advice	69%	+3	+1	+1
	4.	I am satisfied with the recognition I receive for doing a good job	63%	-2	-3	-6
	5.	Where appropriate, I am able to take part in decisions that affect my job	69%	-2	-1	-2
	6.	The culture in my agency supports people to act with integrity	83%	+1	+4	+2

Leadership - immediate supervisor

Immediate Supervisor
Index Score:

77

Difference in %
positive from
2025

Difference in %
positive from
**APS
overall**

Difference in %
positive from
**Regulatory
agencies**

Difference in %
positive from
**Large
sized
agencies**

0

0

0

0

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	80%	13%	7%	0	+1	+1	+1
My supervisor can deliver difficult advice whilst maintaining relationships	81%	13%	6%	+2	+2	+1	+2
My supervisor invites a range of views, including those different to their own	84%	10%	6%	+1	+1	0	+1
My supervisor encourages my team to regularly review and improve our work	83%	12%	5%	+2	+1	+1	+1
My supervisor is invested in my development	77%	15%	8%	0	0	-1	0
My supervisor ensures that my workgroup delivers on what we are responsible for	89%	8%	3%	0	+1	+1	+1

Other similar questions

My supervisor provides me with helpful feedback to improve my performance	78%	14%	8%	+1	0	+1	+1
My immediate supervisor encourages me	79%	15%	6%	+2	+2	0	+1
My supervisor actively ensures that everyone can be included in workplace activities	85%	11%	4%	-1	+1	+1	+1
My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	84%	11%	5%	+2	+3	+2	+3

Leadership - SES manager

SES Manager
Index Score:

73

Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Regulatory agencies	Difference in % positive from Large sized agencies
0	+4	+2	+2

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	75%	16%	9%	-1	+6	+4	+4
My SES manager presents convincing arguments and persuades others towards an outcome	72%	20%	8%	+1	+10	+6	+7
My SES manager promotes cooperation within and between agencies	74%	21%	4%	+3	+6	+3	+3
My SES manager encourages innovation and creativity	75%	19%	6%	+4	+8	+5	+7
My SES manager creates an environment that enables us to deliver our best	72%	18%	10%	+1	+7	+5	+5
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	80%	16%	5%	0	+5	+2	+2

Other similar questions

In my agency, the SES work as a team	64%	25%	11%	+1	+9	+10	+8
In my agency, the SES clearly articulate the direction and priorities for our agency	71%	21%	9%	0	+7	+6	+8
My SES manager routinely promotes the use of data and evidence to deliver outcomes	76%	19%	5%	+2	+7	+4	+5

Communication
Index Score:

71

Difference in %
positive from
2025

Difference in %
positive from
**APS
overall**

Difference in %
positive from
**Regulatory
agencies**

Difference in %
positive from
**Large
sized
agencies**

0

+2

+1

+2

Communication

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

	% Positive	% Neutral	% Negative				
My supervisor communicates effectively	82%	11%	8%	0	+1	+1	+1
My SES manager communicates effectively	76%	15%	9%	-1	+6	+4	+4
Internal communication within my agency is effective	61%	23%	16%	0	+2	+1	+3

Change

Difference in %
positive from
2025

Difference in %
positive from
**APS
overall**

Difference in %
positive from
**Regulatory
agencies**

Difference in %
positive from
**Large
sized
agencies**

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	66%	19%	16%	+1	+1	0	+1
Staff are consulted about change at work	44%	37%	19%	+2	-5	-6	-4
Change is managed well in my agency	44%	30%	25%	+5	+1	0	+3

Enabling Innovation
Index Score:

68

Difference in %
positive from
2025

Difference in %
positive from
**APS
overall**

Difference in %
positive from
**Regulatory
agencies**

Difference in %
positive from
**Large
sized
agencies**

+2

+1

0

+1

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	83%	13%	4%	+2	0	0	-1
My immediate supervisor encourages me to come up with new or better ways of doing things	79%	14%	6%	+2	+3	+2	+2
People are recognised for coming up with new and innovative ways of working	67%	23%	9%	+3	+4	+3	+5
My agency inspires me to come up with new or better ways of doing things	62%	26%	12%	+3	+5	+3	+6
My agency recognises and supports the notion that failure is a part of innovation	48%	35%	17%	+7	-3	-5	-1

Speak Up Culture
Index Score:

74

Difference in %
positive from
2025

Difference in %
positive from
**APS
overall**

Difference in %
positive from
**Regulatory
agencies**

Difference in %
positive from
**Large
sized
agencies**

-

0

-1

0

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	85%	10%	5%	+3	+3	+1	+2
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	90%	7%	3%	+1	+2	+1	+2
The people in my workgroup are able to bring up problems and tough issues	80%	13%	7%	+1	+1	-1	+1
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>	65%	22%	13%	+2	-2	-7	-5

Wellbeing Policies and Support Index Score:

69

Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Regulatory agencies	Difference in % positive from Large sized agencies
+1	-1	-5	-2

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	67%	22%	11%	+3	-3	-8	-3
My agency does a good job of communicating what it can offer me in terms of health and wellbeing	60%	26%	14%	+1	-8	-14	-7
My agency does a good job of promoting health and wellbeing	62%	24%	13%	+2	-6	-11	-4
I think my agency cares about my health and wellbeing	64%	23%	12%	+2	-1	-8	-1
I believe my immediate supervisor cares about my health and wellbeing	87%	8%	5%	+1	+1	-1	-1

Other similar questions

If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	72%	14%	13%	+2	-3	-4	-4
I receive the respect I deserve from my colleagues at work	82%	14%	4%	+1	+1	+1	0
My agency supports and actively promotes an inclusive workplace culture	84%	11%	5%	-1	+2	0	+1

	%	Difference from 2025	Difference from APS overall	Difference from Regulatory agencies	Difference from Large sized agencies
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In general, would you say that your health is:

Excellent	12%	+2	0	0	-1
Very good	33%	0	-1	-4	-3
Good	38%	-2	0	+2	+2
Fair	14%	-2	+1	+2	+1
Poor	4%	+1	+1	0	+1

What best describes your current workload?

Well above capacity – too much work	14%	-5	-4	-5	-4
Slightly above capacity – lots of work to do	43%	-1	+4	+4	+4
At capacity – about the right amount of work to do	36%	+4	0	+1	+2
Slightly below capacity – available for more work	6%	+1	0	0	-1
Well below capacity – not enough work	1%	+1	0	-1	0

	%	Difference from 2025	Difference from APS overall	Difference from Regulatory agencies	Difference from Large sized agencies
How often do you find your work stressful?					
Always	4%	+1	-1	-1	0
Often	23%	-1	0	+2	+1
Sometimes	53%	-3	+3	+3	+2
Rarely	18%	+3	-1	-3	-2
Never	2%	+1	0	0	0
To what extent is your work emotionally demanding?					
To a very large extent	6%	+1	-2	-1	-1
To a large extent	19%	-2	-2	+1	+1
Somewhat	39%	-4	+1	+2	+1
To a small extent	26%	+2	+2	-1	-1
To a very small extent	11%	+3	+2	0	0
I feel burned out by my work					
Strongly agree	6%	0	-2	-2	-1
Agree	19%	-2	-3	-1	-2
Neither agree nor disagree	35%	-1	+3	+5	+4
Disagree	31%	+2	+2	-1	0
Strongly disagree	8%	+1	+1	-1	0

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Regulatory agencies	Difference in % positive from Large sized agencies
	% Positive	% Neutral	% Negative				
I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	85%	9%	6%	+2	-1	-7	-2

	%	Difference from 2025	Difference from APS overall	Difference from Regulatory agencies	Difference from Large sized agencies
Do you currently access any of the following flexible working arrangements? [Multiple Response]					
Part-time	12%	-1	0	0	0
Flexible hours of work	24%	-3	-7	-12	-5
Compressed work week	4%	+1	-3	-7	-3
Job sharing	0%	0	0	0	0
Working away from the office/working from home	70%	-2	0	-12	-3
None of the above	19%	+2	+1	+11	+3
Working away from the office					
All of the time	3%	0	-6	-12	-7
Some of the time as a regular arrangement	59%	-3	+6	-2	+4
Only on an irregular basis	8%	+1	0	+2	0
None of the time	30%	+2	0	+12	+3
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 Regulatory agencies	Difference in % positive from Large sized agencies
	% Positive	% Neutral	% Negative				
I am supported to use my expertise to provide frank and fearless advice	69%	20%	11%	+3	+1	+1	+1
The people in my workgroup demonstrate stewardship	77%	19%	5%	+2	0	-2	-1
The culture in my agency supports people to act with integrity	83%	11%	6%	+1	+4	+2	+3
I believe strongly in the purpose and objectives of the APS	Data hidden to preserve privacy.						
I feel a strong personal attachment to the APS	Data hidden to preserve privacy.						
My workgroup considers the people and businesses affected by what we do	86%	10%	4%	+1	+2	-1	+1

Job satisfaction

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Regulatory agencies	Difference in % positive from Large sized agencies
	% Positive	% Neutral	% Negative				
I am satisfied with the recognition I receive for doing a good job	63%	20%	17%	-2	-3	-6	-6
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	56%	21%	23%	-2	-5	-9	-12
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	78%	13%	10%	0	-5	-11	-7
I am satisfied with the stability and security of my job	74%	15%	11%	-7	-8	-8	-6

Role clarity and autonomy

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Regulatory agencies	Difference in % positive from Large sized agencies
	% Positive	% Neutral	% Negative				
I understand how my role contributes to achieving an outcome for the Australian public	92%	6%	2%	0	0	-1	0
I am clear what my duties and responsibilities are	84%	13%	3%	+1	0	+2	+1
I have a choice in deciding how I do my work	72%	21%	7%	+2	+5	0	0
Where appropriate, I am able to take part in decisions that affect my job	69%	19%	13%	-2	-1	-2	-2

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

Excellent	23%	+4	-1	-3	-2
Very good	59%	-5	+3	+5	+3
Average	16%	0	-1	0	0
Below average	1%	0	-1	-1	-1
Well below average	1%	0	0	0	0

	Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Regulatory agencies	Difference in % positive from Large sized agencies
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	% Positive	% Neutral	% Negative				
My workgroup has the appropriate skills, capabilities and knowledge to perform well	82%	12%	6%	+1	+4	+4	+3
My workgroup has the tools and resources we need to perform well	63%	20%	17%	+5	+6	+12	+7
The people in my workgroup use time and resources efficiently	73%	17%	10%	+2	0	0	0
My job gives me opportunities to utilise my skills	80%	12%	8%	-2	+2	+1	+1
During the last 12 months, the formal learning I have accessed has improved my performance	62%	29%	9%	+1	+5	+6	+8

	%	Difference from 2025	Difference from APS overall	Difference from Regulatory agencies	Difference from Large sized agencies
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	6%	0	-3	-3	-3
I want to leave my position within the next 12 months	16%	+2	-4	-4	-6
I want to stay working in my position for the next one to two years	39%	-3	+1	-2	-2
I want to stay working in my position for at least the next three years	39%	+1	+7	+9	+12
What best describes your plans involved with leaving your current position?					
I am planning to retire	5%	-1	0	+2	+1
I am pursuing another position within my agency	36%	-2	-9	+1	-6
I am pursuing a position in another agency	16%	+3	-9	-16	-10
I am pursuing work outside the Commonwealth public sector	18%	-4	+9	+7	+9
It is the end of my non-ongoing, casual or contracted employment	3%	+1	+2	0	+1
Other	21%	+4	+6	+6	+5
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
I wish to pursue a promotion opportunity	20%	-	-	-	-
I can receive a higher salary elsewhere	11%	-	-	-	-
I am looking to further my skills in another area	10%	-	-	-	-
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	8%	-	-	-	-

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.

Unacceptable behaviour - discrimination

	%	Difference from 2025	Difference from APS overall	Difference from Regulatory agencies	Difference from Large sized agencies
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	6%	0	-3	-2	-2
No	94%	0	+3	+2	+2
Did this discrimination occur in your current agency?					
Yes	95%	+3	0	+1	0
No	5%	-3	0	-1	0
The discrimination came from: [Multiple Response]					
Within my agency	97%	+1	+4	+4	+3
Another agency	2%	+1	-2	-4	-3
A customer, stakeholder or member of the public	3%	-3	-6	-4	-4
Other	0%	-1	-3	-3	-3
Did you report the discrimination?					
I reported the discrimination in accordance with my agency's policies and procedures	14%	-5	-6	-10	-4
It was reported by someone else	3%	-3	-2	0	-1
I did not report the discrimination	83%	+8	+8	+10	+5

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.

Unacceptable behaviour - bullying and harassment

	%	Difference from 2025	Difference from APS overall	Difference from Regulatory agencies	Difference from Large sized agencies
During the last 12 months, have you been subjected to bullying or harassment in your current workplace?					
Yes	7%	0	-3	-2	-3
Not sure	4%	-1	0	0	0
No	89%	0	+4	+2	+3
Types of bullying or harassment experienced (3 highest responses):					
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	52%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	46%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)	35%	-	-	-	-
Did you report the bullying or harassment?					
I reported the behaviour in accordance with my agency's policies and procedures	31%	-14	-8	-9	-7
It was reported by someone else	7%	+2	0	+1	+1
I did not report the behaviour	62%	+12	+8	+8	+6

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

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?

	%	Difference from 2025	Difference from APS overall	Difference from Regulatory agencies	Difference from Large sized agencies
Yes	1%	0	-1	-2	-1
Prefer not to answer	2%	0	0	0	0
No	94%	0	+2	+2	+2
Not sure	3%	-1	-1	-1	-1

Which of the following reflects the conduct you witnessed? [Multiple Response]

Abuse of office	94%	-	-	-	-
Misuse of information or documents	12%	-	-	-	-
A breach of public trust	12%	-	-	-	-
Adversely affecting the honesty or impartiality of a public official	12%	-	-	-	-

Did you report the conduct?

I reported the behaviour in accordance with my agency's policies and procedures	6%	-33	-19	-17	-17
It was reported by someone else	0%	-15	-16	-16	-15
I did not report the behaviour	94%	+48	+35	+32	+33

How do you describe your gender?	Responses
Man or male	40%
Woman or female	53%
Non-binary	0%
I use a different term	0%
Prefer not to say	7%

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	9%
No	91%

Do you have carer responsibilities?	Responses
Yes	45%
No	55%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	7%
No	93%

Do you identify as culturally or linguistically diverse?	Responses
Yes	37%
No	63%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	69%
Australian Aboriginal and/or Torres Strait Islander	1%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	13%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	8%
South-East Asian	15%
North-East Asian	5%
Southern and Central Asian	7%
North American	1%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	2%
Sub-Saharan African	2%

Do you consider yourself to be neurodivergent?	Responses
Yes	8%
No	76%
Maybe	10%
I am unsure what neurodivergent means	6%

ASIC - agency specific questions

Difference in %
positive from
2025

	% Positive	% Neutral	% Negative	
ASIC operates as one enterprise not just separate areas	43%	29%	28%	-
Enterprise priorities guide local decision-making in my area	59%	33%	8%	-
I feel accountable for ASIC-wide outcomes, not just my team's success	58%	26%	16%	-
Leaders consider the impact on people when making decisions about priorities.	51%	29%	20%	-
Workload expectations in my role are sustainable over time	53%	26%	21%	-
Digital tools make my work more effective	73%	20%	8%	-
Data and insights are readily available when I need them to make decisions	50%	33%	17%	-
I feel confident using data to inform my work	70%	22%	8%	-
I feel genuinely cared for as a person at ASIC	63%	24%	13%	-
I feel safe to speak honestly without fear of negative consequences	58%	24%	17%	-

Taking action on census results

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Regulatory agencies	Difference in % positive from Large sized agencies	
				% Positive	% Neutral	% Negative		
Taking action on Census results	I am confident my agency will act on the results of this survey	46%	34%	20%	-	-1	-8	0

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

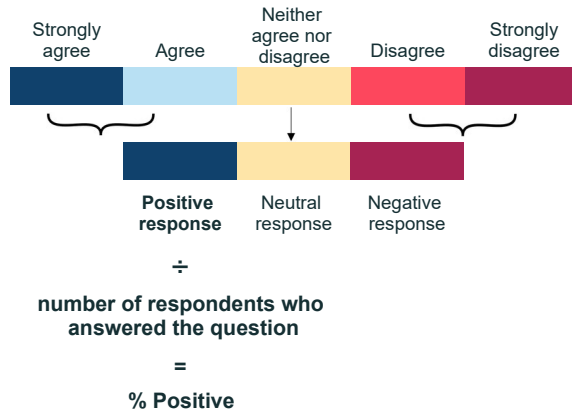
Identify areas to celebrate, areas which you need to investigate further and opportunities for improvement. Prioritise 3 areas to take forward.

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.				

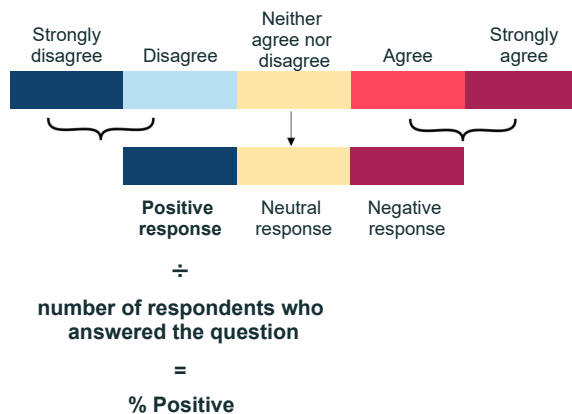
% Positive Score calculation

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.