



Highlights Report

ATO

Responses:

15,851 of 19,669

Response rate:

81%

2026 APS

Employee Census

4 May–5 June

Have
your
say



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	94%
I am satisfied with the stability and security of my job	91%
I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	91%
My supervisor ensures that my workgroup delivers on what we are responsible for	90%
I am happy to go the 'extra mile' at work when required	90%

Highest negative scoring questions

% Negative

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

Barrier to you performing at your best: The technology within my agency <i>[Reverse scored: % Negative score represents those who responded this is a barrier to a great or very great extent]</i>	28%
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>	26%
I feel burned out by my work <i>[Reverse scored: % Negative score represents those who responded Agree or Strongly agree]</i>	26%
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>	26%
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>	23%

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.

My agency recognises and supports the notion that failure is a part of innovation	57%	+3
Barrier to you performing at your best: Resistance to experimentation with new ideas <i>[Reverse scored: % Positive score represents those who responded this is not at all a barrier or is to a very little extent]</i>	62%	+3
My agency inspires me to come up with new or better ways of doing things	64%	+2
My SES manager routinely promotes the use of data and evidence to deliver outcomes	72%	+2
My job gives me opportunities to utilise my skills	83%	+2

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 fairly remunerated (e.g. salary, superannuation) for the work that I do	63%	-3
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	88%	-2
Staff are consulted about change at work	53%	-1
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>	34%	-1
My agency does a good job of communicating what it can offer me in terms of health and wellbeing	74%	-1

Agency index scores

	2026 Score	APS Overall	Agency Rank
Employee Engagement Index	76	74	35 of 112
Immediate Supervisor Index	79	77	34 of 112
SES Manager Index	71	69	45 of 112
Communication Index	73	69	14 of 112
Enabling Innovation Index	70	67	30 of 112
Speak Up Culture Index	74	74	69 of 112
Wellbeing Policies and Support Index	73	70	37 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:

76

Difference in %
positive from
2025

Difference in %
positive from
**APS
overall**

Difference in %
positive from
**Larger
operational
agencies**

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

0

+2

+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	81%	12%	7%	+2	+7	+7	+7
Say	I am proud to work in my agency	84%	13%	3%	0	+5	+6	+7
Say	I would recommend my agency as a good place to work	87%	9%	4%	+1	+13	+14	+14
Say	I believe strongly in the purpose and objectives of my agency	89%	9%	2%	0	+3	+4	+4
Stay	I feel a strong personal attachment to my agency	70%	23%	7%	+1	+7	+6	+6
Stay	I feel committed to my agency's goals	88%	10%	2%	0	+3	+2	+3
Strive	I suggest ideas to improve our way of doing things	85%	12%	2%	+1	-1	0	0
Strive	I am happy to go the 'extra mile' at work when required	90%	8%	3%	0	+1	+2	+2
Strive	I work beyond what is required in my job to help my agency achieve its objectives	77%	19%	3%	0	+1	0	0
Strive	My agency really inspires me to do my best work every day	72%	21%	7%	+2	+8	+8	+8

Key drivers of employee engagement index

			% Positive	Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Larger operational agencies	Difference in % positive from Extra large sized agencies
Drivers of Employee Engagement	1.	My job gives me opportunities to utilise my skills	83%	+2	+5	+6	+6
	2.	My agency inspires me to come up with new or better ways of doing things	64%	+2	+7	+7	+6
	3.	The culture in my agency supports people to act with integrity	87%	+1	+8	+9	+8
	4.	I am supported to use my expertise to provide frank and fearless advice	74%	+1	+6	+5	+5
Through driver analysis, these questions have been identified as being most strongly associated with employee engagement scores.	5.	I think my agency cares about my health and wellbeing	73%	0	+8	+8	+8
	6.	Where appropriate, I am able to take part in decisions that affect my job	74%	+1	+5	+6	+6
Develop actions and activities to improve upon these to drive higher levels of performance.							

Leadership - immediate supervisor

Immediate Supervisor
Index Score:

79

Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Larger operational agencies	Difference in % positive from Extra large sized agencies
+1	+2	+2	+2

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	83%	12%	5%	+1	+3	+3	+3
My supervisor can deliver difficult advice whilst maintaining relationships	82%	13%	5%	0	+2	+3	+2
My supervisor invites a range of views, including those different to their own	85%	10%	5%	+1	+3	+4	+3
My supervisor encourages my team to regularly review and improve our work	86%	10%	4%	+1	+4	+4	+3
My supervisor is invested in my development	81%	13%	6%	+1	+4	+4	+4
My supervisor ensures that my workgroup delivers on what we are responsible for	90%	8%	3%	0	+2	+2	+2

Other similar questions

My supervisor provides me with helpful feedback to improve my performance	83%	12%	6%	+1	+4	+4	+3
My immediate supervisor encourages me	79%	15%	6%	0	+2	+3	+3
My supervisor actively ensures that everyone can be included in workplace activities	86%	10%	4%	0	+2	+2	+2
My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	84%	11%	4%	+1	+4	+4	+4

SES Manager
Index Score:

71

Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Larger operational agencies	Difference in % positive from Extra large sized agencies
+1	+2	+3	+3

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	74%	19%	7%	+1	+4	+5	+5
My SES manager presents convincing arguments and persuades others towards an outcome	65%	29%	6%	+1	+3	+6	+6
My SES manager promotes cooperation within and between agencies	66%	29%	4%	+1	-2	+2	+2
My SES manager encourages innovation and creativity	70%	24%	6%	+2	+4	+5	+5
My SES manager creates an environment that enables us to deliver our best	69%	23%	8%	+2	+4	+5	+5
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	77%	19%	4%	+2	+2	+5	+5

Other similar questions

In my agency, the SES work as a team	60%	29%	11%	+1	+4	+4	+4
In my agency, the SES clearly articulate the direction and priorities for our agency	72%	21%	7%	+2	+8	+7	+6
My SES manager routinely promotes the use of data and evidence to deliver outcomes	72%	24%	5%	+2	+3	+5	+5

Communication
Index Score:

73

Difference in %
positive from
2025

Difference in %
positive from
**APS
overall**

Difference in %
positive from
**Larger
operational
agencies**

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

+1

+4

+4

+4

Communication

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

	% Positive	% Neutral	% Negative				
My supervisor communicates effectively	84%	10%	6%	0	+4	+4	+4
My SES manager communicates effectively	74%	19%	7%	+1	+4	+5	+5
Internal communication within my agency is effective	71%	19%	10%	+1	+12	+11	+10

Change

Difference in %
positive from
2025

Difference in %
positive from
**APS
overall**

Difference in %
positive from
**Larger
operational
agencies**

Difference in %
positive from
**Extra 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	72%	17%	11%	+1	+6	+6	+6
Staff are consulted about change at work	53%	33%	13%	-1	+4	+3	+3
Change is managed well in my agency	57%	27%	16%	+1	+13	+12	+11

Enabling Innovation
Index Score:

70

Difference in %
positive from
2025

Difference in %
positive from
**APS
overall**

Difference in %
positive from
**Larger
operational
agencies**

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

+1

+3

+3

+3

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	84%	12%	3%	+1	+1	+3	+3
My immediate supervisor encourages me to come up with new or better ways of doing things	78%	15%	6%	+1	+2	+3	+3
People are recognised for coming up with new and innovative ways of working	70%	22%	8%	+1	+7	+7	+7
My agency inspires me to come up with new or better ways of doing things	64%	27%	9%	+2	+7	+7	+6
My agency recognises and supports the notion that failure is a part of innovation	57%	32%	11%	+3	+6	+5	+4

Speak Up Culture
Index Score:

74

Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Larger operational agencies	Difference in % positive from Extra large sized agencies
-	+1	+1	+1

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%	11%	5%	+1	+2	+3	+3
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	89%	7%	3%	+1	+2	+2	+2
The people in my workgroup are able to bring up problems and tough issues	82%	12%	6%	0	+3	+3	+3
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%	23%	12%	+1	-2	+1	+2

Wellbeing Policies and Support Index Score:

73

Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Larger operational agencies	Difference in % positive from Extra large sized agencies
0	+3	+3	+3

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	78%	16%	6%	0	+8	+8	+8
My agency does a good job of communicating what it can offer me in terms of health and wellbeing	74%	18%	8%	-1	+6	+6	+5
My agency does a good job of promoting health and wellbeing	75%	17%	7%	0	+7	+7	+6
I think my agency cares about my health and wellbeing	73%	18%	9%	0	+8	+8	+8
I believe my immediate supervisor cares about my health and wellbeing	88%	8%	4%	0	+2	+3	+3

Other similar questions

If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	76%	13%	11%	0	+1	+2	+1
I receive the respect I deserve from my colleagues at work	83%	14%	3%	+1	+2	+3	+3
My agency supports and actively promotes an inclusive workplace culture	88%	9%	3%	+1	+6	+6	+6

	%	Difference from 2025	Difference from APS overall	Difference from Larger operational agencies	Difference from Extra large sized agencies
In general, would you say that your health is:					
Excellent	11%	0	-1	0	0
Very good	34%	0	-1	+1	+1
Good	39%	-1	+1	0	0
Fair	14%	0	0	0	0
Poor	3%	0	0	0	0
What best describes your current workload?					
Well above capacity – too much work	15%	0	-3	-2	-2
Slightly above capacity – lots of work to do	39%	0	-1	0	-1
At capacity – about the right amount of work to do	41%	0	+5	+3	+3
Slightly below capacity – available for more work	5%	-1	-1	0	0
Well below capacity – not enough work	1%	0	-1	0	0

	%	Difference from 2025	Difference from APS overall	Difference from Larger operational agencies	Difference from Extra large sized agencies
How often do you find your work stressful?					
Always	4%	0	-1	-2	-2
Often	21%	0	-3	-3	-4
Sometimes	53%	0	+3	+3	+3
Rarely	20%	0	+1	+2	+2
Never	2%	0	0	0	0
To what extent is your work emotionally demanding?					
To a very large extent	5%	0	-3	-4	-4
To a large extent	17%	0	-4	-5	-6
Somewhat	41%	-1	+2	+2	+2
To a small extent	27%	+1	+3	+5	+5
To a very small extent	10%	0	+1	+2	+2
I feel burned out by my work					
Strongly agree	6%	0	-2	-2	-2
Agree	20%	0	-2	-3	-3
Neither agree nor disagree	35%	0	+3	+2	+2
Disagree	31%	0	+1	+3	+3
Strongly disagree	7%	0	0	+1	+1

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Larger operational agencies	Difference in % positive from Extra large sized agencies
	% Positive	% Neutral	% Negative				
I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	91%	6%	4%	+1	+4	+6	+6

	%	Difference from 2025	Difference from APS overall	Difference from Larger operational agencies	Difference from Extra large sized agencies
Do you currently access any of the following flexible working arrangements? [Multiple Response]					
Part-time	10%	0	-3	-3	-3
Flexible hours of work	39%	0	+8	+7	+7
Compressed work week	6%	+1	-1	-1	-1
Job sharing	0%	0	0	0	0
Working away from the office/working from home	84%	-1	+14	+16	+17
None of the above	7%	0	-10	-11	-12
Working away from the office					
All of the time	4%	0	-4	-3	-2
Some of the time as a regular arrangement	72%	-2	+19	+20	+20
Only on an irregular basis	7%	0	-1	-1	-1
None of the time	16%	+1	-14	-16	-17
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 Larger operational agencies	Difference in % positive from Extra large sized agencies
	% Positive	% Neutral	% Negative				
I am supported to use my expertise to provide frank and fearless advice	74%	18%	8%	+1	+6	+5	+5
The people in my workgroup demonstrate stewardship	79%	17%	4%	+1	+3	+4	+4
The culture in my agency supports people to act with integrity	87%	9%	4%	+1	+8	+9	+8
I believe strongly in the purpose and objectives of the APS	89%	9%	1%	0	+2	+2	+2
I feel a strong personal attachment to the APS	73%	21%	6%	+1	+6	+5	+4
My workgroup considers the people and businesses affected by what we do	86%	11%	3%	0	+2	+4	+4

Job satisfaction

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Larger operational agencies	Difference in % positive from Extra large sized agencies
	% Positive	% Neutral	% Negative				
I am satisfied with the recognition I receive for doing a good job	70%	19%	11%	0	+4	+7	+7
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	63%	19%	18%	-3	+2	+7	+8
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	88%	8%	4%	-2	+5	+7	+7
I am satisfied with the stability and security of my job	91%	7%	3%	0	+8	+7	+7

Role clarity and autonomy

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Larger operational agencies	Difference in % positive from Extra large sized agencies
	% Positive	% Neutral	% Negative				
I understand how my role contributes to achieving an outcome for the Australian public	94%	5%	1%	0	+2	+2	+2
I am clear what my duties and responsibilities are	87%	10%	3%	+1	+4	+3	+3
I have a choice in deciding how I do my work	69%	22%	8%	0	+3	+7	+8
Where appropriate, I am able to take part in decisions that affect my job	74%	16%	10%	+1	+5	+6	+6

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

Excellent	24%	0	-1	0	0
Very good	58%	0	+2	+2	+2
Average	16%	0	-1	-1	-1
Below average	2%	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 Larger operational agencies	Difference in % positive from Extra large sized agencies
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	% Positive	% Neutral	% Negative				
My workgroup has the appropriate skills, capabilities and knowledge to perform well	79%	14%	8%	0	+1	+2	+2
My workgroup has the tools and resources we need to perform well	65%	19%	15%	+1	+8	+7	+6
The people in my workgroup use time and resources efficiently	76%	17%	7%	0	+3	+3	+3
My job gives me opportunities to utilise my skills	83%	11%	6%	+2	+5	+6	+6
During the last 12 months, the formal learning I have accessed has improved my performance	60%	30%	9%	0	+4	+2	+2

	%	Difference from 2025	Difference from APS overall	Difference from Larger operational agencies	Difference from Extra 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	8%	-1	-1	-1	-1
I want to leave my position within the next 12 months	20%	-1	-1	0	0
I want to stay working in my position for the next one to two years	41%	+2	+3	+5	+5
I want to stay working in my position for at least the next three years	32%	+1	0	-4	-4
What best describes your plans involved with leaving your current position?					
I am planning to retire	6%	0	+2	0	0
I am pursuing another position within my agency	68%	+5	+23	+18	+17
I am pursuing a position in another agency	8%	-4	-17	-13	-12
I am pursuing work outside the Commonwealth public sector	6%	0	-4	-3	-2
It is the end of my non-ongoing, casual or contracted employment	0%	0	-2	-1	0
Other	12%	0	-3	-2	-2
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
I wish to pursue a promotion opportunity	26%	-	-	-	-
I am looking to further my skills in another area	13%	-	-	-	-
I want to try a different type of work or I'm seeking a career change	13%	-	-	-	-
I have achieved all I can in my current position	6%	-	-	-	-
My immediate supervisor's leadership is of a poor quality	5%	-	-	-	-

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 Larger operational agencies	Difference from Extra 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	-2	-3	-3
No	94%	0	+2	+3	+3
Did this discrimination occur in your current agency?					
Yes	94%	-1	-1	-1	-1
No	6%	+1	+1	+1	+1
The discrimination came from: [Multiple Response]					
Within my agency	94%	0	+1	+2	+2
Another agency	3%	0	0	0	0
A customer, stakeholder or member of the public	5%	+1	-4	-5	-5
Other	3%	-1	0	-1	-1
Did you report the discrimination?					
I reported the discrimination in accordance with my agency's policies and procedures	15%	+3	-5	-6	-6
It was reported by someone else	2%	-2	-2	-2	-2
I did not report the discrimination	82%	-1	+7	+8	+8

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 Larger operational agencies	Difference from Extra large sized agencies
During the last 12 months, have you been subjected to bullying or harassment in your current workplace?					
Yes	7%	-1	-3	-4	-4
Not sure	4%	-1	-1	-1	-1
No	90%	+2	+4	+5	+4
Types of bullying or harassment experienced (3 highest responses):					
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	46%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)	39%	-	-	-	-
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	32%	+1	-7	-8	-8
It was reported by someone else	5%	-2	-2	-2	-2
I did not report the behaviour	63%	+1	+9	+10	+10

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 Larger operational agencies	Difference from Extra large sized agencies
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	1%	0	-1	-1	-1
Prefer not to answer	1%	0	0	0	0
No	94%	0	+2	+2	+2
Not sure	4%	0	-1	-1	-1
Which of the following reflects the conduct you witnessed? [Multiple Response]					
Abuse of office	69%	-	-	-	-
Adversely affecting the honesty or impartiality of a public official	29%	-	-	-	-
Misuse of information or documents	18%	-	-	-	-
A breach of public trust	14%	-	-	-	-
Did you report the conduct?					
I reported the behaviour in accordance with my agency's policies and procedures	22%	-6	-2	-5	-6
It was reported by someone else	11%	0	-6	-8	-8
I did not report the behaviour	67%	+6	+8	+12	+14

How do you describe your gender?	Responses
Man or male	43%
Woman or female	52%
Non-binary	0%
I use a different term	0%
Prefer not to say	5%

Do you identify as an Aboriginal and/or Torres Strait Islander person?	Responses
Yes	3%
No	97%

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

Do you have carer responsibilities?	Responses
Yes	47%
No	53%

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	35%
No	65%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	63%
Australian Aboriginal and/or Torres Strait Islander	3%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	11%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	7%
South-East Asian	19%
North-East Asian	5%
Southern and Central Asian	7%
North American	0%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	2%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	11%
No	73%
Maybe	11%
I am unsure what neurodivergent means	5%

ATO - agency specific questions

				Difference in % positive from 2025
	% Positive	% Neutral	% Negative	
In the ATO, SES are present on site	68%	22%	10%	+5
In the ATO, SES set a positive example for others to follow (e.g. models APS values, leadership attributes and positive workplace behaviours)	69%	25%	6%	+3
There are good career opportunities for me at the ATO	67%	22%	11%	+6
My business area supports internal mobility	73%	19%	8%	+6
I have access to the learning and development I need for my career progression	72%	20%	8%	0
I have a clear understanding of how my role contributes to the ATO's purpose and vision	90%	8%	2%	+1
My performance conversations with my manager support my professional growth and development	76%	18%	7%	+1
I feel comfortable to voice differing views within my team	82%	12%	6%	+1
Psychosocial safety is a priority to my immediate supervisor	74%	21%	5%	-
My supervisor encourages measured risk taking	70%	25%	6%	-

Taking action on census results

		Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Larger operational agencies	Difference in % positive from Extra large sized agencies
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Taking action on Census results

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.

	% Positive	% Neutral	% Negative				
I am confident my agency will act on the results of this survey	53%	31%	16%	-	+6	+6	+6

Use this page to start your local action plans

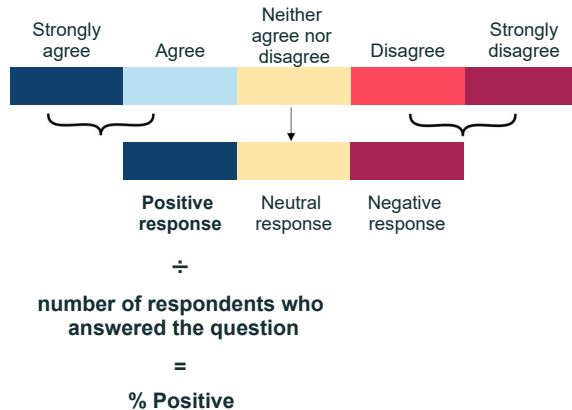
Identify areas to celebrate, areas which you need to investigate further and opportunities for improvement. Prioritise 3 areas to take forward.

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.				

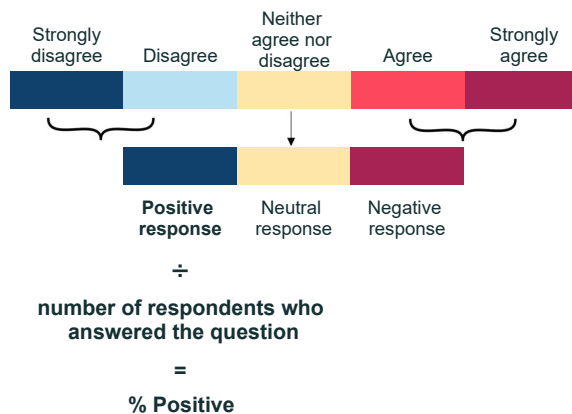
% Positive Score calculation

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.