

Highlights Report ACMA



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Responses:

490 of 549

Response Rate:

89%

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		73	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
Say	Overall, I am satisfied with my job	77	13 10	77%	+1	+2	0	+1
	I am proud to work in my agency	76	19	76%	+5 ↑	-2	-6 ↓	-5 ↓
	I would recommend my agency as a good place to work	73	19 8	73%	+3	+2	-3	+1
	I believe strongly in the purpose and objectives of my agency	84	13	84%	+6 ↑	-2	-7 ↓	-6 ↓
Stay	I feel a strong personal attachment to my agency	57	27 16	57%	+6 ↑	-6 ↓	-8 ↓	-7 ↓
	I feel committed to my agency's goals	82	14	82%	+5 ↑	-4	-7 ↓	-6 ↓
Strive	I suggest ideas to improve our way of doing things	89	9	89%	-1	+3	0	0
	I am happy to go the 'extra mile' at work when required	91		91%	+2	0	-1	-1
	I work beyond what is required in my job to help my agency achieve its objectives	79	14	79%	+2	-2	-2	-2
	My agency really inspires me to do my best work every day	57	31 12	57%	+2	-4	-8 ↓	-7 ↓

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		77	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies	
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	79	14	79%	-1	0	-1	0	
	My supervisor can deliver difficult advice whilst maintaining relationships	80	13	80%	+2	0	-1	+1	
	My supervisor invites a range of views, including those different to their own	84	9	84%	+1	+2	0	+2	
	My supervisor encourages my team to regularly review and improve our work	79	14	79%	-1	-3	-3	-2	
	My supervisor is invested in my development	78	14	78%	+1	0	-1	0	
	My supervisor ensures that my workgroup delivers on what we are responsible for	88	8	88%	-1	0	-1	0	
Other similar questions									
	My supervisor provides me with helpful feedback to improve my performance	75	15	75%	0	-3	-3	-2	
	My immediate supervisor encourages me	78	15	78%	-1	0	-2	0	
	My supervisor actively ensures that everyone can be included in workplace activities	85	9	85%	0	0	+1	+2	
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	81	13	81%	-	0	0	0	
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	70	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
				-1	+1	0	0

SES Manager	My SES manager clearly articulates the direction and priorities for our area	72	18	10	72%	-2	+2	+2	+2
	My SES manager presents convincing arguments and persuades others towards an outcome	70	22	7	70%	-1	+7⬆️	+5⬆️	+5⬆️
	My SES manager promotes cooperation within and between agencies	72	22		72%	-2	+4	+3	+3
	My SES manager encourages innovation and creativity	67	23	10	67%	-2	+1	0	0
	My SES manager creates an environment that enables us to deliver our best	67	22	11	67%	-3	+1	+1	0
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	79	16		79%	-1	+4	+2	+2

Other similar questions

Other similar questions	In my agency, the SES work as a team	60	29	12	60%	+1	+3	+5⬆️	+6⬆️
	In my agency, the SES clearly articulate the direction and priorities for our agency	65	22	13	65%	-5⬆️	+1	+1	+2
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	68	25		68%	-2	+1	+1	-1

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	69	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
				-1	0	0	+1

Communication	My supervisor communicates effectively	81	10	10	81%	-1	0	-1	+1
	My SES manager communicates effectively	74	16	10	74%	-4	+5	+4	+4
	Internal communication within my agency is effective	59	22	18	59%	-6	+1	0	+3

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	70	18	12	70%	-3	+2	+1	+2
	Staff are consulted about change at work	50	34	16	50%	-2	0	-2	-1
	Change is managed well in my agency	39	35	26	39%	-2	-4	-4	-3

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		64	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	80	14	80%	-1	+1	-1	-2
	My immediate supervisor encourages me to come up with new or better ways of doing things	76	17	76%	+2	+4	+2	+2
	People are recognised for coming up with new and innovative ways of working	61	27	61%	-1	+3	-1	+3
	My agency inspires me to come up with new or better ways of doing things	47	35	47%	0	-3	-5↓	-4
	My agency recognises and supports the notion that failure is a part of innovation	31	38	31%	+4	-10↓	-11↓	-10↓

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			71	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
						+2	+1	-1	+1

Wellbeing Policies and Support	Question	Score	Positive	Neutral	Negative	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	68	22	10	68%	+2	0	-3	0	
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	68	24	8	68%	0	+2	-3	+1	
	My agency does a good job of promoting health and wellbeing	67	25	8	67%	-1	+1	-3	0	
	I think my agency cares about my health and wellbeing	67	22	11	67%	+4	+2	-4	-1	
	I believe my immediate supervisor cares about my health and wellbeing	89			89%	+1	+2	0	+1	

Other similar questions

Wellbeing	Question	Score	Positive	Neutral	Negative	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	72	13	15	72%	-	-2	-3	-3	
	The people in my workgroup are able to bring up problems and tough issues	82	11		82%	-	+2	0	+1	
	I receive the respect I deserve from my colleagues at work	82	14		82%	+1	+1	0	+1	
	My agency supports and actively promotes an inclusive workplace culture	73	18	9	73%	+2	-8	-9	-6	

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 regulatory agencies	Variance from medium sized agencies
In general, would you say that your health is:						
Excellent		7%	-3	-4	-5 ↓	-5 ↓
Very good		39%	+5 ↑	+4	+2	+3
Good		36%	+1	-1	0	-1
Fair		16%	0	+2	+3	+3
Poor		3%	-3	0	0	0
What best describes your current workload?						
Well above capacity - too much work		20%	0	-2	-1	-3
Slightly above capacity - lots of work to do		46%	+7 ↑	+6 ↑	+5 ↑	+6 ↑
At capacity - about the right amount of work to do		28%	-5 ↓	-3	-2	-1
Slightly below capacity - available for more work		5%	0	-1	0	-1
Well below capacity - not enough work		1%	-1	0	-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 regulatory agencies	Variance from medium sized agencies
How often do you find your work stressful?						
Always		3%	-2	-2	-1	-1
Often		21%	+5 	-4	-2	-2
Sometimes		54%	0	+4	+2	+3
Rarely		21%	-2	+2	+1	+1
Never		1%	-1	-1	-1	-1
To what extent is your work emotionally demanding?						
To a very large extent		4%	-4	-4	-3	-4
To a large extent		14%	+1	-7 	-5 	-6 
Somewhat		41%	+7 	+2	+2	+3
To a small extent		32%	0	+7 	+5 	+6 
To a very small extent		11%	-4	+1	0	0
I feel burned out by my work						
Strongly agree		5%	-4	-3	-2	-3
Agree		22%	+3	-1	0	0
Neither agree nor disagree		30%	+5 	-2	0	0
Disagree		37%	-1	+8 	+5 	+6 
Strongly disagree		6%	-3	-2	-3	-3

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 regulatory agencies	Variance from medium sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	84	84%	+9	+1	-6	-2
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		11%	0	-1	-2	0
Flexible hours of work		25%	+2	-1	-5	-3
Compressed work week		2%	0	-2	-5	-2
Job sharing		0%	0	0	0	-1
Working away from the office/working from home		81%	+5	+19	+3	+12
None of the above		11%	-6	-12	0	-8
Working away from the office						
None of the time		19%	-	-19	-3	-12
All of the time		5%	-	-1	-5	-3
Some of the time as a regular arrangement		68%	-	+22	+8	+19
Only on an irregular basis		7%	-	-2	0	-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 regulatory agencies	Variance from medium sized agencies
I am supported to use my expertise to provide frank and fearless advice	64	20	16	64%	-	-2	-3	-2
The people in my workgroup demonstrate stewardship	81	15	4	81%	-	+5 ↑	+1	+2
The culture in my agency supports people to act with integrity	81	14	5	81%	-	+4	+1	+3
I believe strongly in the purpose and objectives of the APS	87	11	2	87%	+1	0	-1	0
I feel a strong personal attachment to the APS	62	28	10	62%	+4	-2	-1	+1
My workgroup considers the people and businesses affected by what we do	90	8	2	90%	-	+5 ↑	+1	+3

Key



At least 5 percentage points greater than comparator



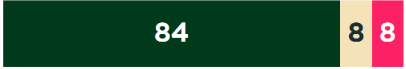



At least 5 percentage points less than comparator





Positive Neutral Negative



Job satisfaction

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
I am satisfied with the recognition I receive for doing a good job		72%	0	+3	0	+2
I am fairly remunerated (e.g. salary, superannuation) for the work that I do		60%	+6⬆	-3	-3	-4
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)		84%	+12⬆	+2	-2	+2
I am satisfied with the stability and security of my job		89%	+3	+4	+4	+7⬆

Clarity and autonomy

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
I understand how my role contributes to achieving an outcome for the Australian public		92%	+2	-1	-2	-2
I am clear what my duties and responsibilities are		78%	-4	-1	-1	0
I have a choice in deciding how I do my work		75%	+3	+10⬆	+3	+3
Where appropriate, I am able to take part in decisions that affect my job		75%	+2	+4	+1	+2

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 regulatory agencies	Variance from medium sized agencies
In the last month, please rate your workgroup's overall performance						
Excellent		32%	-5 ⬇️	+4	+2	+3
Very good		56%	+8 ⬆️	+1	+1	+1
Average		11%	-2	-4	-2	-3
Below average		1%	0	-1	0	-1
Well below average		0%	0	0	0	-1

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well		81%	-4	+3	+1	+1
My workgroup has the tools and resources we need to perform well		51%	-10 ⬇️	-8 ⬇️	-3	-5 ⬇️
The people in my workgroup use time and resources efficiently		78%	-1	+3	+2	+2
My job gives me opportunities to utilise my skills		81%	+1	+2	-1	-1
In the last 12 months, the formal learning I have accessed has improved my performance		52%	-	-5 ⬇️	-6 ⬇️	-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 regulatory agencies	Variance from medium 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		8%	-1	-1	0	0
I want to leave my position within the next 12 months		22%	0	0	0	0
I want to stay working in my position for the next one to two years		43%	-3	+5	+1	+2
I want to stay working in my position for at least the next three years		26%	+4	-4	-1	-2
What best describes your plans involved with leaving your current position?						
I am planning to retire		5%	-1	0	+1	+1
I am pursuing another position within my agency		31%	+12	-12	-4	+1
I am pursuing a position in another agency		31%	-11	+5	-1	-4
I am pursuing work outside the APS		12%	-1	+2	0	0
It is the end of my non-ongoing, casual or contracted employment		3%	0	0	-1	-2
Other		18%	+1	+5	+5	+4

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 regulatory agencies	Variance from medium sized agencies
What is the primary reason behind your desire to leave your current position? (5 highest responses):						
I wish to pursue a promotion opportunity		25%	-	-	-	-
I can receive a higher salary elsewhere		11%	-	-	-	-
There are a lack of future career opportunities in my agency		8%	-	-	-	-
I am not satisfied with the work		8%	-	-	-	-
I am looking to further my skills in another area		8%	-	-	-	-

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 regulatory agencies	Variance from medium 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		8%	-1	-2	+1	0
No		92%	+1	+2	-1	0
Did this discrimination occur in your current agency?						
Yes		95%	+8	+3	+2	+3
No		5%	-8	-3	-2	-3
Basis for the discrimination that you experienced (3 highest responses):						
Gender		36%	-	-	-	-
Race		31%	-	-	-	-
Age		26%	-	-	-	-

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 regulatory agencies	Variance from medium sized agencies
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes		7%	-1	-3	-2	-3
No		90%	+5	+6	+4	+6
Not sure		3%	-3	-3	-2	-3
Types of harassment or bullying experienced (3 highest responses):						
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		47%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		47%	-	-	-	-
Deliberate exclusion from work-related activities		30%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures		10%	-15	-26	-24	-27
It was reported by someone else		13%	+10	+6	+4	+5
I did not report the behaviour		77%	+5	+20	+20	+22

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 regulatory agencies	Variance from medium 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		1%	-1	-2	-2	-3
No	████████████████████	97%	+1	+6 ↑	+4	+5 ↑
Not sure		2%	0	-2	-1	-2
Would prefer not to answer		1%	0	-1	-1	-1

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures

The data for this question has been hidden for anonymity reasons.

It was reported by someone else

The data for this question has been hidden for anonymity reasons.

I did not report the behaviour

The data for this question has been hidden for anonymity reasons.

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	43%
Woman or female	52%
Non-binary	0%
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	1%
No	99%

Do you have an ongoing disability?	Responses
Yes	8%
No	92%

Do you have carer responsibilities?	Responses
Yes	44%
No	56%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	12%
No	88%

Do you identify as culturally and linguistically diverse?	Responses
Yes	23%
No	77%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	68%
Australian Aboriginal and/or Torres Strait Islander	1%
New Zealander (excluding Maori)	2%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	0%
Anglo-European	15%
North-West European (excluding Anglo-European)	2%
Southern and Eastern European	5%
South-East Asian	9%
North-East Asian	4%
Southern and Central Asian	3%
North American	1%
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	8%
No	76%
Maybe	8%
I am unsure what neurodivergent means	8%

Agency position



Agency position

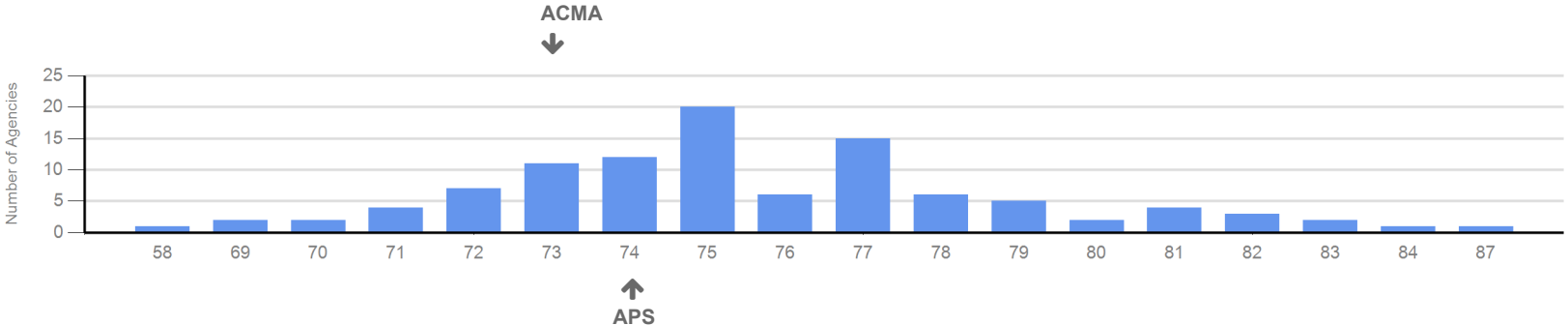
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the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

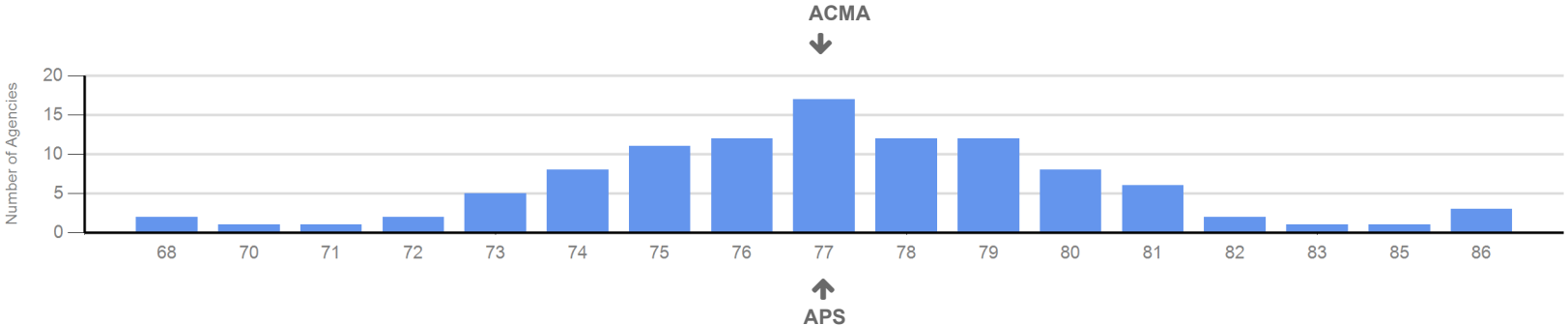
Employee Engagement Index

Ranking : 81st of 104



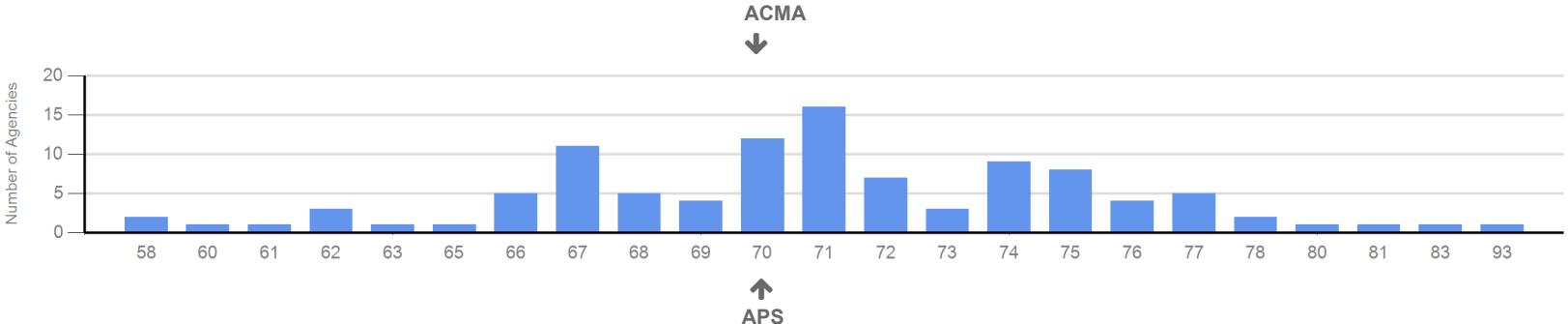
Leadership – Immediate Supervisor Index

Ranking : 62nd of 104



Leadership – SES Manager Index

Ranking : 59th of 104



Agency position



Agency position

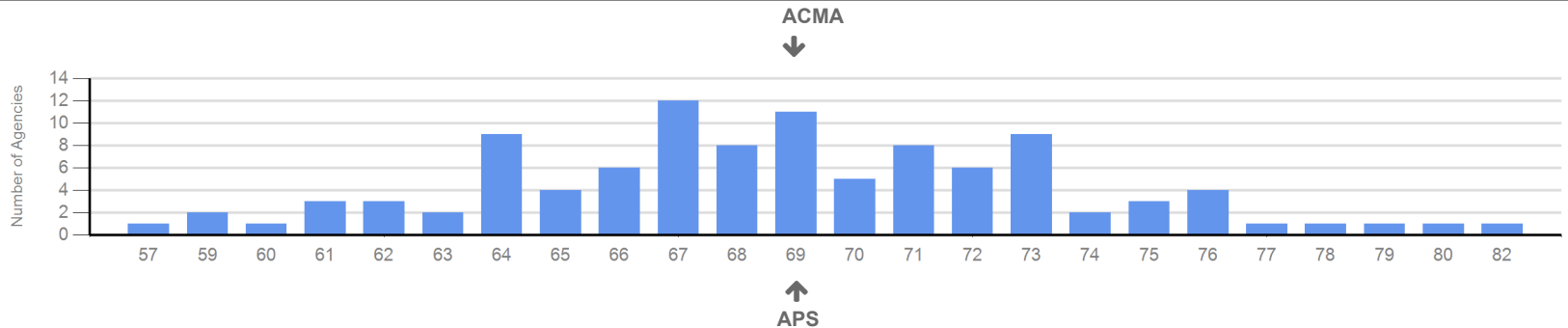
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Along the line (y-axis) are the index scores. The height of the bar (x-axis) is how many agencies have that index score.

Please note, the y-axis values are not consecutive as only index scores received by an agency are represented.

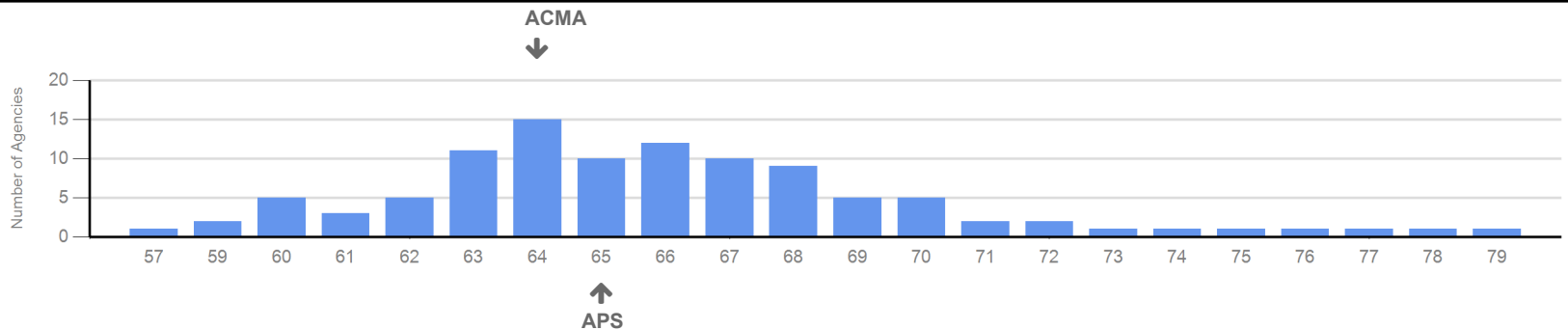
Communication Index

Ranking : 44th of 104



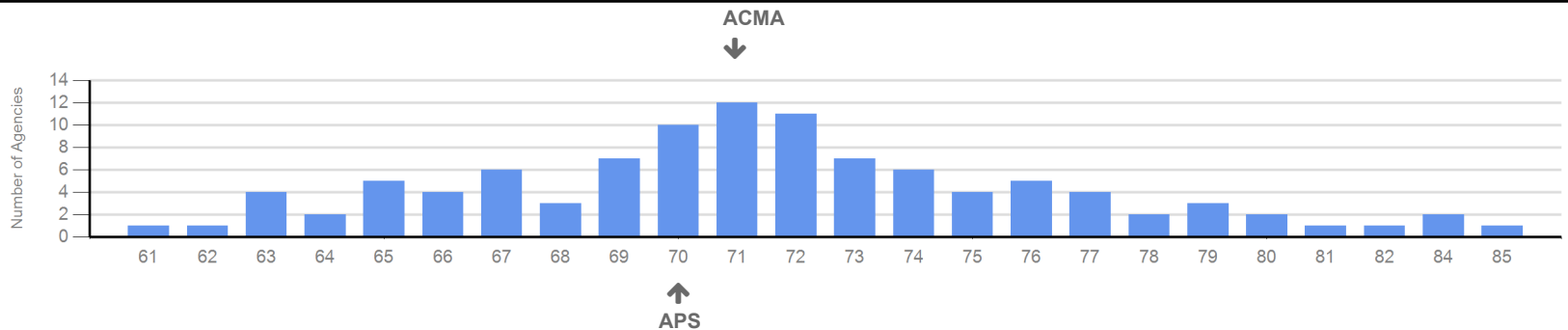
Enabling Innovation Index

Ranking : 70th of 104



Wellbeing Policies and Support Index

Ranking : 50th 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 regulatory agencies	Variance from medium sized agencies
.1 The culture in my agency supports people to act with integrity			81%	-	+4	+1	+3
.2 I am supported to use my expertise to provide frank and fearless advice			64%	-	-2	-3	-2
.3 My agency supports and actively promotes an inclusive workplace culture			73%	+2	-8	-9	-6
.4 Where appropriate, I am able to take part in decisions that affect my job			75%	+2	+4	+1	+2
.5 My agency inspires me to come up with new or better ways of doing things			47%	0	-3	-5	-4
.6 I think my agency cares about my health and wellbeing			67%	+4	+2	-4	-1

ACMA specific questions

	Response scale			% Positive	Variance from 2023
My workgroup has a documented forward workplan and we are held accountable for making progress towards the work plan	70	25		70%	-
I understand how my workgroup's work plan fits into the Corporate Plan and the divisional plan	74	21		74%	-
The ACMA's culture and values activities (for example, Facts and Snacks, Fireside Chats) support me in contributing to the delivery of the ACMA's objectives	50	38	12	50%	-3
The Authority provides line areas with a clear understanding of the ACMA's strategic direction	55	34	11	55%	-
There are strong and transparent feedback loops between the Authority and the line area where decisions are made or information is sought	43	39	17	43%	-
I have a clear understanding of how the ACMA's Authority Committee structure operates	63	22	15	63%	-

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.

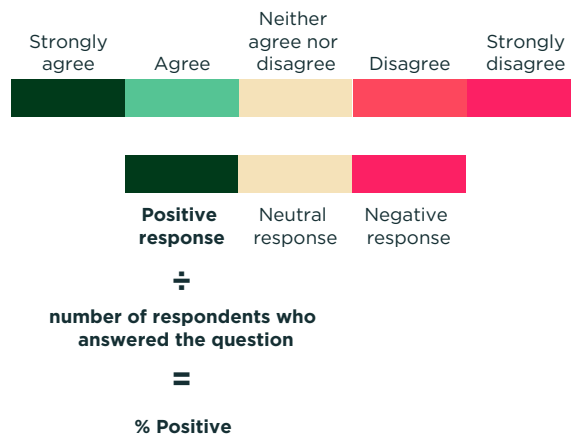
Prioritise 3 areas to take forward

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

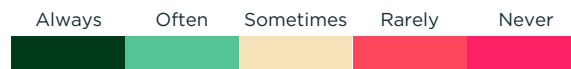
Guide to this report

% 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.

