



Thank you for your submission to the 2024 APS Agency Survey.

For your records you are encouraged to download a copy of your responses below. If required, the APSC team can export and send at a later date.

This is the only time you can download a copy – your responses will not be emailed to you.

Once you have finished you can close this window.

Below is a summary of your responses

[Download PDF](#)

INTRODUCTION

What is the purpose of this survey?

The Agency Survey is a census of all Australian Public Service (APS) agencies with at least 20 employees employed under the *Public Service Act 1999*.

The Australian Public Service Commissioner requires the completion of the agency survey to fulfil a range of duties specified in the *Public Service Act 1999*. These duties include, but are not limited to:

- Informing the annual State of the Service report; a statutory obligation to report to Parliament on the state of the APS each year (Section 44(2))
- Strengthening the professionalism of the APS and facilitating continuous improvement in workforce management of the APS (Section 41 (1a)), and
- Monitoring, reviewing and reporting on APS capabilities (Section 41 (1c)).

The information collected through the agency survey will also be used to inform workforce planning and people management strategies, and for other research and evaluation purposes as required.

Aggregated results from the 2024 APS Employee Census will also be used to complement the information gathered through this survey of agencies.

Who should complete the survey?

One person (such as the Agency Survey Coordinator) should take responsibility for coordinating input to the survey from the relevant areas of their agency that are responsible for the issues examined in the survey. Once an agency has completed the survey, the Agency Head (or delegate) needs to verify the completeness and accuracy of the survey. Following verification, the officer responsible for entering the responses is required to provide their own details and the details of the Agency Head or delegate. Note that once submitted, an email receipt will be sent to the Agency Head or delegate, as well as the nominated Agency Survey Coordinator.

How should the survey be completed?

Each agency's responses must be submitted online. The online survey can be accessed through the unique link that has been provided via email to each Agency Survey Coordinator. It is recommended that a coordinated approach to completing the survey is taken.

It is suggested that PDF or Word versions of the survey are used to assess what information needs to be gathered and collated before entering the responses into the online version of the survey. It may be helpful to complete the survey on a paper copy, and then enter responses into the online form once all sections have been gathered.

When an agency's responses have been approved by the Agency Head (or delegate), the Agency Survey Coordinator should submit the agency's responses using the button on the 'Certification' page at the end of the survey. The agency's responses will then be locked, and both the Agency Head (or delegate) and Agency Survey Coordinator will be informed by email that responses have been submitted.

What if an agency needs to clarify or qualify survey answers?

General comment boxes have been provided at the end of each section of the survey. The comment boxes can be used to provide comments, clarifications and/or qualifications on any of the questions in that section.

What confidentiality and security measures are in place?

The online survey responses are stored in a secure environment.

Agency results may be included in public reporting. While these results will usually be de-identified or aggregated, results for individual agencies may be released publicly. The responses of individual agencies may also be shared with other government agencies where there is a demonstrated need for and value in accessing individual agency responses for whole-of-government work.

Personal information is not collected in this survey.

What happens after an agency takes part in the survey?

The collated survey responses will be sent to the APSC to inform the annual State of the Service Report and other work within the Commission. Agency Survey coordinators may be contacted after completion of the survey for clarification of responses or to request evidence of any claims made (e.g. copies of workforce plans or diversity strategies).

Where requested to support whole-of-government work, the survey responses may be shared with other government agencies.

When is the survey due and how do agencies provide the certification information?

The survey must to be submitted online by COB 26 July 2024. Prior to this, Agency Survey Coordinators will need to ensure that their Agency Head (or delegate) has approved the content and completed the 'Certification' page at the end of the survey.

Who do I talk to for further information?

Any questions related to this survey, the survey process and/or general enquiries about the State of the Service Report, please contact the Australian Public Service Commission at APSSurveys@apsc.gov.au or on 1800 464 926.

A. DIVERSITY AND INCLUSION

1. During 2023-24, what strategies/action plans, employee or advocate networks and champions did your agency have in place or actively implement?

For small agencies, please include those developed by the portfolio or department, which your agency adheres to or participates in.

	Strategy / Action plan	Network	Champion	No strategies/action plans, employee or advocate networks or champions
a. Aboriginal and Torres Strait Islander	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
b. Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
c. Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
d. Carer's	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
e. LGBTIQ+	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
f. Culturally and Linguistically Diverse (CALD)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
g. Neurodiversity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
h. Mature age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
i. Mental health/Wellbeing	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
j. Other [Please specify]				
Diversity and Inclusion Strategy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

A. DIVERSITY AND INCLUSION

2. Using the following scale, please assess your agency's maturity with the implementation of the [Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy 2020–2024 \(CATSIWS\)](#)?

Please consider both the strategy's agency lead implementation deliverables (pg. 28/29) and priority actions under the 3 core focus areas of cultural integrity, career pathways and career development and advancement (pg. 21-23) in your response.

- ☒ **Entry Level** - Agency has not moved beyond trying to comprehend the strategy and specific actions that relate to it
- ☐ **Emerging** - Agency can demonstrate some compliance with strategy deliverable requirements, but has experienced implementation setbacks
- ☐ **Establishing** - Agency has a clear understanding of the value of the strategy, and has developed systems/policies/practices to meet strategy deliverables
- ☐ **Embedding** - Agency has challenged existing systems and improved systems/policies/practices to meet or exceed strategy deliverables
- ☐ **Educator** - Agency has met or exceeded strategy deliverables, is able to identify and share their lessons, engage with other agencies and provide them with guidance on strategy programs, activities and outcomes

3. Does your agency have a current Reconciliation Action Plan (RAP)?

- ☒ Yes
- ☐ No

A. DIVERSITY AND INCLUSION

4. Which of the following best describes your agency's ability to deliver on the APS's mental health and suicide prevention agenda in the next 12 months?

a. Implementation of APS Mental Health Capability Framework

The agency is not aware of the APS Mental Health Capability Framework



Unlikely to be able to progress this agenda Currently in consultation to onboard



Currently prioritising action to align corporate practice with framework



b. Implementation of Compassionate Foundations, APS Suicide Prevention eLearning suite

Agency is not aware of Compassionate Foundations eLearning Not currently promoted in agency



Promotion underway but not commenced Staff currently accessing e-learning



c. Implementation of 6R Relational Leadership self-reflection tool to strengthen leadership capability in your agency

The agency is not aware of 6R Relational Leadership tools Not currently promoted in agency



Promotion underway but not commenced Staff currently accessing Mental Health Capability Hub on APSLearn



A. DIVERSITY AND INCLUSION

5. Does your agency have existing mental health capability initiatives or programs?

☒ Yes

☐ No

6. Please describe your agency's existing mental health capability initiatives or programs.

EAP services including employee counselling, mental health initiatives including living well sessions on topics that have included managing mental health, stress related issues including burnout, health and wellbeing framework

A. DIVERSITY AND INCLUSION

7. Does your agency have existing Aboriginal and Torres Strait Islander/Culturally and Linguistically Diverse (CALD) cultural capability, cultural competency, cultural awareness and/or anti-racism initiatives or programs?

☒ Yes

☐ No

8. Please provide the name and a description of these initiatives or programs.

The agency encourages all staff to take part in cultural awareness activities, including all staff events and guest speakers. We actively promote the cultural learning modules in our LMS with the key suite of modules part of the SBS Inclusion Program.

9. Please describe the impact of these initiatives or programs within your agency.

Staff feedback indicates the training, events and guest speakers provide a valuable opportunity to broaden their knowledge and understanding of cultures and lived experiences.

A. DIVERSITY AND INCLUSION

Comment Box A - DIVERSITY AND INCLUSION

