



Understanding our workforce: Older workers in the Australian Public Service

December 2021

Research Note 32-21

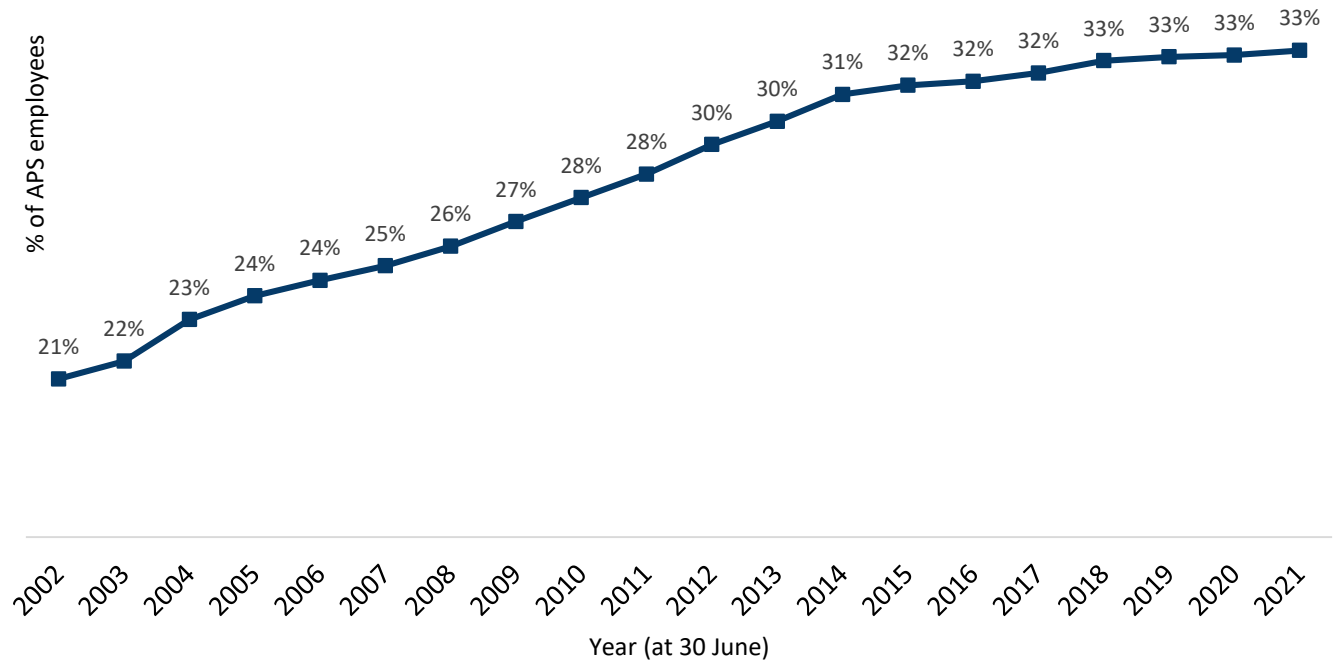


The proportion of APS employees aged 50 years or older has steadily increased since 2002

Employees aged 50 years or older comprise a third (33%) of the APS workforce.

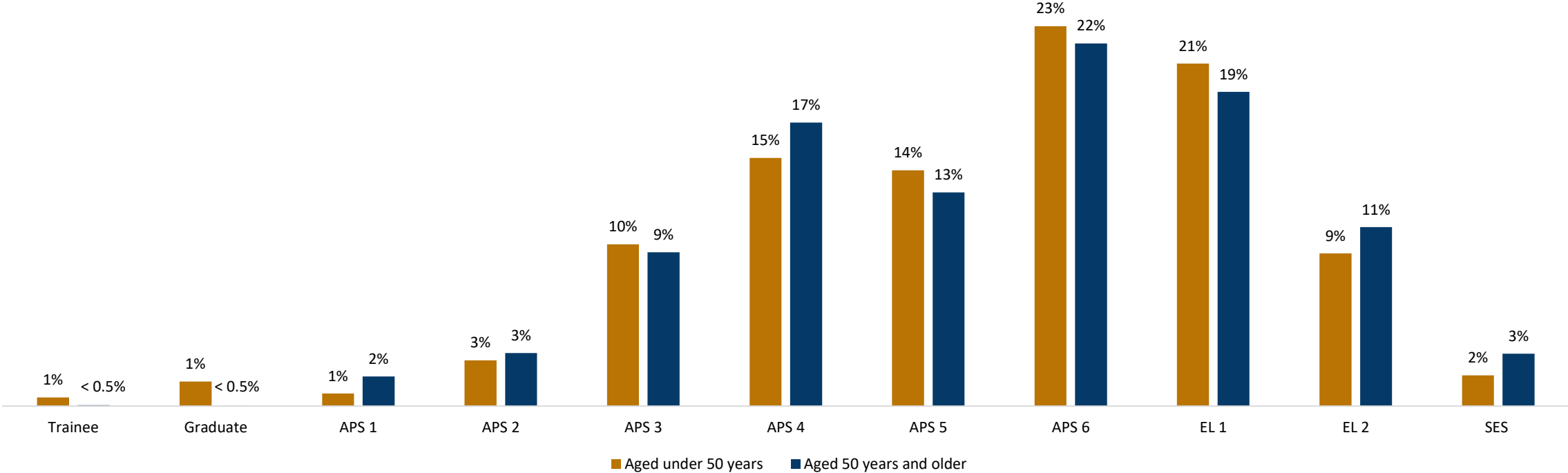
This proportion of older employees in the APS has increased from 21% in 2002.

Proportion of employees aged 50 years or older



Similar proportions of employees aged under 50 years and those aged 50 or over are employed at each classification level

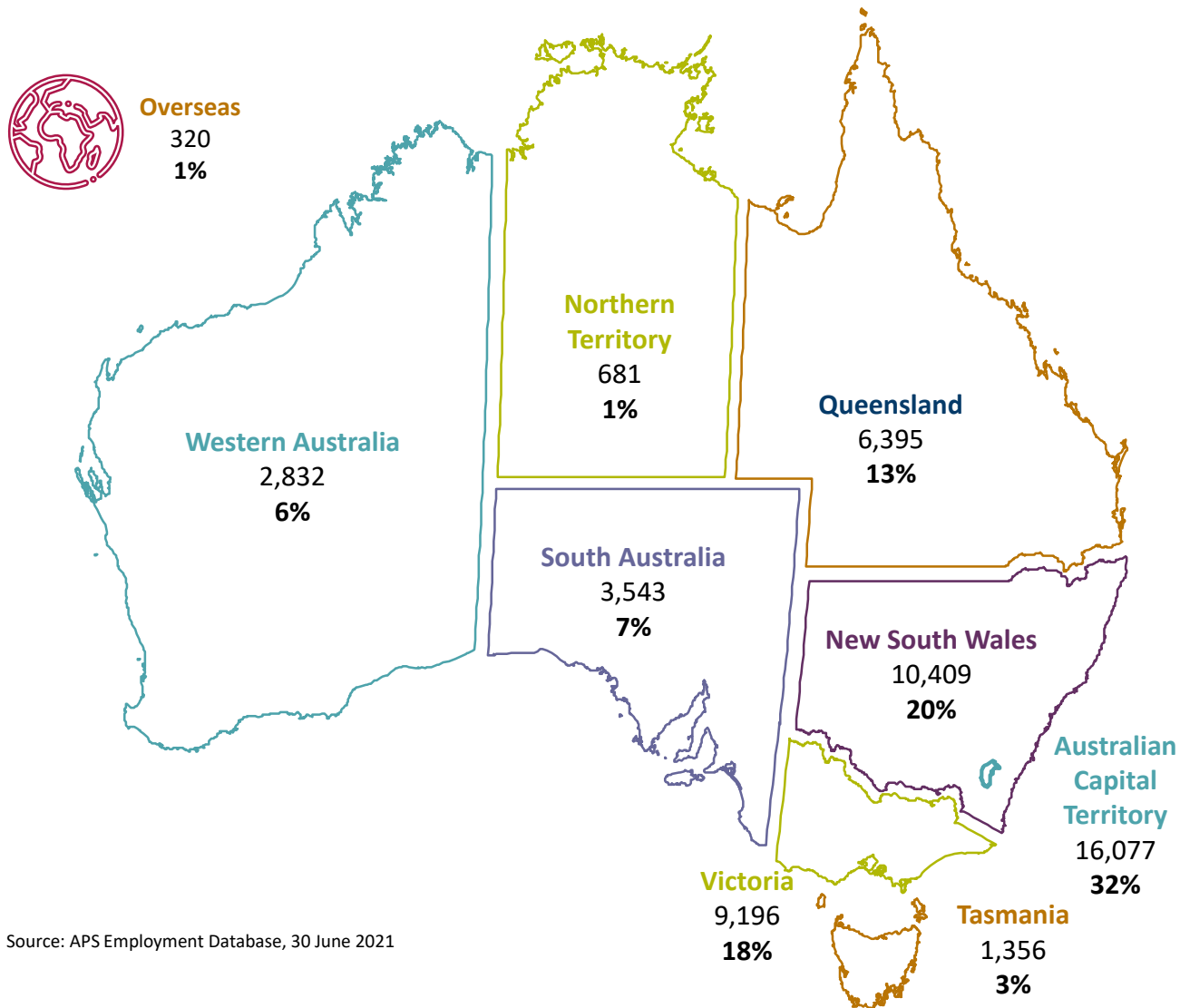
Proportion of employees aged under 50 years and 50 years and over by actual classification



A slightly larger proportion of older workers are employed in EL 2 and SES roles.

Source: APS Employment Database, 30 June 2021

Older workers are employed in various locations across Australia and overseas

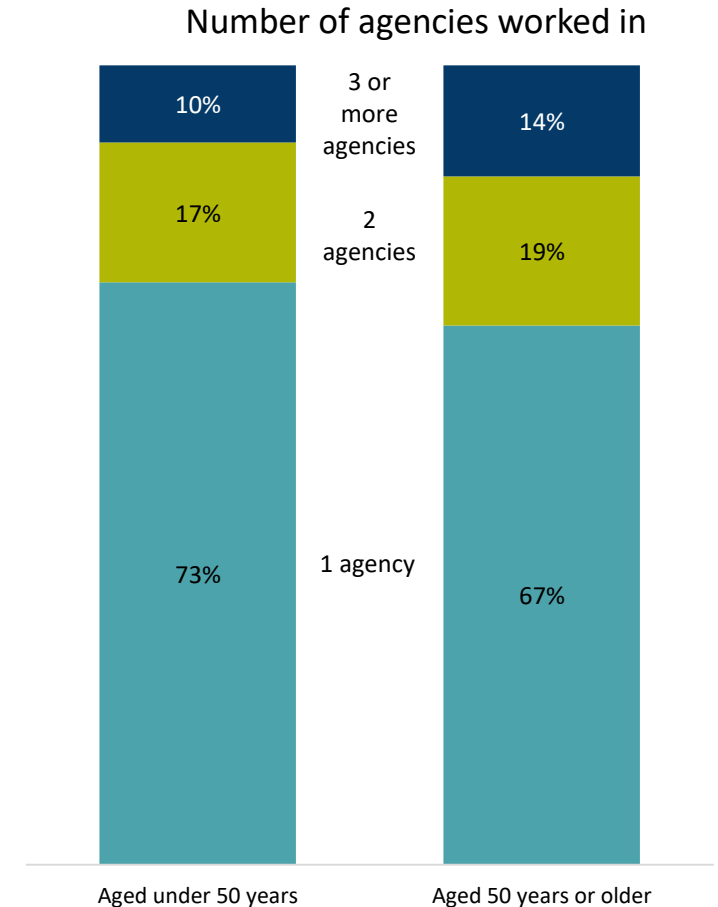
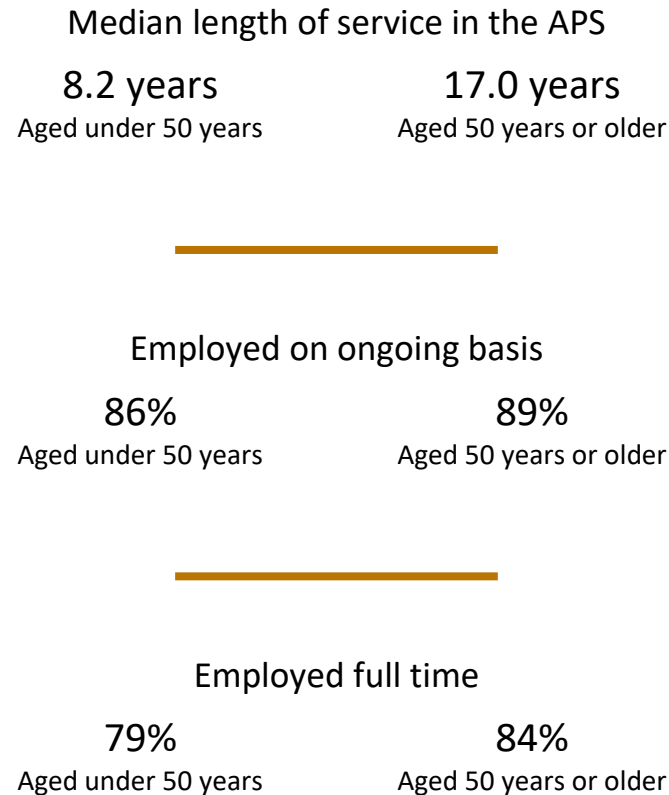
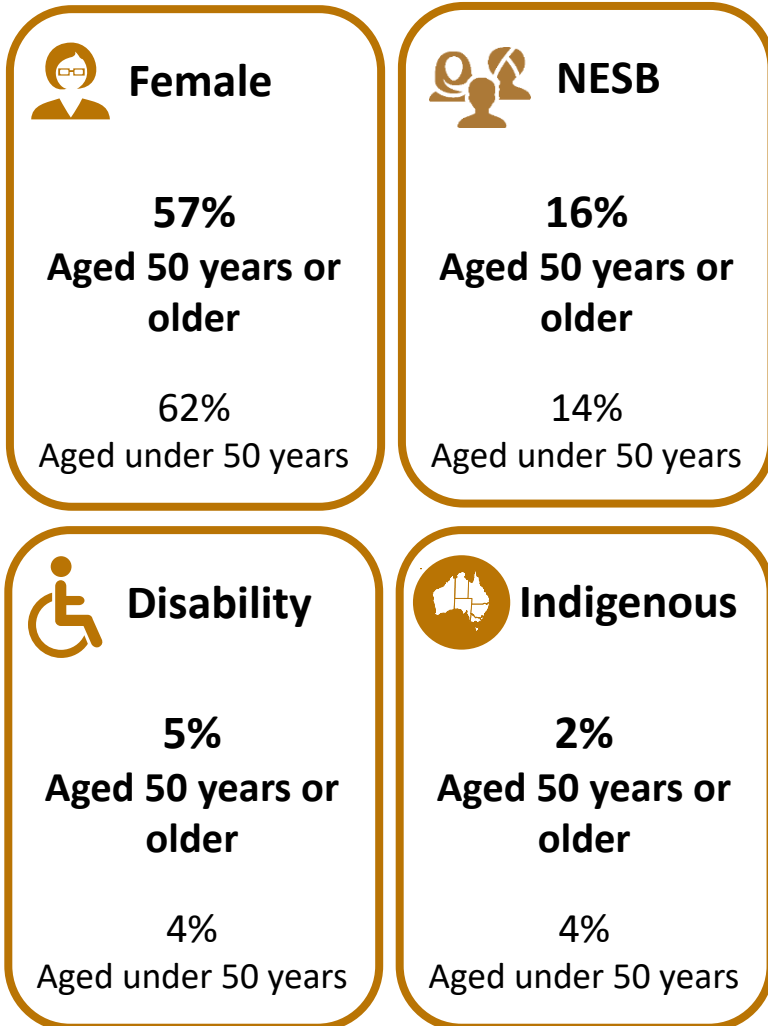


Source: APS Employment Database, 30 June 2021

A smaller proportion of older workers (32%) are located in the Australian Capital Territory than their younger counterparts (41%).

A slightly larger proportion of older workers are located in regional areas (16%) than those 49 years or younger (13%).

A larger proportion of older workers have worked in multiple agencies and were employed full time



Older workers in the APS reported high levels of employee engagement and perceived their wellbeing was supported

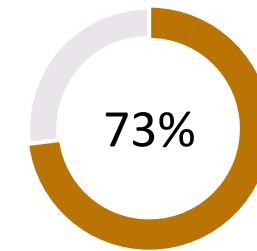
Employee Engagement Index scores reflect whether respondents feel emotionally connected and committed to their organisation.

The Employee Engagement Index score for the APS overall is 73%.

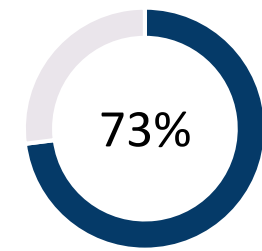
Wellbeing Index scores reflect whether respondents feel their health and wellbeing is supported.

The Wellbeing Index score for the APS overall is 68%.

Employee Engagement Index score

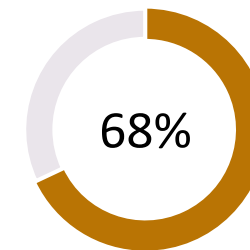


Aged under 50 years

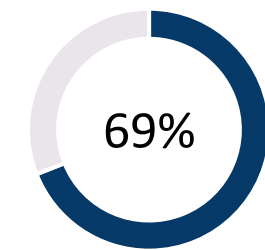


Aged 50 years or older

Wellbeing Index score



Aged under 50 years



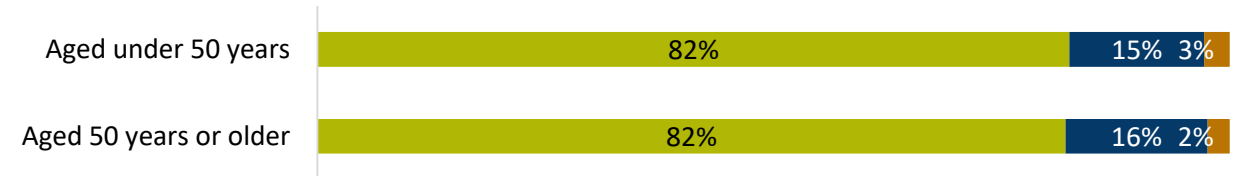
Aged 50 years or older

Older workers believe strongly in the APS and are a vital part of an adaptive workforce striving to achieve its objectives

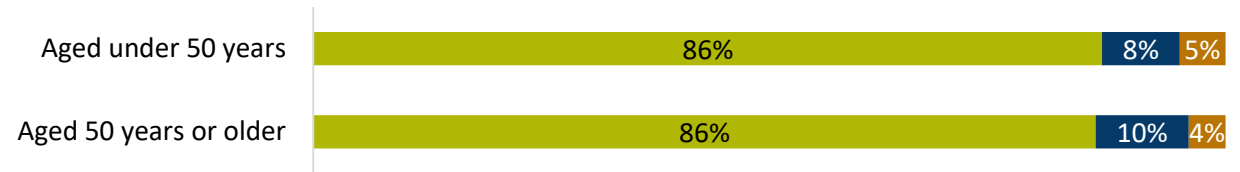
Similar to their younger colleagues, employees aged 50 years or older, show strong belief (82%) in the purpose and objectives of the APS.

They demonstrate this purpose through their flexibility to prioritise and adapt with colleagues to complete workgroup tasks, and their willingness to work beyond what is required by their job to help achieve their agency's objectives.

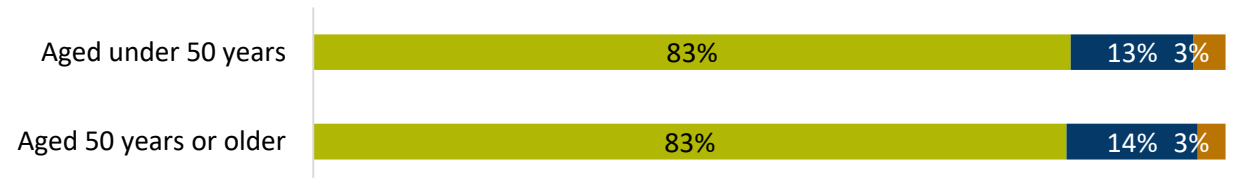
I believe strongly in the purpose and objectives of the APS



My workgroup can readily adapt to new priorities and tasks



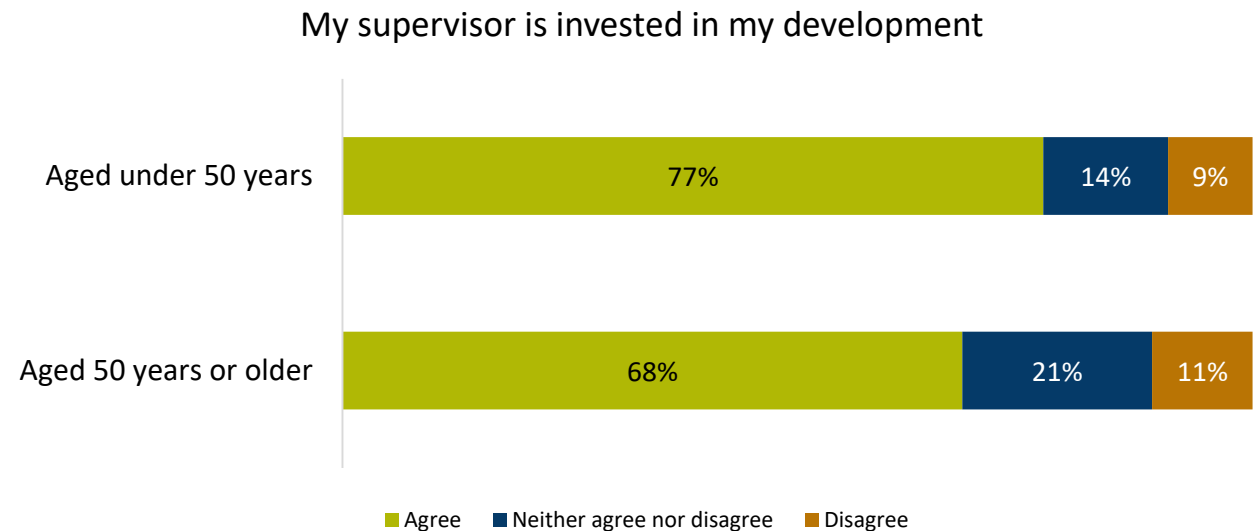
I work beyond what is required in my job to help my agency achieve its objectives



■ Agree ■ Neither agree nor disagree ■ Disagree

A smaller proportion of older workers thought their supervisor was invested in their development

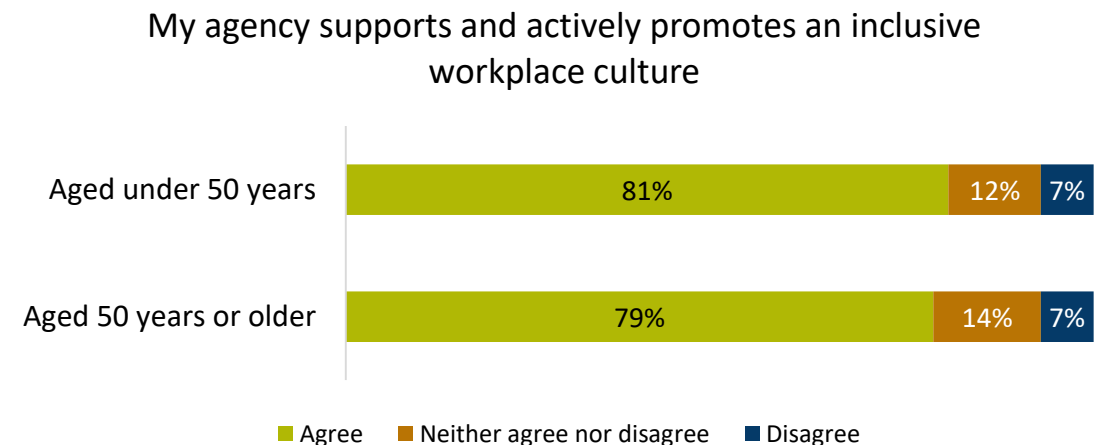
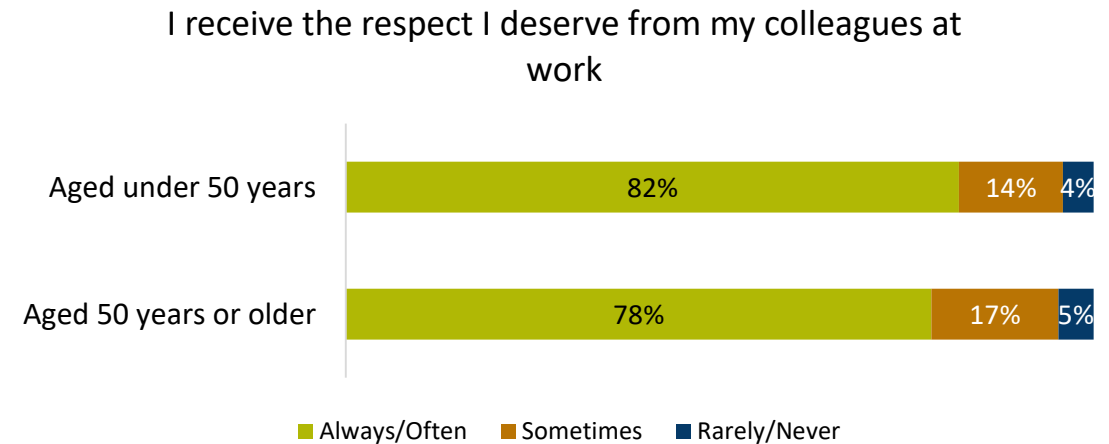
A key difference in perceptions was that older workers were less likely to report that their supervisor was invested in their development compared to those aged 49 years or younger.



The majority of older workers perceive respect and inclusion in their workplaces

Similar to younger respondents, a majority of those aged 50 years or older indicated they always or often received the respect they deserved from colleagues at work.

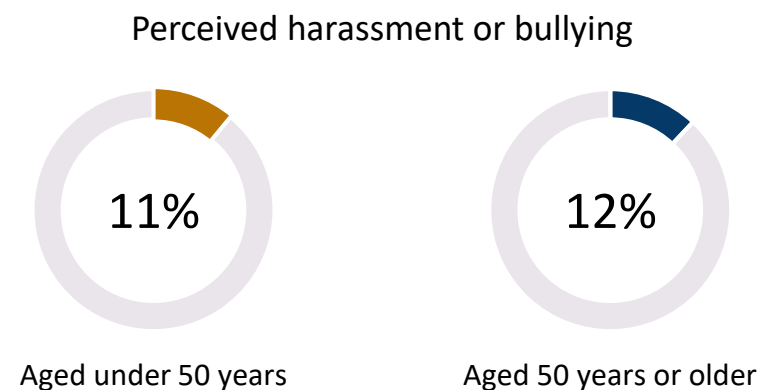
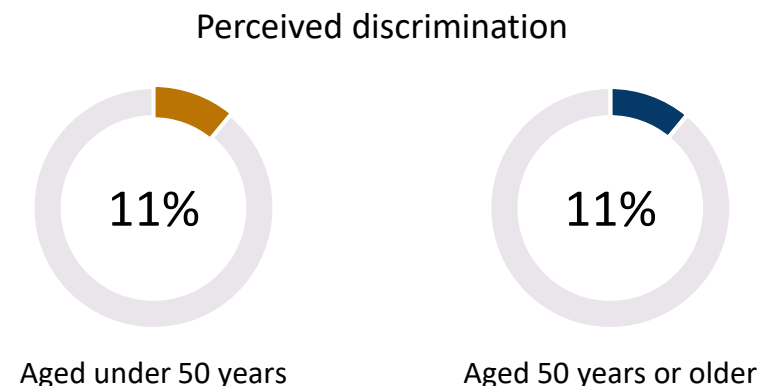
Similar proportions of those aged over and under 50 years of age agreed their agency supported and promoted an inclusive workplace culture.



Similar proportions of employees aged over and under 50 years of age had perceived discrimination and harassment or bullying

11% of employees aged 50 years or older perceived discrimination on the basis of their background or a personal characteristic in the course of their employment over the previous 12 months.

12% of employees aged 50 years or older perceived that they had been subjected to harassment or bullying in their current workplace during the previous 12 months.



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