

Australian Public Service

Employee Census 2022 9 May–10 June



Highlights Report APS Overall (excl. non-APS)



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RESPONSES:

120,662 of 145,051

RESPONSE RATE:

83%

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.



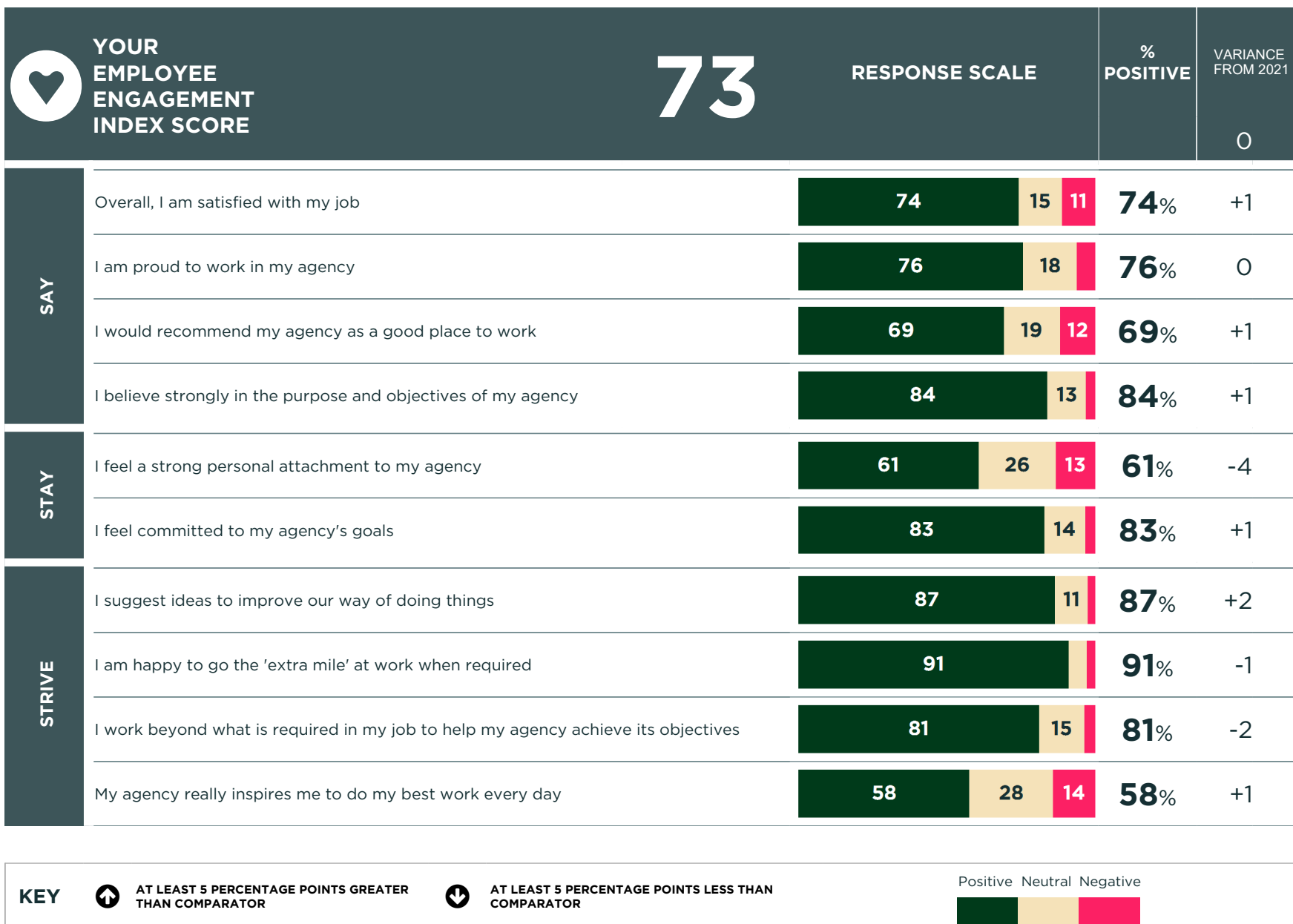
Generally a difference of ± 5 percentage points is worthy of attention, but the size of the group is important. Changes in small groups can be unreliable.

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.



LEADERSHIP - IMMEDIATE SUPERVISOR



IMMEDIATE SUPERVISOR

THE IMMEDIATE SUPERVISOR SCORE ASSESSES HOW EMPLOYEES VIEW THE LEADERSHIP BEHAVIOURS OF THEIR IMMEDIATE SUPERVISOR IN LINE WITH THE *APS LEADERSHIP CAPABILITY FRAMEWORK*.



YOUR IMMEDIATE SUPERVISOR INDEX SCORE

76

RESPONSE SCALE

% POSITIVE

VARIANCE FROM 2021

+1

Immediate Supervisor

My supervisor engages with staff on how to respond to future challenges

79

13 7

79%

0

My supervisor can deliver difficult advice whilst maintaining relationships

79

14

79%

0

My supervisor invites a range of views, including those different to their own

82

12

82%

+2

My supervisor encourages my team to regularly review and improve our work

81

13

81%

+1

My supervisor is invested in my development

76

16 9

76%

+3

My supervisor ensures that my workgroup delivers on what we are responsible for

87

9

87%

+1

Other similar questions

My supervisor provides me with helpful feedback to improve my performance

78

14 8

78%

+3

My supervisor actively ensures that everyone can be included in workplace activities

84

11

84%

-

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 SCORE 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		69			RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021
							+1
SES Manager	My SES manager clearly articulates the direction and priorities for our area	69	21	10	69%	+1	
	My SES manager presents convincing arguments and persuades others towards an outcome	62	29	9	62%	+1	
	My SES manager promotes cooperation within and between agencies	67	27		67%	+1	
	My SES manager encourages innovation and creativity	66	25	9	66%	+1	
	My SES manager creates an environment that enables us to deliver our best	64	24	12	64%	+2	
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	74	20		74%	0	
Other similar questions							
All SES	In my agency, the SES work as a team	54	32	14	54%	0	
	In my agency, the SES clearly articulate the direction and priorities for our agency	63	24	13	63%	+3	
	In my agency, communication between SES and other employees is effective	54	28	19	54%	+2	
<div>KEY</div> <div><div>⬆️</div>AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR</div> <div><div>⬇️</div>AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR</div> <div>Positive Neutral Negative</div> <div><div></div><div></div><div></div></div>							

COMMUNICATION AND CHANGE



COMMUNICATION

THE COMMUNICATION SCORE 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 2021
				0

Communication	My supervisor communicates effectively	81	11	8	81%	-1
	My SES manager communicates effectively	70	20	11	70%	0
	Internal communication within my agency is effective	58	23	19	58%	-1

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	69	16	15	69%	+3
	Staff are consulted about change at work	50	33	18	50%	+5 ↑
	Change is managed well in my agency	45	29	27	45%	+1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021
My job gives me opportunities to utilise my skills	79 12 9	79%	-5 ↓
I have a choice in deciding how I do my work	64 23 13	64%	+2
Where appropriate, I am able to take part in decisions that affect my job	70 16 14	70%	+2
I am clear what my duties and responsibilities are	80 16	80%	+2
I am satisfied with the recognition I receive for doing a good job	67 18 15	67%	+1
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	61 16 23	61%	-5 ↓
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	76 12 12	76%	0
I am satisfied with the stability and security of my job	81 10 10	81%	+2
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	78 11 11	78%	+3

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



WORKPLACE CONDITIONS

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021
I feel a strong personal attachment to the APS	62 27 11	62%	0
I understand how my role contributes to achieving an outcome for the Australian public	92	92%	+2
I believe strongly in the purpose and objectives of the APS	85 13	85%	+3

	RESPONSE SCALE	%	VARIANCE FROM 2021
--	----------------	---	--------------------

What best describes your current workload?

Well above capacity - too much work		23%	-1
Slightly above capacity - lots of work to do		41%	0
At capacity - about the right amount of work to do		29%	+1
Slightly below capacity - available for more work		6%	0
Well below capacity - not enough work		1%	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Positive Neutral Negative



INCLUSION AND FLEXIBLE WORKING

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021
My agency supports and actively promotes an inclusive workplace culture	79 14 8	79%	-1
My supervisor actively ensures that everyone can be included in workplace activities	84 11	84%	-
I receive the respect I deserve from my colleagues at work	82 14	82%	+1

	RESPONSE SCALE	%	VARIANCE FROM 2021
--	----------------	---	--------------------

Do you currently access any of the following flexible working arrangements? [Multiple Response]

Part time		14%	0
Flexible hours of work		26%	-2
Compressed work week		3%	0
Job sharing		0%	0
Working away from the office/working from home		55%	+9 ↑
None of the above		27%	-7 ↓

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 SCORE 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

65

RESPONSE SCALE

% POSITIVE

VARIANCE FROM 2021

-1

Enabling innovation

I believe that one of my responsibilities is to continually look for new ways to improve the way we work

82

13

82%

-5 ↓

My immediate supervisor encourages me to come up with new or better ways of doing things

73

19

8

73%

-1

People are recognised for coming up with new and innovative ways of working

60

28

13

60%

-2

My agency inspires me to come up with new or better ways of doing things

52

33

15

52%

+4

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

39

40

21

39%

+3

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 SCORE 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

68

RESPONSE SCALE

% POSITIVE

VARIANCE FROM 2021

0

Wellbeing policies and support

I am satisfied with the policies/practices in place to help me manage my health and wellbeing

64

23

13

64%

-3

My agency does a good job of communicating what it can offer me in terms of health and wellbeing

64

23

13

64%

-2

My agency does a good job of promoting health and wellbeing

64

23

13

64%

+1

I think my agency cares about my health and wellbeing

61

23

16

61%

+3

I believe my immediate supervisor cares about my health and wellbeing

86

9

86%

+2

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 2021
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How often do you find your work stressful?

Always		5%	-1
Often		26%	-2
Sometimes		50%	+2
Rarely		18%	+2
Never		2%	0

To what extent is your work emotionally demanding?

To a very large extent		7%	-1
To a large extent		21%	-2
Somewhat		39%	-1
To a small extent		24%	+2
To a very small extent		9%	+2

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR





AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR





WELLBEING

	RESPONSE SCALE	%	VARIANCE FROM 2021
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I feel burned out by my work

Strongly agree		8%	-1
Agree		24%	0
Neither agree nor disagree		32%	0
Disagree		29%	+1
Strongly disagree		7%	0

In general, would you say that your health is:

Excellent		10%	-2
Very good		34%	-1
Good		38%	+2
Fair		15%	+1
Poor		3%	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR






AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR






PERFORMANCE

	RESPONSE SCALE	%	VARIANCE FROM 2021
--	----------------	---	--------------------

In the last month, please rate your workgroup's overall performance

Excellent		28%	+1
Very good		55%	0
Average		15%	-1
Below average		2%	0
Well below average		1%	0

In the last month, please rate your agency's success in meeting its goals and objectives

Excellent		16%	+1
Very good		55%	-1
Average		24%	0
Below average		4%	0
Well below average		2%	0

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

PERFORMANCE

	RESPONSE SCALE	% POSITIVE	VARIANCE FROM 2021
My workgroup has the appropriate skills, capabilities and knowledge to perform well	80 12 8	80%	-1
My workgroup has the tools and resources we need to perform well	62 17 21	62%	-2
The people in my workgroup use time and resources efficiently	77 14 8	77%	0
My workgroup can readily adapt to new priorities and tasks	85 10	85%	-1
The people in my workgroup cooperate to get the job done	89 7	89%	+2

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 2021
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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		9%	-1
I want to leave my position within the next 12 months		23%	+1
I want to stay working in my position for the next one to two years		37%	+1
I want to stay working in my position for at least the next three years		30%	-2

What best describes your plans involved with leaving your current position?

I am planning to retire		6%	0
I am pursuing another position within my agency		40%	-1
I am pursuing a position in another agency		25%	0
I am pursuing work outside the APS		13%	+1
It is the end of my non-ongoing, casual or contracted employment		4%	0
Other		12%	0

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 2021
What is the primary reason behind your desire to leave your current position? (5 highest responses):			
I wish to pursue a promotion opportunity		17%	-
I am looking to further my skills in another area		12%	-
I want to try a different type of work or I'm seeking a career change		11%	-
Other		7%	-
I can receive a higher salary elsewhere		6%	-

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 2021

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		10%	-1
No		90%	+1

Did this discrimination occur in your current agency?

Yes		91%	-2
No		9%	+2

Basis for the discrimination that you experienced (3 highest responses):

Gender		29%	-
Age		25%	-
Caring responsibilities		21%	-

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 2021

During the last 12 months, have you been subjected to harassment or bullying in your current workplace?

Yes		10%	-2
No		85%	+3
Not sure		5%	-1

Types of harassment or bullying experienced (3 highest responses):

Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		42%	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		40%	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		31%	-

Did you report the harassment or bullying?

I reported the behaviour in accordance with my agency's policies and procedures		34%	0
It was reported by someone else		7%	0
I did not report the behaviour		59%	0

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 2021

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	<div></div>	3%	-1
No	<div></div>	91%	+2
Not sure	<div></div>	4%	-1
Would prefer not to answer	<div></div>	2%	0

Types of corrupt behaviours witnessed (3 highest responses):

Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit	<div></div>	63%	-
Nepotism-preferential treatment of family members, such as appointing them to positions without proper regard to merit	<div></div>	26%	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest	<div></div>	19%	-

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures	<div></div>	20%	0
It was reported by someone else	<div></div>	16%	+1
I did not report the behaviour	<div></div>	64%	-1

KEY










AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2021
How do you describe your gender?			
Man or male		37%	0
Woman or female		59%	+1
Non-binary		0%	0
I use a different term		0%	0
Prefer not to say		3%	0
Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?			
Yes		4%	0
No		96%	0
Do you have an ongoing disability?			
Yes		10%	+1
No		90%	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

DEMOGRAPHICS

	RESPONSE SCALE	%	VARIANCE FROM 2021
Do you have carer responsibilities?			
Yes	<div></div>	42%	+2
No	<div></div>	58%	-2
Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?			
Yes	<div></div>	8%	+1
No	<div></div>	92%	-1
In which country were you born?			
Australia	<div></div>	77%	+2
Other country	<div></div>	23%	-2
Do you speak a language other than English at home?			
No, English only	<div></div>	80%	+1
Yes, other	<div></div>	20%	-1

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

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") AND DIVIDING BY THE NUMBER OF RESPONDENTS WHO ANSWERED THE QUESTION.



$$\frac{\text{number of respondents who answered the question}}{\text{number of respondents who answered the question}} = \% \text{ POSITIVE}$$

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	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 ENGINE'S 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 WITH RESULTS FROM 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.