

APSbargaining

APS staff survey
January 2023

# Background

To inform the APS bargaining process, the Australian Public Service Commission (APSC) has been consulting with APS agencies and unions. More information on the APSC consultation to date is available on the APS bargaining website.

Through the provisions of a survey, the APSC sought views from APS employees about what they would like the APSC to consider in the proposed APS bargaining process.

The APS survey asked what employment conditions matter the most to the employee, and what conditions they thought should be standard across the APS.

Participants could select up to 5 options for question 1 and question 2. Given the complexity and significant fragmentation in common terms and conditions across the APS it was important to seek to prioritise what employees considered the most important for first round of APS bargaining.

The survey was optional and anonymous and was designed to take participants less than 5 minutes to complete.

The survey was open from Wednesday 25 January to Friday 3 February.

Over 49,000 responses to the survey were received, representing approximately 30 per cent of all APS employees.

# Key findings

Pay and pay scales, workplace flexibility and leave entitlements were the top three responses for both questions in the survey, however the ordering of responses differed:

* **Matters most:** Pay and pay scales (19%), workplace flexibility (17%) and leave entitlements (13%).
* **Conditions which should be standard:** Pay and pay scales (16%), leave entitlements (15%) and workplace flexibility (14%).

## Employment conditions that matter most

### Top 5 conditions

Survey participants were able to select up to five responses to this question providing additional insight into conditions which matter most beyond workplace flexibility, leave entitlements and pay and pay scales.

* **APS staff:** Flex time (10%), superannuation (8%) and career progression (8%).
* **Executive level staff:** Superannuation (11%), Christmas period shutdown (8%) and career progression (7%).

## By classification

Across all classifications, pay and pay scales and workplace flexibility were the conditions which mattered most to survey participants. APS1s reported hours for work as the third most important condition, whereas all other classifications indicated leave entitlements.

Beyond pay and pay scales, workplace flexibility and leave entitlements, the next employment conditions that matters most varied by classification:

* **APS1:** Hours of work (11%)
* **APS2 and APS3**: Career progression (9% and 10%)
* **APS4, APS5 and APS6**: Flex time and TOIL (9%, 10% and 11%)
* **EL1 and EL2**: Superannuation (10% and 11%)

Conditions which should be standard

### Top 5 conditions

Survey participants were able to select up to five responses to this question providing additional insight into conditions staff think should be standard beyond workplace flexibility, leave entitlements and pay and pay scales.

* **APS staff**: Superannuation (9%), flex time and TOIL (9%) and health and wellbeing (7%)
* **Executive level staff**: Superannuation (12%), flex time and TOIL (7%) and Christmas shut down period (7%)

## By classification

Across all classifications, pay and pay scales, workplace flexibility and leave entitlements were the conditions the highest proportion of survey participants thought should be standard. EL1 and EL2 staff indicated leave entitlements were the most important condition to standardise, whereas for APS level classifications it was pay and pay scales.

Beyond pay and pay scales, workplace flexibility and leave entitlements, the next most important employment condition varied by classification:

* **APS1:** Health and wellbeing (11%)
* **APS2:** Superannuation, health and wellbeing and career progression (all 9%)
* **APS3**: Career progression and health and wellbeing (both 9%)
* **APS4, APS5 and APS6:** Superannuation (9%, 9% and 10%) and flex time and TOIL (9%, 9% and 10%)
* **EL1 and EL2**: Superannuation (both 12%)