



**Australian Government**

**Australian Public Service Commission**

# 2025 APS Employee Census

5 May to 6 June 2025

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## INTRODUCTION

The 2025 APS Employee Census is an opportunity to provide your views on your experience of working in your agency and the broader APS.

Detailed information describing what is involved in participating in the Census can be found in the [Participant Information Sheet](#).

Before commencing the Census, please note:

- Participation in the Census is entirely voluntary; there is no obligation to take part. To submit your response you will need to complete four demographic questions (gender, age, state/territory, and current classification). You are then free to skip any other question you cannot or may not want to answer.
- Census results will be used by agencies and the Australian Public Service Commission (APSC) to inform planning, reform and other initiatives. Census results are presented on the APSC website and in the annual State of the Service Report. Findings make an important contribution to evaluating and improving the working conditions for you and your colleagues.
- The de-identified data that are released are outlined in the [Participant Information Sheet](#) and the [APSC Privacy Policy](#). No identifying information (e.g. email address) is made available and your full individual response will not be provided to anyone in your agency. There are strict filters in place so that when there are less than 10 responses (or 30 responses for free-text questions) from a unit, no data will show through any reporting products.

If you have any further questions, please contact your agency's [Census Coordinator](#).

## Instructions on how to complete this Census

1. Please read each question carefully.
2. A number of different response scales have been used throughout the Census. Where there is a scale in response to the question, please select the option that represents the answer you want to give. For example, if you think that the weather outside today has been good, you would select the circle 'good' as below.

	Very good	Good	Average	Poor	Very poor
How would you rate the weather outside today?	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Unless stipulated, please answer in relation to your current agency even if you have worked in more than one agency during the last 12 months.
4. If you cannot or do not want to answer a question, please leave it blank.
5. There are free-text questions throughout the Census where you can comment on specific topics. In responding to these questions, please do not provide personal information about yourself or any other person, for example by including names in your response. Comments provided in free-text fields will be provided to your agency verbatim (word for word, exactly as written).

## When is this Census due?

The Census closes **5:00 pm AEST Friday 6 June 2025**.

## A. ABOUT YOU

### 1. How do you describe your gender?

*Gender refers to current gender, which may be different to sex recorded at birth and may be different to what is indicated on legal documents.*

- ☐ 1 Man or male
- ☐ 2 Woman or female
- ☐ 3 Non-binary
- ☐ 4 I use a different term
- ☐ 5 Prefer not to say

### 2. How old were you at your last birthday?

- ☐ 1 Under 20 years
- ☐ 2 20 to 24 years
- ☐ 3 25 to 29 years
- ☐ 4 30 to 34 years
- ☐ 5 35 to 39 years
- ☐ 6 40 to 44 years
- ☐ 7 45 to 49 years
- ☐ 8 50 to 54 years
- ☐ 9 55 to 59 years
- ☐ 10 60 to 64 years
- ☐ 11 65 years or older
- ☐ 12 Prefer not to say

### 3. Where do you mostly work from?

- ☐ 1 Australian Capital Territory<sup>1</sup>
- ☐ 2 New South Wales<sup>2</sup>
- ☐ 3 Victoria
- ☐ 4 Queensland<sup>3</sup>
- ☐ 5 South Australia
- ☐ 6 Western Australia<sup>4</sup>
- ☐ 7 Tasmania
- ☐ 8 Northern Territory
- ☐ 9 Outside Australia

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<sup>1</sup> Jervis Bay Territory is included as part of the Australian Capital Territory.

<sup>2</sup> Lord Howe Island is included as part of New South Wales.

<sup>3</sup> Norfolk Island is included as part of Queensland.

<sup>4</sup> Christmas Island and Cocos (Keeling) Islands are included as part of Western Australia.

4. What is your current classification level?

*This is the classification level you are currently assigned, including temporary assignment and/or acting or higher duties. If you are unsure of how your classification translates to the APS standard classifications, please contact your agency Census Coordinator before completing the survey.*

- ☐ 1 Trainee/Apprentice
- ☐ 2 Graduate
- ☐ 3 Cadet
- ☐ 4 APS 1–2 (or equivalent)
- ☐ 5 APS 3–4 (or equivalent)
- ☐ 6 APS 5–6 (or equivalent)
- ☐ 7 Executive Level 1 (or equivalent)
- ☐ 8 Executive Level 2 (or equivalent)
- ☐ 9 Senior Executive Service Band 1 (or equivalent)
- ☐ 10 Senior Executive Service Band 2 or 3 (or equivalent)
- ☐ 11 Non-APS—outside Australia<sup>5</sup>
- ☐ 12 Non-APS—within Australia<sup>6</sup>

*Please note this survey is voluntary and you may skip any question you cannot or may not want to answer.*

5. What is your total length of service in the APS? **[Please include all periods of service in the APS]**

- ☐ 1 Less than 1 year
- ☐ 2 1 to less than 3 years
- ☐ 3 3 to less than 5 years
- ☐ 4 5 to less than 10 years
- ☐ 5 10 to less than 15 years
- ☐ 6 15 to less than 20 years
- ☐ 7 20 years or more

6. What is your total length of service in your current agency?

- ☐ 1 Less than 1 year
- ☐ 2 1 to less than 3 years
- ☐ 3 3 to less than 5 years
- ☐ 4 5 to less than 10 years
- ☐ 5 10 to less than 15 years
- ☐ 6 15 to less than 20 years
- ☐ 7 20 years or more

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<sup>5</sup> For the purpose of the survey, Non-APS—outside Australia includes locally-engaged staff, overseas engaged employees, O-based staff and other similar terms.

<sup>6</sup> For the purpose of the survey, Non-APS—within Australia includes labour hire, contractors, non-APS secondees and other similar terms.

7. What is your employment category?
- ☐ 1 Ongoing
  - ☐ 2 Non-ongoing
  - ☐ 3 Casual, intermittent or irregular
  - ☐ 4 Contractor (non-APS)
8. Are you employed on a full time basis?
- ☐ 1 Yes
  - ☐ 2 No
9. a. Do you currently access any of the following flexible work arrangements? **[Please select all that apply]**
- ☐ 1 Part time **[Please go to question 10]**
  - ☐ 2 Flexible hours of work **[Please go to question 10]**
  - ☐ 3 Compressed work week<sup>7</sup> **[Please go to question 10]**
  - ☐ 4 Job sharing **[Please go to question 10]**
  - ☐ 5 Working away from the office/working from home
  - ☐ 6 None of the above **[Please go to question 10]**
- b. During your usual working week, how often do you work away from the office/work from home?
- ☐ 1 All of the time
  - ☐ 2 Some of the time as a regular arrangement
  - ☐ 3 Only on an irregular basis
10. a. Do you identify as an Aboriginal and/or Torres Strait Islander person?
- ☐ 1 Yes
  - ☐ 2 No **[Please go to question 11]**
- b. Have you shared your identification as an Aboriginal and/or Torres Strait Islander person to your agency's human resources information system?
- ☐ 1 Yes **[Please go to question 11]**
  - ☐ 2 No
  - ☐ 3 Not sure **[Please go to question 11]**

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<sup>7</sup> Compressed work week refers to working the same hours over fewer total days.

- c. Have any of the following contributed to your decision not to share this information? **[Please select all that apply]**

- O 1 I have never been asked for this information
- O 2 I do not see any reason for or benefit in sharing this information with my agency
- O 3 My identity as an Aboriginal and/or Torres Strait Islander person is not relevant to my employment
- O 4 It is private information I do not wish to share
- O 5 I am concerned about being discriminated against
- O 6 I am unsure how to share this information
- O 7 Other reason

11. Do you identify as culturally or linguistically diverse?

- O 1 Yes
- O 2 No

12. How would you describe your cultural background?<sup>8</sup> **[Please select all that apply]**

*Your cultural background is the cultural/ethnic group(s) to which you feel you belong or identify. This background may be the same as your parents, grandparents, or your heritage, or it may be the country you were born in or have spent a great amount of time in, or feel more closely tied to.*

- O 1 Australian (excluding Australian Aboriginal and/or Torres Strait Islander)
- O 2 Australian Aboriginal and/or Torres Strait Islander
- O 3 New Zealander (excluding Maori)
- O 4 Maori, Melanesian, Papuan, Micronesian, and Polynesian
- O 5 Anglo-European
- O 6 North-West European (excluding Anglo-European)
- O 7 Southern and Eastern European
- O 8 South-East Asian
- O 9 North-East Asian
- O 10 Southern and Central Asian
- O 11 North American
- O 12 South and Central American and Caribbean Islander
- O 13 North African and Middle Eastern
- O 14 Sub-Saharan African

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<sup>8</sup> These categories align with the [Australian Standard Classification of Cultural and Ethnic Groups](#). If you are unsure as to how your cultural background falls within these categories, please consult the lists available within this [document](#). Note that not all cultural or ethnic groups may be explicitly identified.

13. a. Do you have an ongoing disability?<sup>9</sup>
- O 1 Yes
- O 2 No **[Please go to question 14]**
- b. Have you shared your ongoing disability to your agency's human resources information system?
- O 1 Yes **[Please go to question 14]**
- O 2 No
- O 3 Not sure **[Please go to question 14]**
- c. Have any of the following contributed to your decision to not share this information?  
**[Please select all that apply]**
- O 1 I have never been asked for this information
- O 2 I do not see any reason for or benefit in sharing this information with my agency
- O 3 My disability is not relevant to my employment
- O 4 I do not require any adjustments to be made to perform my role
- O 5 It is private information I do not wish to share
- O 6 I am concerned about being discriminated against
- O 7 I am unsure how to share this information
- O 8 Other reason
14. Do you consider yourself to be neurodivergent?
- O 1 Yes
- O 2 No
- O 3 Maybe
- O 4 I am unsure what neurodivergent means

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<sup>9</sup> For the purposes of this survey, a person has a disability if they report that they have a limitation, restriction or impairment which has lasted, or is likely to last, for at least 6 months and restricts everyday activities. This includes:

- loss of sight (not corrected by glasses or contact lenses)
- loss of hearing where communication is restricted or an aid is used
- speech difficulties
- difficulty learning or understanding things
- shortness of breath or breathing difficulties that restrict everyday activities
- blackouts, seizures or loss of consciousness
- chronic or recurrent pain or discomfort that restricts everyday activities
- incomplete use of arms or fingers
- difficulty gripping or holding things
- incomplete use of feet or legs
- restriction in physical activities or in doing physical work
- disfigurement or deformity
- nervous or emotional condition that restrict everyday activities
- mental illness or condition requiring help or supervision
- memory problems or periods of confusion that restrict everyday activities
- social or behavioural difficulties that restrict everyday activities
- head injury, stroke or other acquired brain injury with long-term effects that restrict everyday activities
- receiving treatment or medication for any other long-term conditions or ailments and still restricted in everyday activities
- any other long-term conditions resulting in a restriction in everyday activities.



15. Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?

- ☐ 1 Yes
- ☐ 2 No

16. a. Do you have carer responsibilities?

*For the purpose of this question, carer responsibilities are not limited to those in receipt of carer payments, and do include parental responsibilities.*

- ☐ 1 Yes
- ☐ 2 No **[Please go to question 17]**

b. For whom do you have carer responsibilities? **[Please select all that apply]**

- ☐ 1 Child(ren)—under 5 years
- ☐ 2 Child(ren)—5 to 16 years
- ☐ 3 Child(ren)—over 16 years
- ☐ 4 Parent(s)
- ☐ 5 Other relative(s) (not including parents or children)
- ☐ 6 Partner
- ☐ 7 Other

17. Which of the following best describes the type of work you do?

- ☐ 1 **Accounting and finance**  
(e.g. general accounting and finance, debt recovery, logistics, procurement and contract management)
- ☐ 2 **Administration**  
(e.g. administrative support, executive assistant, facilities management, operations management)
- ☐ 3 **Communications and marketing**  
(e.g. stakeholder management, public relations, web production, marketing, authoring/proofreading, community liaison, graphic design)
- ☐ 4 **Compliance and regulation**  
(e.g. compliance case management, border enforcement, regulations, inspection)
- ☐ 5 **Data and research**  
(e.g. data analyst, business analyst, survey development, research)
- ☐ 6 **Engineering and technical**  
(e.g. registration/IP rights examination, engineering, technician)
- ☐ 7 **Human resources**  
(e.g. learning and development, payroll, work health and safety, workforce planning, recruitment, fitness for duty/return to work case management, workplace/industrial relations)
- ☐ 8 **Information and communications technology and digital solutions**  
(e.g. development and programming, systems analysis, cyber security, service management, systems administration, testing, infrastructure, helpdesk/support, database administration, user researcher, interaction designer)
- ☐ 9 **Information and knowledge management**  
(e.g. data management, records management, curation, library support)

- O 10 **Intelligence**  
(e.g. intelligence analysis, security advice, cyber security, forensic investigation)
- O 11 **Legal and parliamentary**  
(e.g. legislation advisor, legal officer, lawyer, ministerial support, FOI/privacy)
- O 12 **Monitoring and audit**  
(e.g. fraud control/corruption prevention, risk analysis and management, quality assurance, auditor)
- O 13 **Policy**  
(e.g. strategic policy advice and development, international and stakeholder agreements and negotiation, governance, economist)
- O 14 **Portfolio, program and project management**  
(e.g. program/project management, program/project support, program reporting, change management, evaluation)
- O 15 **Science and health**  
(e.g. research scientist, social worker, occupational therapist, science/research management, meteorologist, scientific modeller, chemist, geoscientist, veterinarian, medical practitioner, psychologist, park ranger/manager)
- O 16 **Senior executive**  
(e.g. generalist management, chief executive officer, chief information officer, chief financial officer, general counsel, head of mission)
- O 17 **Service delivery**  
(e.g. contact centre, customer support, client manager, visa processing, complaints, program delivery, rostering manager)
- O 18 **Trades and labour**  
(e.g. driver, deck hand, tradesperson, plant operation, horticulturalist, security officer/guard)

## B. GENERAL IMPRESSIONS: Agency

18. Please rate your level of agreement with the following statements regarding **your agency**.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I feel a strong personal attachment to my agency	O	O	O	O	O
b. I am proud to work in my agency	O	O	O	O	O
c. I would recommend my agency as a good place to work	O	O	O	O	O
d. I believe strongly in the purpose and objectives of my agency	O	O	O	O	O
e. I feel committed to my agency's goals	O	O	O	O	O
f. My agency really inspires me to do my best work every day	O	O	O	O	O

## C. GENERAL IMPRESSIONS: Current Job

19. Please rate your level of agreement with the following statements regarding **your current job**.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I suggest ideas to improve our way of doing things	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I am happy to go the 'extra mile' at work when required	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Overall, I am satisfied with my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I work beyond what is required in my job to help my agency achieve its objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. My job gives me opportunities to utilise my skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I am satisfied with the recognition I receive for doing a good job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. I am fairly remunerated (e.g. salary, superannuation) for the work that I do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. I am satisfied with the stability and security of my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Where appropriate, I am able to take part in decisions that affect my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. I feel I have the same opportunities as anyone else of my ability or experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## D. GENERAL IMPRESSIONS: Immediate Workgroup

*This survey uses immediate workgroup, workgroup, and team interchangeably. Your immediate workgroup are the people you currently work with on a daily basis.*

20. Please rate your level of agreement with the following statements regarding **your immediate workgroup**.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. The people in my workgroup value others' individual skills and talents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. If you make a mistake in my workgroup, it tends to be held against you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The people in my workgroup are able to bring up problems and tough issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The people in my workgroup demonstrate stewardship <sup>10</sup>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The people in my workgroup use time and resources efficiently	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. My workgroup considers the people and businesses affected by what we do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. When changes occur, the impacts are communicated well within my workgroup	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. My workgroup has the appropriate skills, capabilities and knowledge to perform well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. My workgroup has the tools and resources we need to perform well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<sup>10</sup> The APS Value of stewardship: *The APS builds its capability and institutional knowledge, and supports the public interest now and into the future, by understanding the long-term impacts of what it does.*

[If a response of 4 'Disagree' or 5 'Strongly disagree' is provided at question 20j]

21. What tools and resources does your workgroup need to perform well? **[Please select all that apply]**

- ☐ 1 Information and communications technology (ICT)
- ☐ 2 Enabling functions (legal, HR, finance, etc.)
- ☐ 3 Additional employees
- ☐ 4 Technical expertise/capability
- ☐ 5 Processes/frameworks
- ☐ 6 Training/learning and development opportunities
- ☐ 7 Physical equipment (desk, computer, chair, machinery, phone, stationery)
- ☐ 8 Other (please specify)

## E. GENERAL IMPRESSIONS: Immediate Supervisor

22. Please rate your level of agreement with the following statements regarding **your immediate supervisor**.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. My supervisor communicates effectively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My supervisor engages with staff on how to respond to future challenges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My supervisor can deliver difficult advice whilst maintaining relationships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My supervisor encourages my team to regularly review and improve our work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. My supervisor is invested in my development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. My supervisor provides me with helpful feedback to improve my performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. My supervisor actively ensures that everyone can be included in workplace activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. My supervisor ensures that my workgroup delivers on what we are responsible for	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. My supervisor invites a range of views, including those different to their own	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. What is your immediate supervisor's current classification level?

*If they are acting at a higher level, please record this level.*

- ☐ 1 Trainee/Apprentice
- ☐ 2 Graduate
- ☐ 3 Cadet
- ☐ 4 APS 1–2 (or equivalent)
- ☐ 5 APS 3–4 (or equivalent)
- ☐ 6 APS 5–6 (or equivalent)
- ☐ 7 Executive Level 1 (or equivalent)
- ☐ 8 Executive Level 2 (or equivalent)
- ☐ 9 Senior Executive Service Band 1 (or equivalent)
- ☐ 10 Senior Executive Service Band 2 or 3 (or equivalent)
- ☐ 11 Agency Head

## F. GENERAL IMPRESSIONS: Senior Executive Service

*The following questions only relate to the leadership practices of **your immediate Senior Executive Service (SES) Line/Branch/Group manager or equivalent.***

24. Please rate your level of agreement with the following statements regarding **your SES manager**.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. My SES manager communicates effectively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My SES manager clearly articulates the direction and priorities for our area	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My SES manager promotes cooperation within and between agencies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. My SES manager encourages innovation and creativity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. My SES manager presents convincing arguments and persuades others towards an outcome	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. My SES manager creates an environment that enables us to deliver our best	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. My SES manager routinely promotes the use of data and evidence to deliver outcomes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. Considering **all** the Senior Executive Service (SES) in your agency, please rate your level of agreement with the following statements.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Do not know
a. In my agency, the SES work as a team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. In my agency, the SES clearly articulate the direction and priorities for our agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



## G. WORK ENVIRONMENT

26. Please rate your level of agreement with the following statements regarding aspects of **your work environment**.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I feel a strong personal attachment to the APS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Internal communication within my agency is effective	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I believe strongly in the purpose and objectives of the APS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My agency supports and actively promotes an inclusive workplace culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Change is managed well in my agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The culture in my agency supports people to act with integrity <sup>11</sup>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. I am supported to use my expertise to provide frank and fearless advice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. I understand how my role contributes to achieving an outcome for the Australian public	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27. What are your reasons for staying in the APS? **[Please select all that apply]**

- ☐ 1 Workplace relationships with colleagues
- ☐ 2 Inclusive work environment
- ☐ 3 Quality of leadership (e.g. supportive, clear communication)
- ☐ 4 Access to flexible work arrangements
- ☐ 5 Non-monetary employment conditions (e.g. leave, other benefits)
- ☐ 6 Remuneration (e.g. salary, superannuation)
- ☐ 7 Type/nature of work (e.g. interesting, challenging, specialised, autonomous)
- ☐ 8 Job security
- ☐ 9 Location of work
- ☐ 10 Lack of suitable alternative job prospects
- ☐ 11 Career progression opportunities
- ☐ 12 Professional development (e.g. learning new skills or developing current skills)
- ☐ 13 Belief in the purpose and objectives of the APS
- ☐ 14 Service to the Australian public
- ☐ 15 There are no reasons for staying
- ☐ 16 Not applicable
- ☐ 17 Other

<sup>11</sup> For the purposes of this survey, integrity is the pursuit of high standards of APS professionalism, which in turn means doing the right thing at the right time to deliver the best outcomes for Australia sought by the government of the day.

## H. INNOVATION

28. Please rate your level of agreement with the following statements.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I believe that one of my responsibilities is to continually look for new ways to improve the way we work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My immediate supervisor encourages me to come up with new or better ways of doing things	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. People are recognised for coming up with new and innovative ways of working	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My agency inspires me to come up with new or better ways of doing things	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. My agency recognises and supports the notion that failure is a part of innovation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## I. WELLBEING

29. Based on your experience in **your current job**, please respond to the following statements.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I am satisfied with the policies/practices in place to help me manage my health and wellbeing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My agency does a good job of communicating what it can offer me in terms of health and wellbeing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My agency does a good job of promoting health and wellbeing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I think my agency cares about my health and wellbeing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I believe my immediate supervisor cares about my health and wellbeing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. Based on your experience in **your current job**, please respond to the following statements.

	Always	Often	Sometimes	Rarely	Never
a. I have unrealistic time pressures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I have a choice in deciding how I do my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My immediate supervisor encourages me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I receive the respect I deserve from my colleagues at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I am clear what my duties and responsibilities are	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Relationships at work are strained	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Staff are consulted about change at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. I am expected to do too many different tasks in too little time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*For the following questions, please reflect on your current situation.*

31. In general, would you say that your health is:

- ☐ 1 Excellent
- ☐ 2 Very good
- ☐ 3 Good
- ☐ 4 Fair
- ☐ 5 Poor

32. To what extent is your work emotionally demanding?

- ☐ 1 To a very large extent
- ☐ 2 To a large extent
- ☐ 3 Somewhat
- ☐ 4 To a small extent
- ☐ 5 To a very small extent

33. How often do you find your work stressful?

- ☐ 1 Always
- ☐ 2 Often
- ☐ 3 Sometimes
- ☐ 4 Rarely
- ☐ 5 Never

34. I feel burned out by my work.

- ☐ 1 Strongly agree
- ☐ 2 Agree
- ☐ 3 Neither agree nor disagree
- ☐ 4 Disagree
- ☐ 5 Strongly disagree

If you are experiencing distress at work or at home, you are encouraged to contact your agency's Employee Assistance Program, or access crisis support from services such as:

- Lifeline: Ph. 13 11 14; <https://www.lifeline.org.au/>
- Beyond Blue: Ph. 1300 224 636; <https://www.beyondblue.org.au/>
- Mensline: Ph. 1300 789 978; <https://mensline.org.au/>
- QLife: Ph. 1800 184 527; <https://qlife.org.au/>
- 1800 RESPECT: Ph. 1800 737 732 <https://1800respect.org.au/>
- Suicide Call Back Service: Ph. 1300 659 467; <https://www.suicidecallbackservice.org.au/>
- Australian Government Health Direct: <https://healthdirect.gov.au/mental-health-helplines>
- 13YARN: Ph. 13 92 76; <https://www.13yarn.org.au>

## J. WAYS OF WORKING

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

- O 1 Excellent
- O 2 Very good
- O 3 Average
- O 4 Below average
- O 5 Well below average

36. What best describes your current workload?

- O 1 Well above capacity – too much work
- O 2 Slightly above capacity – lots of work to do
- O 3 At capacity – about the right amount of work to do
- O 4 Slightly below capacity – available for more work
- O 5 Well below capacity – not enough work

37. Please indicate the extent to which the following act as a barrier to you performing at your best.

	Not at all	Very little	Somewhat	To a great extent	To a very great extent
a. Lack of clarity around my role and responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Lack of clarity around priorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Too many competing priorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Administrative processes within my agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The technology within my agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The internal communication within my agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The lack of inclusiveness in my workgroup	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Multiple layers of decision making within my agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Authority for decision making is at a higher level than required	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. The appetite for risk within my agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Resistance to experimentation with new ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Flexible work practices are not supported	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Limited instances of working as one APS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. The lack of access to learning and development opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

38. Moving forward, what is the most important positive initiative you would like to see in your working environment? **[Please select one option only]**

- ☐ 1 Increased clarity around my role and responsibilities
- ☐ 2 Increased clarity around priorities
- ☐ 3 Fewer competing priorities
- ☐ 4 Streamlined administrative processes within my agency
- ☐ 5 Improved technology and a more digital environment
- ☐ 6 Improved internal communication
- ☐ 7 Improved inclusiveness in my workgroup
- ☐ 8 Fewer layers of decision making
- ☐ 9 Decision making authority is at appropriate level
- ☐ 10 Reasonable tolerance for risk
- ☐ 11 Increased experimentation with new ideas
- ☐ 12 Increased flexibility in work practices
- ☐ 13 Increased instances of working as one APS
- ☐ 14 Greater access to learning and development opportunities
- ☐ 15 Other

## K. DEVELOPING CAPABILITY

39. Are there currently skills or capability gaps within your immediate workgroup?

- ☐ 1 Yes
- ☐ 2 No **[Please go to question 41]**
- ☐ 3 Not sure **[Please go to question 41]**

40. What skills or capabilities are missing within your immediate workgroup? **[Please select all that apply]**

- ☐ 1 Administration (including record-keeping)
- ☐ 2 Collaboration and stakeholder engagement
- ☐ 3 Commercial awareness and business acumen
- ☐ 4 Creativity and innovation
- ☐ 5 Change management
- ☐ 6 Data
- ☐ 7 Evaluation
- ☐ 8 Financial (including budget management)
- ☐ 9 Governance (including legal)
- ☐ 10 Information and communications technology (ICT) or digital
- ☐ 11 Leadership
- ☐ 12 Oral communication
- ☐ 13 People management
- ☐ 14 Procurement and contract management
- ☐ 15 Project and program management
- ☐ 16 Risk management
- ☐ 17 Policy or strategic policy
- ☐ 18 Written communication
- ☐ 19 Other<sup>12</sup> (please specify)

41. **During the last 12 months**, the formal learning I have accessed has improved my performance.

- ☐ 1 Strongly agree
- ☐ 2 Agree
- ☐ 3 Neither agree nor disagree
- ☐ 4 Disagree
- ☐ 5 Strongly disagree
- ☐ 6 Not applicable

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<sup>12</sup> Please do not provide names, addresses, phone numbers or other identifying details about yourself or any other person.

42. To what extent do you agree that your recent performance and development discussions with your supervisor helped improve your performance?

- ☐ 1 Strongly agree
- ☐ 2 Agree
- ☐ 3 Neither agree nor disagree
- ☐ 4 Disagree
- ☐ 5 Strongly disagree
- ☐ 6 Not applicable



## L. RETENTION

43. Which of the following statements best reflects your thoughts about working in your current position? **[Please select one option only]**

- O 1 I want to leave my position as soon as possible
- O 2 I want to leave my position within the next 12 months
- O 3 I want to stay working in my position for the next one to two years **[Please go to question 46]**
- O 4 I want to stay working in my position for at least the next three years **[Please go to question 46]**

44. What best describes your plans involved with leaving your current position? **[Please select one option only]**

- O 1 I am planning to retire **[Please go to question 46]**
- O 2 I am pursuing another position within my agency
- O 3 I am pursuing a position in another agency
- O 4 I am pursuing work outside the APS
- O 5 It is the end of my non-ongoing, casual or contracted employment **[Please go to question 46]**
- O 6 Other **[Please go to question 46]**

45. What is the primary reason behind your desire to leave your current position?

- O 1 There are a lack of future career opportunities in my agency
- O 2 I want to try a different type of work or I'm seeking a career change
- O 3 I am not satisfied with the work
- O 4 I am looking to further my skills in another area
- O 5 My expectations for work in my current position have not been met
- O 6 I have achieved all I can in my current position
- O 7 I am not able to access the flexible working arrangements that I require
- O 8 I am expected to do more work than I reasonably can
- O 9 I do not have a sense of belonging to my workgroup or agency
- O 10 Senior leadership is of a poor quality
- O 11 My immediate supervisor's leadership is of a poor quality
- O 12 I can receive a higher salary elsewhere
- O 13 My current workgroup or agency lacks respect for employees
- O 14 I want to live elsewhere within Australia or overseas
- O 15 I have experienced unacceptable behaviours (such as bullying or harassment)
- O 16 I don't think my work performance is fairly assessed in comparison to others
- O 17 I wish to pursue a promotion opportunity
- O 18 Other

## M. APS CODE OF CONDUCT

*For the purposes of this survey the following definition has been used:*

**Discrimination** happens when a person, or a group of people, is treated less favourably than another person or group because of their background or certain personal characteristics. It is also discrimination when an unreasonable rule or policy applies to everyone but has the effect of disadvantaging some people because of a personal characteristic they share.

Please note this survey is voluntary and you may skip any question you cannot or may not want to answer.

46. **During the last 12 months**, and in connection with your work, have you experienced discrimination on the basis of your background or a personal characteristic (e.g. gender, race, disability, caring responsibilities, age, sexual orientation, identification as an Aboriginal and/or Torres Strait Islander person, or religion)?
- ☐ 1 Yes
  - ☐ 2 No **[Please go to question 52]**
47. Did this discrimination occur in your current agency?
- ☐ 1 Yes
  - ☐ 2 No
48. What was the basis of the discrimination that you experienced? **[Please select all that apply]**
- ☐ 1 Gender
  - ☐ 2 Race
  - ☐ 3 Disability
  - ☐ 4 Caring responsibilities
  - ☐ 5 Age
  - ☐ 6 LGBTIQ+
  - ☐ 7 Identification as an Aboriginal and/or Torres Strait Islander person
  - ☐ 8 Religion
  - ☐ 9 Other
49. The discrimination came from: **[Please select all that apply]**
- ☐ 1 Within my agency
  - ☐ 2 Another agency
  - ☐ 3 A customer, stakeholder or member of the public
  - ☐ 4 Other (please specify)<sup>13</sup>

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<sup>13</sup> Please do not provide names, addresses, phone numbers or other identifying details about yourself or any other person.

50. Did you report the discrimination?

- O 1 I reported the discrimination in accordance with my agency's policies and procedures **[Please go to question 52]**
- O 2 It was reported by someone else **[Please go to question 52]**
- O 3 I did not report the discrimination

51. Please explain why you chose not to report the discrimination? **[Please select all that apply]**

- O 1 I did not want to upset relationships in the workplace
- O 2 I did not have enough evidence
- O 3 It could affect my career
- O 4 I was concerned about adverse consequences beyond the effect on my career
- O 5 I did not think action would be taken
- O 6 The matter was resolved informally
- O 7 I did not think the discrimination was serious enough
- O 8 Managers accepted the behaviour
- O 9 I did not think it was worth the hassle of going through the reporting process
- O 10 I feared possible retaliation or reprisals
- O 11 I did not know how to report it
- O 12 Other (please specify)<sup>14</sup>

If you are experiencing distress at work or at home, you are encouraged to contact your agency's Employee Assistance Program, or access crisis support from services such as:

- Lifeline: Ph. 13 11 14; <https://www.lifeline.org.au/>
- Beyond Blue: Ph. 1300 224 636; <https://www.beyondblue.org.au/>
- Mensline: Ph. 1300 789 978; <https://mensline.org.au/>
- QLife: Ph. 1800 184 527; <https://qlife.org.au/>
- 1800 RESPECT: Ph. 1800 737 732 <https://1800respect.org.au/>
- Suicide Call Back Service: Ph. 1300 659 467; <https://www.suicidecallbackservice.org.au/>
- Australian Government Health Direct: <https://healthdirect.gov.au/mental-health-helplines>
- 13YARN: Ph. 13 92 76; <https://www.13yarn.org.au>

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<sup>14</sup> Please do not provide names, addresses, phone numbers or other identifying details about yourself or any other person.

*For the purposes of this survey, the following definitions have been used:*

**Bullying:** *A worker is bullied at work if, while at work, an individual or group of individuals repeatedly behaves unreasonably towards the worker, or group of workers of which the worker is a member, and that behaviour creates a risk to health and safety. To avoid doubt, this does not apply to reasonable management action carried out in a reasonable way.*

**Harassment:** *Workplace harassment entails offensive, belittling or threatening behaviour directed at an individual or group. The behaviour is unwelcome, unsolicited, usually unreciprocated and usually, but not always, repeated. Reasonable management action carried out in a reasonable way is not workplace harassment.*

*Bullying and harassment can involve:*

- *Physical behaviour*
- *Cyberbullying (e.g. harassment via IT, or the spreading of gossip/materials intended to defame or humiliate)*
- *Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)*
- *'Initiations' or pranks*
- *Interference with your personal property or work equipment*
- *Interference with work tasks (e.g. withholding needed information, undermining or sabotage)*
- *Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)*
- *Deliberate exclusion from work-related activities*

*Harassment also **includes sexual harassment** and can involve:*

- *Unwelcome touching, hugging or kissing*
- *Staring or leering*
- *Suggestive comments or jokes*
- *Sexually explicit pictures, screen savers or posters*
- *Unwanted invitations to go out on dates or requests for sex*
- *Intrusive questions about an employee's private life or body*
- *Unnecessary familiarity*
- *Insults or taunts based on your sex*
- *Sexually explicit emails or SMS messages*
- *Accessing sexually explicit internet sites*
- *Behaviour which would also be an offence under the criminal law, such as physical assault, indecent exposure, sexual assault, stalking or obscene communications.*

*Further information about sexual harassment can be found on the **Australian Human Rights Commission** website.*

*Please note this survey is voluntary and you may skip any question you cannot or may not want to answer.*

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

- ☐ 1 Yes
- ☐ 2 No **[Please go to question 57]**
- ☐ 3 Not sure **[Please go to question 57]**

53. What type of bullying or harassment did you experience? **[Please select all that apply]**

- ☐ 1 Physical behaviour
- ☐ 2 Cyberbullying (e.g. harassment via IT, or the spreading of gossip/materials intended to defame or humiliate)
- ☐ 3 Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)
- ☐ 4 'Initiations' or pranks
- ☐ 5 Interference with your personal property or work equipment
- ☐ 6 Interference with work tasks (e.g. withholding needed information, undermining or sabotage)
- ☐ 7 Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)
- ☐ 8 Deliberate exclusion from work-related activities
- ☐ 9 Sexual harassment
- ☐ 10 Other

54. Who was responsible for the bullying or harassment? **[Please select all that apply]**

- ☐ 1 Your current supervisor
- ☐ 2 A previous supervisor
- ☐ 3 Someone more senior (other than your supervisor)
- ☐ 4 Co-worker
- ☐ 5 Contractor
- ☐ 6 Someone more junior than you
- ☐ 7 Client, customer or stakeholder
- ☐ 8 Consultant/service provider
- ☐ 9 Representative of another APS agency
- ☐ 10 Minister or ministerial adviser
- ☐ 11 Unknown

55. Did you report the bullying or harassment?

- ☐ 1 I reported the behaviour in accordance with my agency's policies and procedures **[Please go to question 57]**
- ☐ 2 It was reported by someone else **[Please go to question 57]**
- ☐ 3 I did not report the behaviour

56. Please explain why you chose not to report the bullying or harassment? **[Please select all that apply]**

- O 1 I did not want to upset relationships in the workplace
- O 2 I did not have enough evidence
- O 3 It could affect my career
- O 4 I did not think action would be taken
- O 5 The matter was resolved informally
- O 6 I did not think the bullying or harassment was serious enough
- O 7 Managers accepted the behaviour
- O 8 I did not think it was worth the hassle of going through the reporting process
- O 9 I feared possible retaliation or reprisals
- O 10 I did not know how to report it
- O 11 Other

For the purposes of this survey the following definition has been used:

### **Corruption**

Consistent with the National Anti-Corruption Commission Act 2022 and the Commonwealth Fraud and Corruption Control Framework, corruption is defined within this survey as **conduct where a public official** (definition below) **intentionally abuses their office, misuses official information, breaches the public trust or adversely affects the honest or impartiality of another public official.**

- **Abuse of office** - Where a public official intentionally engages in improper acts or omissions in their official capacity, to gain a benefit for themselves or another person, or to cause a detriment to another person.
- **Misusing official information** - Where a public official misuses information that they have obtained in their official capacity.
- **Breaching public trust** - Where a public official exercises power or performs a function for a use that is improper.
- **Adversely affecting the honesty or impartiality of a public official** – Where a public official causes another public official to behave dishonestly or in a biased way when they carry out their official duties.

### **Examples of ‘corrupt conduct’**

- A public official obtains a favourable outcome for a friend during an official process such as a government tender or procurement.
- A public official awards a contract to a company in which they or their family has a substantial interest.
- A public official appoints or promotes a family member or friend to a position in their agency inconsistent with merit.
- A public official uses their systems access to get another person’s sensitive information when there is no business need to do so.
- A public official is offered a bribe or bribes another public official to secure a favourable decision.

### **Examples of conduct that is likely not ‘corrupt’**

- Poor work performance or management.
- A person committing a crime that has nothing to do with their official duties.
- Incompetence.
- An incorrect decision.

### **Public Officials**

For the purposes of this survey, a public official is an **APS employee or staff member of a Commonwealth agency**, or anyone acting on their behalf. A staff member of a Commonwealth agency may include an agency head, an individual engaged to assist a Commonwealth company or entity, a contractor, or anyone who provides goods or services related to a Commonwealth contract.

Please note this survey is voluntary and you may skip any question you cannot or may not want to answer.

57. **During the last 12 months, excluding behaviour reported to you as part of your duties,** have you observed a public official engaging in conduct in your agency that you would consider to be corruption?
- ☐ 1 Yes
  - ☐ 2 No **[Please go to question 61]**
  - ☐ 3 Not sure **[Please go to question 61]**
  - ☐ 4 Prefer not to answer **[Please go to question 61]**
58. Which of the following reflects the conduct you witnessed? **[Please select all that apply]**
- ☐ 1 Abuse of office
  - ☐ 2 Misuse of information or documents
  - ☐ 3 A breach of public trust
  - ☐ 4 Adversely affecting the honesty or impartiality of a public official
59. Did you report the conduct?
- ☐ 1 I reported the conduct in accordance with my agency's policies and procedures **[Please go to question 61]**
  - ☐ 2 It was reported by someone else
  - ☐ 3 I did not report the conduct
60. Please explain why you chose not to report the conduct? **[Please select all that apply]**
- ☐ 1 I did not want to upset relationships in the workplace
  - ☐ 2 I did not have enough evidence
  - ☐ 3 It could affect my career
  - ☐ 4 I was concerned about adverse consequences beyond the effect on my career
  - ☐ 5 I did not think action would be taken
  - ☐ 6 I did not think the corruption was serious enough
  - ☐ 7 Managers accepted the conduct
  - ☐ 8 I did not think it was worth the hassle of going through the reporting process
  - ☐ 9 I feared possible retaliation or reprisals
  - ☐ 10 I did not know how to report it
  - ☐ 11 Other (please specify)<sup>15</sup>

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<sup>15</sup> Please do not provide names, addresses, phone numbers or other identifying details about yourself or any other person.



## N. CONCLUDING QUESTIONS

*In answering these questions, please do not provide names, addresses, phone numbers or other identifying details about yourself or any other person. Employees are reminded to be respectful and act in accordance with the APS Values and Code of Conduct.*

61. What is one thing your agency is doing really well?

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62. If you could change one thing to improve the effectiveness of your workplace, what would it be?

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