



Australian Government

Australian Public Service Commission

2026 APS Employee Census

4 May to 5 June 2026

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INTRODUCTION

The 2026 APS Employee Census is an opportunity to provide your views on your experience of working in your agency and the broader Commonwealth public sector.

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

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. 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.
3. If you cannot or do not want to answer a question, please leave it blank.
4. 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?	☐	☒	☐	☐	☐

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 5 June 2026.**

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 Territory¹
2. New South Wales²
3. Victoria
4. Queensland³
5. South Australia
6. Western Australia⁴
7. Tasmania
8. Northern Territory
9. Outside Australia

¹ Jervis Bay Territory is included as part of the Australian Capital Territory.

² Lord Howe Island is included as part of New South Wales.

³ Norfolk Island is included as part of Queensland.

⁴ 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 Australia⁵
12. Non-APS—within Australia⁶

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 Commonwealth public sector? **[Please include all periods of service]**

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

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

⁶ 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 week⁷ **[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]**
- c. Have any of the following contributed to your decision not to share this information? **[Please select all that apply]**
1. I have never been asked for this information
 2. I do not see any reason for or benefit in sharing this information with my agency
 3. My identity as an Aboriginal and/or Torres Strait Islander person is not relevant to my employment
 4. It is private information I do not wish to share
 5. I am concerned about being discriminated against
 6. I am unsure how to share this information

⁷ Compressed work week refers to working the same hours over fewer total days.

7. Other reason

11. Do you identify as culturally or linguistically diverse?

1. Yes
2. No

12. How would you describe your cultural background?⁸ **[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.

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

13. a. Do you have an ongoing disability?⁹

1. Yes
2. No **[Please go to question 14]**

⁸ 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.

⁹ 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.

b. Have you shared your ongoing disability to your agency's human resources information system?

1. Yes **[Please go to question 14]**
2. No
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]

1. I have never been asked for this information
2. I do not see any reason for or benefit in sharing this information with my agency
3. My disability is not relevant to my employment
4. I do not require any adjustments to be made to perform my role
5. It is private information I do not wish to share
6. I am concerned about being discriminated against
7. I am unsure how to share this information
8. Other reason

14. Do you consider yourself to be neurodivergent?

1. Yes
2. No
3. Maybe
4. I am unsure what neurodivergent means

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**
Perform analytical, conceptual and practical tasks to provide services in financial accounting, auditing, budgeting, investment, procurement and administration of contract matters.
2. **Business and Organisational Management**
Plan, organise, direct, control, support the administration and management of resources in relation to the overall operations and day-to-day functions of organisations.
3. **Communications and Engagement**
Plan, organise, direct, control and coordinate the organisation's engagement through communication channels, stakeholder interaction, partnerships, and media production.
4. **Compliance and regulation**
Inspect, investigate, monitor and ensure compliance with government regulations, frameworks and standards.
5. **Data and research**
Design, build, deploy and manage data models, surveys, analytic frameworks and data storage processes and systems, applies analytical techniques and tools to gather, process, analyse, interpret and present data.
6. **Engineering and technical**
Design, plan and organise the testing, construction, installation and maintenance of structures, systems and plants.
7. **Health**
Assess, diagnose, treat, coordinate and provide policy advice on the physical, physiological and psychological matters promoting physical, emotional, social and mental health and wellbeing.
8. **Human resources**
Plan, design and develop policies, organise, and coordinate programs that support workforce development and wellbeing, assist and advise in workplace relations and rehabilitation of injured workers.
9. **ICT and Digital**
Perform analytical, conceptual and practical tasks that support the efficient and secure provision of ICT services, support and development of solutions.
10. **Intelligence and Information Management**
Design, implement, organise and manage information, administer information governance, provide advice on policy, collect and analyse information and data to produce intelligence.
11. **Legal and parliamentary**
Provide legal advice, prepare and draft legal documents, conduct negotiations, plead cases in courts and tribunals, interpret, analyse and draft legislation, and provide ministerial and parliamentary support.
12. **Policy**
Plan, design, organise, direct, control, coordinate, implement and assess internal and external policy requirements.
13. **Portfolio, program and project management**
Plan, design, coordinate, implement portfolio, program and/or project, manage schedules and budgets, provide progress reports and evaluate, support change and ensure timely completion against goals.
14. **Science**
Perform tests and experiments and provide technical advice and support to assist with research, design and production across scientific fields.

15. **Service delivery**

Organise, direct, advise, control and coordinate the provision of support, program and service delivery.

16. **Trades and labour**

Perform a variety of skilled tasks, applying broad or in-depth technical, trade or industry specific knowledge, often in support of scientific, engineering, building and manufacturing activities.

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	☐	☐	☐	☐	☐
b. I am proud to work in my agency	☐	☐	☐	☐	☐
c. I would recommend my agency as a good place to work	☐	☐	☐	☐	☐
d. I believe strongly in the purpose and objectives of my agency	☐	☐	☐	☐	☐
e. I feel committed to my agency's goals	☐	☐	☐	☐	☐
f. My agency really inspires me to do my best work every day	☐	☐	☐	☐	☐

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	☐	☐	☐	☐	☐
b. I am happy to go the 'extra mile' at work when required	☐	☐	☐	☐	☐
c. Overall, I am satisfied with my job	☐	☐	☐	☐	☐
d. I work beyond what is required in my job to help my agency achieve its objectives	☐	☐	☐	☐	☐
e. My job gives me opportunities to utilise my skills	☐	☐	☐	☐	☐
f. I am satisfied with the recognition I receive for doing a good job	☐	☐	☐	☐	☐
g. I am fairly remunerated (e.g. salary, superannuation) for the work that I do	☐	☐	☐	☐	☐
h. I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	☐	☐	☐	☐	☐
i. I am satisfied with the stability and security of my job	☐	☐	☐	☐	☐
j. I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	☐	☐	☐	☐	☐
k. Where appropriate, I am able to take part in decisions that affect my job	☐	☐	☐	☐	☐
l. I feel I have the same opportunities as anyone else of my ability or experience	☐	☐	☐	☐	☐

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	☐	☐	☐	☐	☐
b. People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	☐	☐	☐	☐	☐
c. If you make a mistake in my workgroup, it tends to be held against you	☐	☐	☐	☐	☐
d. The people in my workgroup are able to bring up problems and tough issues	☐	☐	☐	☐	☐
e. The people in my workgroup demonstrate stewardship ¹⁰	☐	☐	☐	☐	☐
f. The people in my workgroup use time and resources efficiently	☐	☐	☐	☐	☐
g. My workgroup considers the people and businesses affected by what we do	☐	☐	☐	☐	☐
h. When changes occur, the impacts are communicated well within my workgroup	☐	☐	☐	☐	☐
i. My workgroup has the appropriate skills, capabilities and knowledge to perform well	☐	☐	☐	☐	☐
j. My workgroup has the tools and resources we need to perform well	☐	☐	☐	☐	☐

¹⁰ 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	☐	☐	☐	☐	☐
b. My supervisor engages with staff on how to respond to future challenges	☐	☐	☐	☐	☐
c. My supervisor can deliver difficult advice whilst maintaining relationships	☐	☐	☐	☐	☐
d. My supervisor encourages my team to regularly review and improve our work	☐	☐	☐	☐	☐
e. My supervisor is invested in my development	☐	☐	☐	☐	☐
f. My supervisor provides me with helpful feedback to improve my performance	☐	☐	☐	☐	☐
g. My supervisor actively ensures that everyone can be included in workplace activities	☐	☐	☐	☐	☐
h. My supervisor ensures that my workgroup delivers on what we are responsible for	☐	☐	☐	☐	☐
i. My supervisor invites a range of views, including those different to their own	☐	☐	☐	☐	☐
j. My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	☐	☐	☐	☐	☐

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	☐	☐	☐	☐	☐
b. My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS ¹¹	☐	☐	☐	☐	☐
c. My SES manager clearly articulates the direction and priorities for our area	☐	☐	☐	☐	☐
d. My SES manager promotes cooperation within and between agencies	☐	☐	☐	☐	☐
e. My SES manager encourages innovation and creativity	☐	☐	☐	☐	☐
f. My SES manager presents convincing arguments and persuades others towards an outcome	☐	☐	☐	☐	☐
g. My SES manager creates an environment that enables us to deliver our best	☐	☐	☐	☐	☐
h. My SES manager routinely promotes the use of data and evidence to deliver outcomes	☐	☐	☐	☐	☐

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	☐	☐	☐	☐	☐	☐
b. In my agency, the SES clearly articulate the direction and priorities for our agency	☐	☐	☐	☐	☐	☐

¹¹ Guidance for non-APS participants: Should 'APS' not apply in your work context, please substitute the appropriate overarching public sector body.

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	☐	☐	☐	☐	☐
b. Internal communication within my agency is effective	☐	☐	☐	☐	☐
c. I believe strongly in the purpose and objectives of the APS	☐	☐	☐	☐	☐
d. My agency supports and actively promotes an inclusive workplace culture	☐	☐	☐	☐	☐
e. Change is managed well in my agency	☐	☐	☐	☐	☐
f. The culture in my agency supports people to act with integrity ¹²	☐	☐	☐	☐	☐
g. I am supported to use my expertise to provide frank and fearless advice	☐	☐	☐	☐	☐
h. I understand how my role contributes to achieving an outcome for the Australian public	☐	☐	☐	☐	☐

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

¹² For the purposes of this survey, integrity is the pursuit of high standards of Commonwealth public sector 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	☐	☐	☐	☐	☐
b. My immediate supervisor encourages me to come up with new or better ways of doing things	☐	☐	☐	☐	☐
c. People are recognised for coming up with new and innovative ways of working	☐	☐	☐	☐	☐
d. My agency inspires me to come up with new or better ways of doing things	☐	☐	☐	☐	☐
e. My agency recognises and supports the notion that failure is a part of innovation	☐	☐	☐	☐	☐

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	☐	☐	☐	☐	☐
b. My agency does a good job of communicating what it can offer me in terms of health and wellbeing	☐	☐	☐	☐	☐
c. My agency does a good job of promoting health and wellbeing	☐	☐	☐	☐	☐
d. I think my agency cares about my health and wellbeing	☐	☐	☐	☐	☐
e. I believe my immediate supervisor cares about my health and wellbeing	☐	☐	☐	☐	☐
f. If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	☐	☐	☐	☐	☐

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	☐	☐	☐	☐	☐
b. I have a choice in deciding how I do my work	☐	☐	☐	☐	☐
c. My immediate supervisor encourages me	☐	☐	☐	☐	☐
d. I receive the respect I deserve from my colleagues at work	☐	☐	☐	☐	☐
e. I am clear what my duties and responsibilities are	☐	☐	☐	☐	☐
f. Relationships at work are strained	☐	☐	☐	☐	☐
g. Staff are consulted about change at work	☐	☐	☐	☐	☐
h. I am expected to do too many different tasks in too little time	☐	☐	☐	☐	☐

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.

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

36. What best describes your current workload?

1. Well above capacity – too much work
2. Slightly above capacity – lots of work to do
3. At capacity – about the right amount of work to do
4. Slightly below capacity – available for more work
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	☐	☐	☐	☐	☐
b. Lack of clarity around priorities	☐	☐	☐	☐	☐
c. Too many competing priorities	☐	☐	☐	☐	☐
d. Administrative processes within my agency	☐	☐	☐	☐	☐
e. The technology within my agency	☐	☐	☐	☐	☐
f. The internal communication within my agency	☐	☐	☐	☐	☐
g. The lack of inclusiveness in my workgroup	☐	☐	☐	☐	☐
h. Multiple layers of decision making within my agency	☐	☐	☐	☐	☐
i. Authority for decision making is at a higher level than required	☐	☐	☐	☐	☐
j. The appetite for risk within my agency	☐	☐	☐	☐	☐
k. Resistance to experimentation with new ideas	☐	☐	☐	☐	☐
l. Flexible work practices are not supported	☐	☐	☐	☐	☐
m. Limited instances of working as one APS	☐	☐	☐	☐	☐
n. The lack of access to learning and development opportunities	☐	☐	☐	☐	☐

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. Artificial Intelligence (AI)
3. Collaboration and stakeholder engagement
4. Commercial awareness and business acumen
5. Creativity and innovation
6. Change management
7. Data
8. Evaluation
9. Financial (including budget management)
10. Governance (including legal)
11. Grants design and administration
12. Information and communications technology (ICT) or digital
13. Leadership
14. Oral communication
15. People management
16. Procurement and contract management
17. Project and program management
18. Risk management
19. Policy or strategic policy
20. Written communication
21. Other (please specify) ¹³

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

¹³ 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]**

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

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

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

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

M. 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)¹⁴

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

50. Did you report the discrimination?

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

51. Please explain why you chose not to report the discrimination. **[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. The matter was resolved informally
7. I did not think the discrimination was serious enough
8. Managers accepted the behaviour
9. I did not think it was worth the hassle of going through the reporting process
10. I feared possible retaliation or reprisals
11. I did not know how to report it
12. Other (please specify)¹⁵

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>

¹⁵ 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 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]**

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 did not think action would be taken
5. The matter was resolved informally
6. I did not think the bullying or harassment was serious enough
7. Managers accepted the behaviour
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

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 honesty 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 **[Please go to question 61]**
 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)¹⁶

¹⁶ 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 or their organisation's equivalent Values and Code.

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

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

63. I am confident my agency will act on the results of this survey.

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