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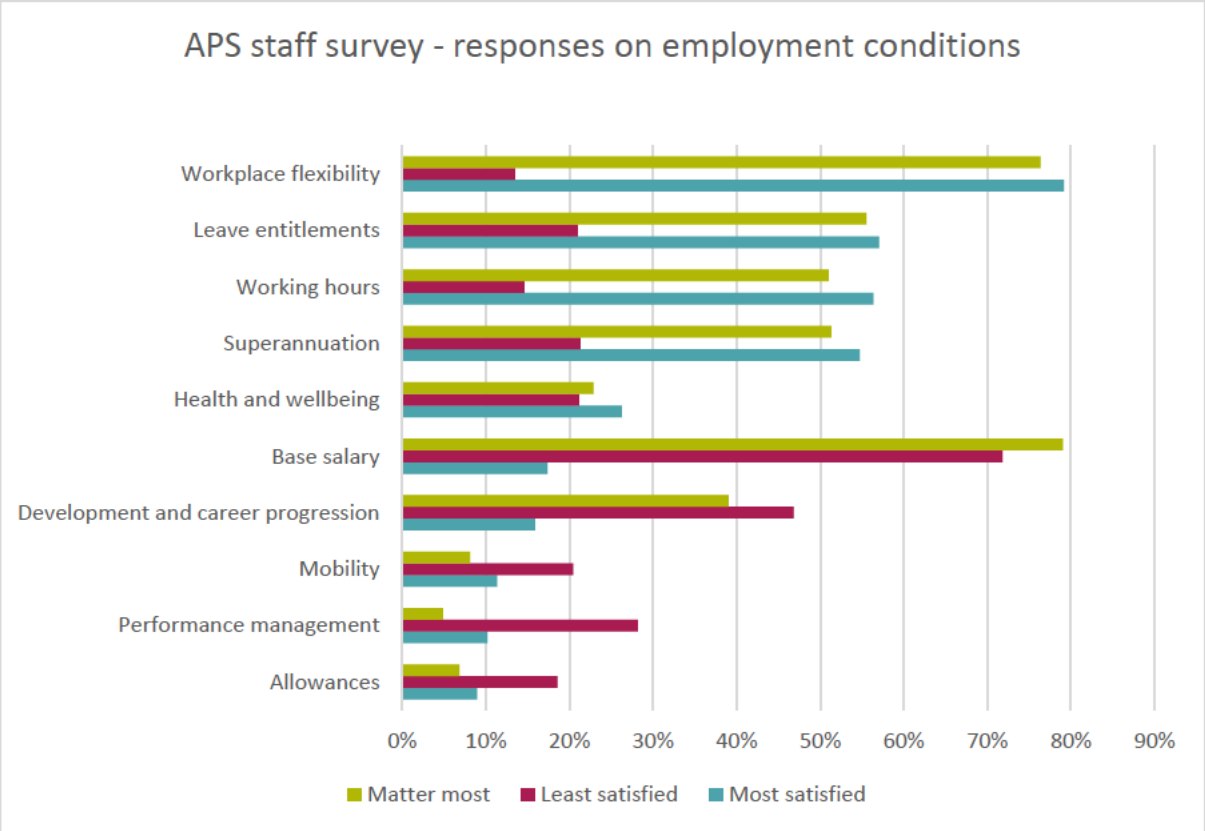
Approximately 39,450 responses were received to the APS staff survey. Of those who responded, they were comprised of 61% APS level employees and 38% Executive Level employees. >1% of respondents identified as graduate/trainee/apprentice classifications. Responses were received from employees in over 115 agencies.

Category	Data
Total responses	~39,450
APS Level employees	61%
Executive Level employees	38%
Graduate/Trainee/ Apprentice	<1%
Agency coverage	115+

Responses indicate that employees are most satisfied with workplace flexibility (79%), followed by leave entitlements (56%), working hours (55%), and superannuation (54%).

Employment conditions that matter most to employees are workplace flexibility (76%), base salary (79%) and leave entitlements (56%).

Employees are least satisfied with base salary (72%), development and career progression (47%) and performance management (28%).



Document 2

s 47C [redacted]

s 47C [redacted]

Employment condition	Matters most (attraction and retention)	Most dissatisfied	Most satisfied	Cohort perceptions	s 47C [redacted]
Base salary	79%	72%	17%	EL respondents place greater emphasis on base than APS employees (81% matters most EL vs 78% matters most APS)	s 47C [redacted]
Workplace flexibility	76%	12%	79%	APS respondents more dissatisfied, and rank less as most satisfied (15% dissatisfied APS vs 11% dissatisfied EL)	s 47C [redacted]
Leave entitlements	56%	21%	57%	EL respondents higher satisfaction (60% EL most satisfied vs 56% most satisfied APS)	s 47C [redacted]
Working hours	51%	15%	51%	APS employees most satisfied (59% APS respondents), EL respondents most dissatisfaction (17% EL respondents vs 13% APS respondents)	s 47C [redacted]

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Superannuation	51%	21%	55%	EL employees matters most at 56% (compared to 49% APS employees)	s 47C
Development and career progression	39%	47%	16%	APS employees most dissatisfied at 48%, with EL 44% most dissatisfied	s 47C
Performance management	5%	28%	10%	EL employees most dissatisfied at 31%, with APS employees 27% most dissatisfied	s 47C