



Australian Government
Australian Public Service Commission

Highlights Report

OIGAC

Responses:

18 of 20

Response rate:

90%

2026 APS

Employee Census

4 May–5 June

Have
your
say



Highest positive and highest negative questions

Highest positive scoring questions

% Positive

This table displays the questions with the highest % Positive scores.

I suggest ideas to improve our way of doing things	100%
I am happy to go the 'extra mile' at work when required	100%
My supervisor can deliver difficult advice whilst maintaining relationships	100%
I believe strongly in the purpose and objectives of the APS	100%
I believe that one of my responsibilities is to continually look for new ways to improve the way we work	100%

Highest negative scoring questions

% Negative

This table displays the questions with the highest % Negative scores.

My agency really inspires me to do my best work every day	41%
Internal communication within my agency is effective	41%
Change is managed well in my agency	41%
Barrier to you performing at your best: Lack of clarity around priorities <i>[Reverse scored: % Negative score represents those who responded this is a barrier to a great or very great extent]</i>	38%
Overall, I am satisfied with my job	35%

Most and least improved questions

Most improved questions

% Positive
Difference
from
2025

This table displays the questions that have had the highest change in the % Positive score compared to the previous Census.

During the last 12 months, the formal learning I have accessed has improved my performance	55%	+36
Where appropriate, I am able to take part in decisions that affect my job	94%	+34
My supervisor can deliver difficult advice whilst maintaining relationships	100%	+30
My agency does a good job of communicating what it can offer me in terms of health and wellbeing	88%	+16
To what extent do you agree that your recent performance and development discussions with your supervisor helped improve your performance?	56%	+15

Least improved questions

% Positive
Difference
from
2025

This table displays the questions that have had the lowest change in the % Positive score compared to the previous Census.

The people in my workgroup demonstrate stewardship	53%	-32
I am expected to do too many different tasks in too little time <i>[Reverse scored: % Positive score represents those who responded Rarely or Never]</i>	35%	-31
My agency inspires me to come up with new or better ways of doing things	41%	-25
If you make a mistake in my workgroup, it tends to be held against you <i>[Reverse scored: % Positive score represents those who responded Disagree or Strongly disagree]</i>	59%	-21
Barrier to you performing at your best: Limited instances of working as one APS <i>[Reverse scored: % Positive score represents those who responded this is not at all a barrier or is to a very little extent]</i>	40%	-21

Agency index scores

	2026 Score	APS Overall	Agency Rank
Employee Engagement Index	73	74	79 of 112
Immediate Supervisor Index	85	77	2 of 112
Communication Index	70	69	43 of 112
Enabling Innovation Index	68	67	51 of 112
Speak Up Culture Index	72	74	93 of 112
Wellbeing Policies and Support Index	78	70	13 of 112

This table displays the overall index scores for your agency compared to the overall index scores for the APS. The ranks are to assist you to see where your agency sits in comparison to the overall APS index score and the scores of other agencies. E.g. a rank of 1 would indicate the highest score of all participating agencies.

Employee Engagement
Index Score:

73

Difference in %
positive from
2025

Difference in %
positive from
**APS
overall**

Difference in %
positive from
**Specialist
agencies**

Difference in %
positive from
**Extra small
sized
agencies**

-2

-1

-3

-3

Employee Engagement

Employee engagement is more than simply job satisfaction or commitment to an organisation. It is the extent to which employees are motivated, inspired and enabled to improve an organisation's outcomes.

% Positive % Neutral % Negative

Say	Overall, I am satisfied with my job	65%	0%	35%	+5	-10	-10	-10
Say	I am proud to work in my agency	65%	18%	18%	-10	-14	-18	-20
Say	I would recommend my agency as a good place to work	71%	0%	29%	+11	-3	-3	+2
Say	I believe strongly in the purpose and objectives of my agency	94%	0%	6%	-6	+8	+4	+2
Stay	I feel a strong personal attachment to my agency	53%	18%	29%	-2	-10	-12	-8
Stay	I feel committed to my agency's goals	88%	0%	12%	+4	+2	0	-2
Strive	I suggest ideas to improve our way of doing things	100%	0%	0%	0	+13	+10	+9
Strive	I am happy to go the 'extra mile' at work when required	100%	0%	0%	+5	+11	+10	+11
Strive	I work beyond what is required in my job to help my agency achieve its objectives	71%	18%	12%	-4	-6	-7	-9
Strive	My agency really inspires me to do my best work every day	53%	6%	41%	-7	-10	-12	-16

Key drivers of employee engagement index

			% Positive	Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
Drivers of Employee Engagement	1.	Internal communication within my agency is effective	47%	-3	-11	-9	-12
	2.	Change is managed well in my agency	47%	+14	+3	+7	0
	3.	My agency inspires me to come up with new or better ways of doing things	41%	-25	-16	-18	-23
	4.	I feel I have the same opportunities as anyone else of my ability or experience	65%	-14	-1	-3	-6
Through driver analysis, these questions have been identified as being most strongly associated with employee engagement scores.	5.	People are recognised for coming up with new and innovative ways of working	56%	-10	-7	-8	-11
	6.	I am supported to use my expertise to provide frank and fearless advice	76%	-7	+9	+8	+5
Develop actions and activities to improve upon these to drive higher levels of performance.							

Leadership - immediate supervisor

Immediate Supervisor
Index Score:

85

Difference in %
positive from
2025

Difference in %
positive from
**APS
overall**

Difference in %
positive from
**Specialist
agencies**

Difference in %
positive from
**Extra small
sized
agencies**

+7

+8

+8

+8

Immediate Supervisor

The Immediate Supervisor Index assesses how employees view the leadership behaviours of their immediate supervisor in line with the *APS Leadership Capability Framework*.

	% Positive	% Neutral	% Negative				
My supervisor engages with staff on how to respond to future challenges	94%	6%	0%	+9	+15	+15	+17
My supervisor can deliver difficult advice whilst maintaining relationships	100%	0%	0%	+30	+21	+21	+23
My supervisor invites a range of views, including those different to their own	94%	0%	6%	+9	+12	+11	+11
My supervisor encourages my team to regularly review and improve our work	82%	6%	12%	+2	0	+1	+1
My supervisor is invested in my development	88%	0%	12%	+13	+11	+10	+11
My supervisor ensures that my workgroup delivers on what we are responsible for	94%	0%	6%	+9	+6	+6	+7

Other similar questions

My supervisor provides me with helpful feedback to improve my performance	82%	6%	12%	+12	+4	+5	+7
My immediate supervisor encourages me	88%	0%	12%	+10	+11	+10	+10
My supervisor actively ensures that everyone can be included in workplace activities	94%	0%	6%	+9	+10	+10	+11
My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	76%	12%	12%	+1	-4	-4	-6

SES Manager Index Score:

■

Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
-	-	-	-

% Positive % Neutral % Negative

SES Manager

The SES Manager Index assesses how employees view the leadership behaviours of their immediate SES manager in line with the *APS Leadership Capability Framework*.

My SES manager clearly articulates the direction and priorities for our area	<i>Data hidden to preserve privacy.</i>
My SES manager presents convincing arguments and persuades others towards an outcome	<i>Data hidden to preserve privacy.</i>
My SES manager promotes cooperation within and between agencies	<i>Data hidden to preserve privacy.</i>
My SES manager encourages innovation and creativity	<i>Data hidden to preserve privacy.</i>
My SES manager creates an environment that enables us to deliver our best	<i>Data hidden to preserve privacy.</i>
My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	<i>Data hidden to preserve privacy.</i>

Other similar questions

In my agency, the SES work as a team	<i>Data hidden to preserve privacy.</i>
In my agency, the SES clearly articulate the direction and priorities for our agency	<i>Data hidden to preserve privacy.</i>
My SES manager routinely promotes the use of data and evidence to deliver outcomes	<i>Data hidden to preserve privacy.</i>

Communication
Index Score:

70

Difference in %
positive from
2025

Difference in %
positive from
APS
overall

Difference in %
positive from
Specialist
agencies

Difference in %
positive from
Extra small
sized
agencies

+9

+1

+1

+1

Communication

The Communication Index measures communication at the individual, group and agency level.

	% Positive	% Neutral	% Negative				
My supervisor communicates effectively	88%	0%	12%	+13	+8	+8	+12
My SES manager communicates effectively	Data hidden to preserve privacy.						
Internal communication within my agency is effective	47%	12%	41%	-3	-11	-9	-12

Change

Change

Effective communication is an important part of any change process. Note these questions do not contribute to the above index score.

	% Positive	% Neutral	% Negative				
When changes occur, the impacts are communicated well within my workgroup	65%	24%	12%	0	0	-1	0
Staff are consulted about change at work	41%	29%	29%	-3	-8	-5	-10
Change is managed well in my agency	47%	12%	41%	+14	+3	+7	0

Enabling Innovation
Index Score:

68

Difference in %
positive from
2025

Difference in %
positive from
**APS
overall**

Difference in %
positive from
**Specialist
agencies**

Difference in %
positive from
**Extra small
sized
agencies**

-5

+1

0

-2

Enabling Innovation

The Enabling Innovation Index assesses both whether employees feel willing and able to be innovative, and whether their agency has a culture which enables them to be so.

	% Positive	% Neutral	% Negative				
I believe that one of my responsibilities is to continually look for new ways to improve the way we work	100%	0%	0%	+6	+17	+14	+12
My immediate supervisor encourages me to come up with new or better ways of doing things	88%	0%	12%	+10	+12	+9	+8
People are recognised for coming up with new and innovative ways of working	56%	19%	25%	-10	-7	-8	-11
My agency inspires me to come up with new or better ways of doing things	41%	35%	24%	-25	-16	-18	-23
My agency recognises and supports the notion that failure is a part of innovation	47%	35%	18%	+14	-3	-2	-5

Speak Up Culture
Index Score:

72

Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
-	-2	-4	-4

Speak Up Culture

The measure of speak up culture is based on psychological safety, which is the belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes, and the team is safe for interpersonal risk taking.

	% Positive	% Neutral	% Negative				
The people in my workgroup value others' individual skills and talents	76%	12%	12%	-9	-6	-9	-10
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	71%	18%	12%	-4	-17	-19	-18
The people in my workgroup are able to bring up problems and tough issues	76%	18%	6%	+1	-2	-4	-4
If you make a mistake in my workgroup, it tends to be held against you <i>[Reverse scored: % Positive score represents those who responded Disagree or Strongly disagree]</i>	59%	35%	6%	-21	-8	-15	-14

Wellbeing Policies and Support Index Score:

78

Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
+3	+8	+6	+5

Wellbeing

The Wellbeing Policies and Support Index provides a measure of the practical and cultural elements that allow for a sustainable and healthy working environment.

	% Positive	% Neutral	% Negative				
I am satisfied with the policies/practices in place to help me manage my health and wellbeing	76%	12%	12%	+4	+6	+4	+3
My agency does a good job of communicating what it can offer me in terms of health and wellbeing	88%	6%	6%	+16	+20	+18	+16
My agency does a good job of promoting health and wellbeing	82%	6%	12%	+5	+14	+13	+11
I think my agency cares about my health and wellbeing	76%	12%	12%	-12	+11	+8	+3
I believe my immediate supervisor cares about my health and wellbeing	88%	0%	12%	+10	+2	0	+1

Other similar questions

If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	82%	6%	12%	-1	+7	+6	+5
I receive the respect I deserve from my colleagues at work	88%	6%	6%	+5	+8	+7	+9
My agency supports and actively promotes an inclusive workplace culture	82%	6%	12%	-1	0	+1	+1

	%	Difference from 2025	Difference from APS overall	Difference from Specialist agencies	Difference from Extra small sized agencies
In general, would you say that your health is:					
Excellent	24%	+7	+12	+10	+9
Very good	29%	+2	-5	-7	-7
Good	41%	+2	+4	+7	+5
Fair	0%	-11	-13	-12	-11
Poor	6%	0	+3	+3	+3
What best describes your current workload?					
Well above capacity – too much work	12%	-10	-6	-7	-8
Slightly above capacity – lots of work to do	41%	-3	+2	0	-2
At capacity – about the right amount of work to do	24%	-4	-12	-9	-8
Slightly below capacity – available for more work	18%	+12	+12	+11	+13
Well below capacity – not enough work	6%	+6	+5	+4	+5

	%	Difference from 2025	Difference from APS overall	Difference from Specialist agencies	Difference from Extra small sized agencies
How often do you find your work stressful?					
Always	0%	-6	-5	-4	-5
Often	24%	+7	0	+1	+2
Sometimes	53%	+14	+3	+3	+5
Rarely	24%	-15	+4	+2	+1
Never	0%	0	-2	-2	-3
To what extent is your work emotionally demanding?					
To a very large extent	6%	0	-2	-1	0
To a large extent	24%	+7	+3	+6	+5
Somewhat	65%	+20	+26	+27	+27
To a small extent	6%	-16	-18	-21	-21
To a very small extent	0%	-11	-9	-11	-12
I feel burned out by my work					
Strongly agree	6%	-5	-3	-2	-3
Agree	12%	+6	-10	-9	-6
Neither agree nor disagree	29%	+13	-3	0	+2
Disagree	35%	-15	+6	+3	+1
Strongly disagree	18%	+1	+10	+9	+6

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
	% Positive	% Neutral	% Negative				
I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	94%	6%	0%	+9	+8	+6	+6

	%	Difference from 2025	Difference from APS overall	Difference from Specialist agencies	Difference from Extra small sized agencies
Do you currently access any of the following flexible working arrangements? [Multiple Response]					
Part-time	18%	+13	+5	+5	+4
Flexible hours of work	29%	+19	-2	-7	-2
Compressed work week	24%	+4	+17	+18	+17
Job sharing	0%	0	0	0	0
Working away from the office/working from home	71%	-9	+1	-6	-6
None of the above	12%	+7	-5	-2	+1
Working away from the office					
All of the time	29%	+14	+21	+22	+21
Some of the time as a regular arrangement	41%	-24	-12	-15	-11
Only on an irregular basis	0%	0	-8	-12	-15
None of the time	29%	+9	-1	+6	+6
Did not disclose their arrangement	0%	0	0	0	0

The working away from the office responses present how often employees worked away from the office/worked from home during a usual working week. It includes the responses for all employees, not just those who indicated they accessed working from home as a flexible working arrangement.

Work environment

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
	% Positive	% Neutral	% Negative				
I am supported to use my expertise to provide frank and fearless advice	76%	6%	18%	-7	+9	+8	+5
The people in my workgroup demonstrate stewardship	53%	35%	12%	-32	-24	-26	-27
The culture in my agency supports people to act with integrity	65%	12%	24%	-13	-14	-15	-15
I believe strongly in the purpose and objectives of the APS	100%	0%	0%	+6	+13	+13	+14
I feel a strong personal attachment to the APS	71%	24%	6%	+4	+4	+8	+11
My workgroup considers the people and businesses affected by what we do	94%	6%	0%	+4	+11	+7	+6

Job satisfaction

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
	% Positive	% Neutral	% Negative				
I am satisfied with the recognition I receive for doing a good job	71%	6%	24%	+6	+4	+1	+1
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	76%	6%	18%	-9	+15	+13	+6
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	88%	12%	0%	-2	+5	+4	+4
I am satisfied with the stability and security of my job	76%	18%	6%	+6	-6	-2	0

Role clarity and autonomy

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
	% Positive	% Neutral	% Negative				
I understand how my role contributes to achieving an outcome for the Australian public	82%	6%	12%	-7	-10	-10	-10
I am clear what my duties and responsibilities are	71%	12%	18%	-13	-13	-12	-9
I have a choice in deciding how I do my work	88%	6%	6%	+5	+21	+13	+12
Where appropriate, I am able to take part in decisions that affect my job	94%	0%	6%	+34	+25	+22	+20

	%	Difference from 2025	Difference from APS overall	Difference from Specialist agencies	Difference from Extra small sized agencies
--	---	--------------------------------	---------------------------------------	---	--

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

Excellent	35%	-4	+11	+8	+7
Very good	47%	+8	-9	-8	-8
Average	6%	-16	-11	-9	-8
Below average	6%	+6	+4	+4	+4
Well below average	6%	+6	+5	+5	+5

	Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies
--	---	--	--	---

	% Positive	% Neutral	% Negative				
My workgroup has the appropriate skills, capabilities and knowledge to perform well	65%	18%	18%	-10	-13	-16	-15
My workgroup has the tools and resources we need to perform well	53%	24%	24%	+3	-4	-1	-2
The people in my workgroup use time and resources efficiently	65%	12%	24%	-15	-8	-11	-10
My job gives me opportunities to utilise my skills	82%	0%	18%	-3	+4	+3	+1
During the last 12 months, the formal learning I have accessed has improved my performance	55%	18%	27%	+36	-2	0	-3

		%	Difference from 2025	Difference from APS overall	Difference from Specialist agencies	Difference from Extra small sized agencies
Employees who indicated that they wanted to leave their current position as soon as possible or within the next 12 months were asked what their plans were.	Which of the following statements best reflects your thoughts about working in your current position?					
	I want to leave my position as soon as possible	13%	+7	+4	+5	+2
	I want to leave my position within the next 12 months	19%	-22	-2	-2	-3
	I want to stay working in my position for the next one to two years	31%	+14	-7	-10	-11
	I want to stay working in my position for at least the next three years	38%	+2	+5	+7	+12
	What best describes your plans involved with leaving your current position?					
	I am planning to retire	Data hidden to preserve privacy.				
	I am pursuing another position within my agency	Data hidden to preserve privacy.				
	I am pursuing a position in another agency	Data hidden to preserve privacy.				
	I am pursuing work outside the Commonwealth public sector	Data hidden to preserve privacy.				
It is the end of my non-ongoing, casual or contracted employment		Data hidden to preserve privacy.				
Other		Data hidden to preserve privacy.				

Unacceptable behaviour - discrimination

	%	Difference from 2025	Difference from APS overall	Difference from Specialist agencies	Difference from Extra small sized agencies	
Employees who had perceived discrimination in the last 12 months in the course of their employment were asked where the discrimination came from and if they reported it.	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?					
	Yes	0%	-6	-8	-6	-5
	No	100%	+6	+8	+6	+5
	Did this discrimination occur in your current agency?					
	Yes	Data hidden to preserve privacy.				
	No	Data hidden to preserve privacy.				
	The discrimination came from: [Multiple Response]					
	Within my agency	Data hidden to preserve privacy.				
	Another agency	Data hidden to preserve privacy.				
	A customer, stakeholder or member of the public	Data hidden to preserve privacy.				
Other	Data hidden to preserve privacy.					
Did you report the discrimination?						
I reported the discrimination in accordance with my agency's policies and procedures	Data hidden to preserve privacy.					
It was reported by someone else	Data hidden to preserve privacy.					
I did not report the discrimination	Data hidden to preserve privacy.					

Unacceptable behaviour - bullying and harassment

	%	Difference from 2025	Difference from APS overall	Difference from Specialist agencies	Difference from Extra small sized agencies
During the last 12 months, have you been subjected to bullying or harassment in your current workplace?					
Yes	0%	-11	-10	-9	-10
No	88%	+10	+2	0	+2
Not sure	13%	+1	+8	+8	+8
Did you report the bullying or harassment?					
I reported the behaviour in accordance with my agency's policies and procedures	<i>Data hidden to preserve privacy.</i>				
It was reported by someone else	<i>Data hidden to preserve privacy.</i>				
I did not report the behaviour	<i>Data hidden to preserve privacy.</i>				

Employees who perceived bullying or harassment in the last 12 months were asked what type of bullying or harassment they experienced. Employees could select one or more responses from a list of items.

The three options with the highest proportion of responses are presented here. These may vary between agencies, work units and with results for the APS overall.

Unacceptable behaviour - corruption

	%	Difference from 2025	Difference from APS overall	Difference from Specialist agencies	Difference from Extra small sized agencies
Employees who perceived corruption in the last 12 months were asked what type of conduct they witnessed and if they reported it.	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?				
	Yes	0%	0	-2	-2
	No	75%	-8	-17	-17
	Not sure	19%	+8	+14	+15
	Prefer not to answer	6%	+1	+5	+5
Which of the following reflects the conduct you witnessed? [Multiple Response]					
Abuse of office	Data hidden to preserve privacy.				
Misuse of information or documents	Data hidden to preserve privacy.				
A breach of public trust	Data hidden to preserve privacy.				
Adversely affecting the honesty or impartiality of a public official	Data hidden to preserve privacy.				
Did you report the conduct?					
I reported the behaviour in accordance with my agency's policies and procedures	Data hidden to preserve privacy.				
It was reported by someone else	Data hidden to preserve privacy.				
I did not report the behaviour	Data hidden to preserve privacy.				

Taking action on census results

				Difference in % positive from 2025	Difference in % positive from APS overall	Difference in % positive from Specialist agencies	Difference in % positive from Extra small sized agencies	
		% Positive	% Neutral	% Negative				
Taking action on Census results	I am confident my agency will act on the results of this survey	63%	6%	31%	-	+15	+14	-2

APS Employee Census results are a rich source of workplace information, and action planning is how these results and data are mobilised.

Consider using the guide on the next page to begin your approach to taking action on your Census results.

Use this page to start your local action plans

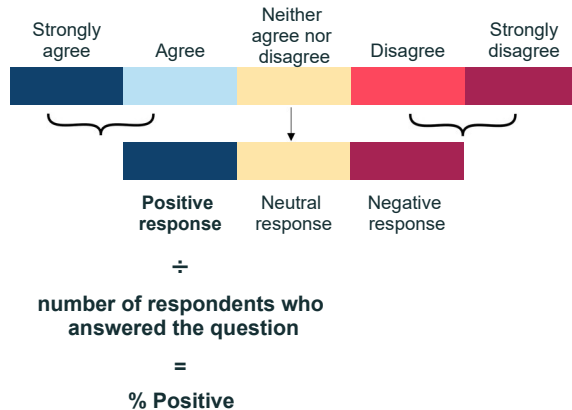
Identify areas to celebrate, areas which you need to investigate further and opportunities for improvement. Prioritise 3 areas to take forward.

Celebrate	Investigate further with our teams	Opportunities
What things do we do well?	Are there any other opportunities coming out of the results that we want to explore further?	Areas we need to focus on and turn into action plans:
Think about how we can build on our strengths and learn from what we are good at.	How could we investigate? Through looking at the data in more detail or through discussions with staff?	What are the key things we need to improve to make working here better?

Prioritise 3 areas for action	Timescales	Owner	Resources required	Target / Success measure
1.				
2.				
3.				

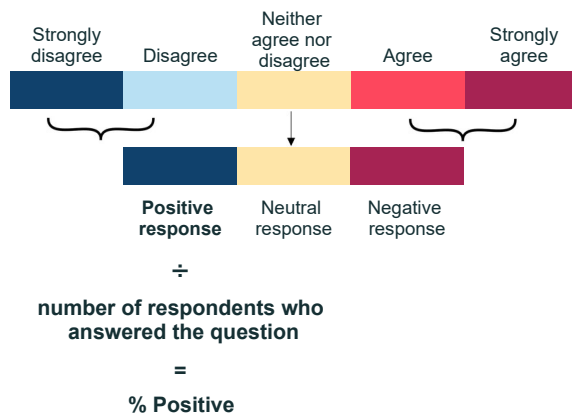
% Positive Score calculation

Where results are shown as positive percentages (% positive), these are calculated by adding together positive responses ("strongly agree" + "agree" or "always" + "often") and dividing by the number of respondents who answered the question.



Reverse Scored questions

For some questions, agreement with the question indicates an unfavourable outcome. For example, agreeing with the question "*I feel burned out by my work*". In these instances, % Positive is calculated by adding together 'strongly disagree' + 'disagree' responses.



Calculation of index scores

The questions that comprise each index are asked on a five-point scale. To calculate a respondent's index score, their answers are recoded to fall on a scale between 0 and 100 (i.e. coded as 0, 25, 50, 75 or 100) and then averaged across all questions.

Index scores of individual respondents are combined and averaged to form a group score.

Rounding

Results are presented as whole numbers for ease of reading, with rounding performed at the last stage of calculation for maximum accuracy. Values from x.00% to x.49% are rounded down and values from x.50% to x.99% are rounded up. Therefore, in some instances, results may not total 100%.

Anonymity

It is best practice not to display the results of groups of respondents to the extent where the anonymity of individuals may be compromised.

Results will not be shown where there are less than 10 respondents in a group.

Comparisons to previous years

The method of analysing and reporting specific results may be periodically reviewed and revised. Such improvements are applied to current data and that of previous years. For this reason, the current report is always the most accurate data source for APS Employee Census results, including comparisons with time series data.