Australian Government

2025 APS Employee Census

5 May - 6 June

Highlights Report

eSafety

Responses:
178 of 198

Response rate:
90%

Exploring your results

Take time to understand your report. Consider your response rate to determine how representative your results are of the views of your colleagues.

Most questions in this report have information about the proportion of colleagues responding positively, neutrally or negatively.

Identify the areas where you are performing well. These will tend to be high results which are notably above any comparative results. Celebrate these results.

Identify areas that need improvement. These tend to be the low results, which are notably below comparisons.

Generally a difference of -/+ 5 percentage points is worthy of attention, but the size of the group is important. Changes in small groups can be unreliable.

Employee Engagement: Say, Stay, Strive

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.

		Your Employee Engagement Index score: 80	Response scale	% Positive	Variance from 2024	Variance from ACMA	Variance from APS overall
					+1	+5 ↑	+5 ↑
Say	Overall, I am satisfied with my job	82	13	82%	-1	+5 ↑	+6 ↑
Say	I am proud to work in my agency	89	10	89%	+3	+10 ↑	+8 ↑
Say	I would recommend my agency as a good place to work	82	13	82%	+6 ↑	+3	+6 ↑
Say	I believe strongly in the purpose and objectives of my agency	93		93%	+1	+7 ↑	+5 ↑
Stay	I feel a strong personal attachment to my agency	75	19	75%	0	+13 ↑	+10 ↑
Stay	I feel committed to my agency's goals	94		94%	+1	+9 ↑	+7 ↑
Strive	I suggest ideas to improve our way of doing things	94		94%	+1	+4	+7 ↑
Strive	I am happy to go the 'extra mile' at work when required	95		95%	+1	+3	+4
Strive	I work beyond what is required in my job to help my agency achieve its objectives	79	19	79%	-6 ↓	+1	0
Strive	My agency really inspires me to do my best work every day	76	21	76%	+4	+9 ↑	+9 ↑

Key ↑ At least 5 percentage points greater than comparator ↓ At least 5 percentage points less than comparator

Positive Neutral Negative

Leadership - Immediate Supervisor

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*.

Your Immediate Supervisor Index score	81	Response scale	% Positive	Variance from 2024	Variance from ACMA	Variance from APS overall
				+1	+2	+3
Immediate Supervisor						
My supervisor engages with staff on how to respond to future challenges		84 10	84%	0	+2	+4
My supervisor can deliver difficult advice whilst maintaining relationships		83 11	83%	-1	+2	+3
My supervisor invites a range of views, including those different to their own		89 8	89%	-2	+3	+6 ↑
My supervisor encourages my team to regularly review and improve our work		88 10	88%	+5 ↑	+3	+5 ↑
My supervisor is invested in my development		83 12	83%	+2	+4	+5 ↑
My supervisor ensures that my workgroup delivers on what we are responsible for		92	92%	+1	+1	+4
Other similar questions						
My supervisor provides me with helpful feedback to improve my performance		82 14	82%	+4	+3	+3
My immediate supervisor encourages me		86 11	86%	+1	+5 ↑	+8 ↑
My supervisor actively ensures that everyone can be included in workplace activities		91	91%	+5 ↑	+4	+6 ↑
My supervisor encourages me to take on new tasks and gain experience doing things I've never done before		83 11	83%	+1	+1	+2

Key ↑ **At least 5 percentage points greater than comparator** ↓ **At least 5 percentage points less than comparator**

Positive Neutral Negative

Leadership - SES Manager

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*.

		Response scale	% Positive	Variance from 2024	Variance from ACMA	Variance from APS overall
Your SES Manager Index score	**75**			+2	+1	+5 ↑
SES Manager	My SES manager clearly articulates the direction and priorities for our area	77 / 13 / 10	**77%**	+1	0	+6 ↑
	My SES manager presents convincing arguments and persuades others towards an outcome	73 / 20 / 7	**73%**	+1	-1	+9 ↑
	My SES manager promotes cooperation within and between agencies	79 / 17	**79%**	+2	+1	+9 ↑
	My SES manager encourages innovation and creativity	79 / 14	**79%**	+7 ↑	+3	+11 ↑
	My SES manager creates an environment that enables us to deliver our best	75 / 16 / 9	**75%**	+3	+3	+7 ↑
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	85 / 11	**85%**	+4	+1	+9 ↑
Other similar questions						
	In my agency, the SES work as a team	67 / 21 / 12	**67%**	-4	+3	+9 ↑
	In my agency, the SES clearly articulate the direction and priorities for our agency	72 / 12 / 15	**72%**	+6 ↑	0	+6 ↑
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	69 / 22 / 9	**69%**	-3	-4	0

Key ↑ **At least 5 percentage points greater than comparator** ↓ **At least 5 percentage points less than comparator**

Positive Neutral Negative

Australian Government
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Communication and change

Communication

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

Change

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

		Response scale	% Positive	Variance from 2024	Variance from ACMA	Variance from APS overall
Your Communication Index score	**72**			+2	-1	+2
Communication	My supervisor communicates effectively	86 / 7	86%	-2	+3	+4
	My SES manager communicates effectively	77 / 13 / 10	77%	-4	-3	+5 ▲
	Internal communication within my agency is effective	61 / 22 / 17	61%	+13 ▲	-5 ▼	-1
Other similar questions						
Change	When changes occur, the impacts are communicated well within my workgroup	63 / 25 / 13	63%	-6 ▼	-7 ▼	-5 ▼
	Staff are consulted about change at work	37 / 47 / 16	37%	+1	-12 ▼	-15 ▼
	Change is managed well in my agency	37 / 33 / 30	37%	+2	-5 ▼	-10 ▼

Key ▲ **At least 5 percentage points greater than comparator** ▼ **At least 5 percentage points less than comparator**

Positive Neutral Negative

Enabling Innovation

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.

	Your Enabling Innovation Index score	71	Response scale	% Positive	Variance from 2024	Variance from ACMA	Variance from APS overall
					+3	+3	+3
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work		86 11	86%	+5 ↑	0	+2
	My immediate supervisor encourages me to come up with new or better ways of doing things		85 10	85%	+2	+3	+8 ↑
	People are recognised for coming up with new and innovative ways of working		66 26 9	66%	+4	+1	+2
	My agency inspires me to come up with new or better ways of doing things		66 27	66%	+9 ↑	+8 ↑	+7 ↑
	My agency recognises and supports the notion that failure is a part of innovation		50 32 18	50%	+8 ↑	+8 ↑	-1

Key ↑ **At least 5 percentage points greater than comparator** ↓ **At least 5 percentage points less than comparator**

Positive Neutral Negative

Wellbeing Policies and Support

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.

		Response scale	% Positive	Variance from 2024	Variance from ACMA	Variance from APS overall
Your Wellbeing Policies and Support Index score	**73**			+2	+1	+2
Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	72 18 10	**72**%	+5 ↑	-2	-1
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	69 24 7	**69**%	+1	-4	-1
	My agency does a good job of promoting health and wellbeing	65 24 11	**65**%	+3	-5 ↓	-6 ↓
	I think my agency cares about my health and wellbeing	73 16 10	**73**%	+3	+3	+5 ↑
	I believe my immediate supervisor cares about my health and wellbeing	92	**92**%	+1	+2	+5 ↑
Other similar questions						
Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	80 11 9	**80**%	0	+5 ↑	+4
	I receive the respect I deserve from my colleagues at work	84 14	**84**%	-3	+2	+2
	My agency supports and actively promotes an inclusive workplace culture	84 11	**84**%	-1	+2	+1

Key ↑ **At least 5 percentage points greater than comparator** ↓ **At least 5 percentage points less than comparator**

Positive Neutral Negative

Wellbeing

	Response scale	%	Variance from 2024	Variance from ACMA	Variance from APS overall
In general, would you say that your health is:					
Excellent		**11**%	+4	0	-1
Very good		**41**%	-5 ↓	+1	+6 ↑
Good		**38**%	+6 ↑	+3	0
Fair		**9**%	-5 ↓	-3	-4
Poor		**2**%	0	-1	-1
What best describes your current workload?					
Well above capacity – too much work		**24**%	0	+5 ↑	+7 ↑
Slightly above capacity – lots of work to do		**40**%	-4	0	0
At capacity – about the right amount of work to do		**31**%	+3	-3	-6 ↓
Slightly below capacity – available for more work		**6**%	+1	-1	0
Well below capacity – not enough work		**1**%	0	-1	-1

Key

↑ **At least 5 percentage points greater than comparator**

↓ **At least 5 percentage points less than comparator**

Wellbeing

	Response scale	%	Variance from 2024	Variance from ACMA	Variance from APS overall
How often do you find your work stressful?					
Always		**2**%	-2	-1	-3
Often		**24**%	+1	+4	+1
Sometimes		**50**%	-2	-3	-1
Rarely		**23**%	+1	-1	+3
Never		**2**%	+2	+1	0
To what extent is your work emotionally demanding?					
To a very large extent		**5**%	+2	+2	-2
To a large extent		**21**%	-1	+6 ↑	+1
Somewhat		**43**%	-1	+4	+3
To a small extent		**20**%	-2	-9 ↓	-4
To a very small extent		**11**%	+3	-2	+2
I feel burned out by my work					
Strongly agree		**2**%	-2	-2	-5 ↓
Agree		**19**%	-1	0	-2
Neither agree nor disagree		**29**%	-1	-2	-4
Disagree		**39**%	-1	+2	+8 ↑
Strongly disagree		**11**%	+5 ↑	+2	+3

Key

↑ **At least 5 percentage points greater than comparator**

↓ **At least 5 percentage points less than comparator**

Flexible work

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.

	Response scale	%	Variance from 2024	Variance from ACMA	Variance from APS overall
I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	93	93%	+5 ↑	+2	+6 ↑
Do you currently access any of the following flexible working arrangements? [Multiple Response]					
Part time		11%	-2	0	-2
Flexible hours of work		26%	-1	-4	-4
Compressed work week		6%	+5 ↑	+2	0
Job sharing		0%	0	-1	0
Working away from the office/working from home		92%	+11 ↑	+5 ↑	+25 ↑
None of the above		3%	-9 ↓	-3	-17 ↓
Working away from the office					
All of the time		7%	+1	+1	0
Some of the time as a regular arrangement		79%	+12 ↑	+4	+27 ↑
Only on an irregular basis		6%	-1	0	-2
None of the time		8%	-11 ↓	-5 ↓	-25 ↓
Did not disclose their arrangement		0%	-1	0	0

Key ↑ **At least 5 percentage points greater than comparator** ↓ **At least 5 percentage points less than comparator**

Positive Neutral Negative

Working in the APS

	Response scale	% Positive	Variance from 2024	Variance from ACMA	Variance from APS overall
I am supported to use my expertise to provide frank and fearless advice	74 16 10	74%	+1	+3	+4
The people in my workgroup demonstrate stewardship	85 13	85%	-1	+6 ↑	+8 ↑
The culture in my agency supports people to act with integrity	89 8	89%	0	+4	+8 ↑
I believe strongly in the purpose and objectives of the APS	89 10	89%	+1	-1	0
I feel a strong personal attachment to the APS	64 30	64%	+5 ↑	-4	-5 ↓
My workgroup considers the people and businesses affected by what we do	92	92%	-1	+2	+7 ↑
The people in my workgroup value others' individual skills and talents	91	91%	-	+1	+7 ↑
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	90 8	90%	-	0	+2
The people in my workgroup are able to bring up problems and tough issues	86 9	86%	0	+3	+6 ↑
If you make a mistake in my workgroup, it tends to be held against you (reverse scored : positive scores represent those who disagreed, or strongly disagreed with this statement)	78 19	78%	-	+4	+11 ↑

Key ↑ **At least 5 percentage points greater than comparator** ↓ **At least 5 percentage points less than comparator**

Positive Neutral Negative

Job satisfaction

	Response scale	% Positive	Variance from 2024	Variance from ACMA	Variance from APS overall
I am satisfied with the recognition I receive for doing a good job	79 14 7	79%	+2	+6 ↑	+10 ↑
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	66 17 17	66%	+4	+1	0
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	89	89%	+2	0	+5 ↑
I am satisfied with the stability and security of my job	86 9	86%	0	-1	0

Clarity and autonomy

	Response scale	% Positive	Variance from 2024	Variance from ACMA	Variance from APS overall
I understand how my role contributes to achieving an outcome for the Australian public	93	93%	-2	+1	0
I am clear what my duties and responsibilities are	84 11	84%	+11 ↑	-2	-1
I have a choice in deciding how I do my work	79 19	79%	-4	-1	+11 ↑
Where appropriate, I am able to take part in decisions that affect my job	73 13 14	73%	-7 ↓	-4	+1

Key ↑ **At least 5 percentage points greater than comparator** ↓ **At least 5 percentage points less than comparator**

Positive Neutral Negative

Performance

	Response scale	%	Variance from 2024	Variance from ACMA	Variance from APS overall
In the last month, please rate your workgroup's overall performance					
Excellent		**33%**	-5 ↓	+4	+8 ↑
Very good		**57%**	+5 ↑	0	0
Average		**8%**	-1	-4	-8 ↓
Below average		**2%**	+1	0	0
Well below average		**1%**	+1	0	0

	Response scale	% Positive	Variance from 2024	Variance from ACMA	Variance from APS overall
My workgroup has the appropriate skills, capabilities and knowledge to perform well	88	**88%**	+3	+3	+9 ↑
My workgroup has the tools and resources we need to perform well	50 / 20 / 29	**50%**	+7 ↑	-3	-9 ↓
The people in my workgroup use time and resources efficiently	84 / 12	**84%**	-2	+4	+9 ↑
My job gives me opportunities to utilise my skills	80 / 15	**80%**	-3	0	+1
During the last 12 months, the formal learning I have accessed has improved my performance	54 / 37 / 9	**54%**	+1	-3	-5 ↓

Key

↑ **At least 5 percentage points greater than comparator**

↓ **At least 5 percentage points less than comparator**

Positive Neutral Negative

Retention

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.

Response scale		%	Variance from 2024	Variance from ACMA	Variance from APS overall
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		**4**%	-1	-2	-4
I want to leave my position within the next 12 months		**20**%	0	-2	-2
I want to stay working in my position for the next one to two years		**48**%	+3	+5 ↑	+9 ↑
I want to stay working in my position for at least the next three years		**28**%	-2	-1	-3
What best describes your plans involved with leaving your current position?					
I am planning to retire		**3**%	-1	-3	-2
I am pursuing another position within my agency		**28**%	-7 ↓	+2	-18 ↓
I am pursuing a position in another agency		**45**%	+11 ↑	+5 ↑	+20 ↑
I am pursuing work outside the APS		**5**%	-4	-5 ↓	-4
It is the end of my non-ongoing, casual or contracted employment		**10**%	+7 ↑	+6 ↑	+8 ↑
Other		**10**%	-6 ↓	-4	-4

Key

↑ **At least 5 percentage points greater than comparator**

↓ **At least 5 percentage points less than comparator**

Retention

Employees who indicated that they were pursing another position within their agency, another agency, or outside the APS were asked for the primary reason behind their desire to leave. They could select one response from a list of 18 items.

Only the five reasons for leaving with the highest proportion of responses are presented here. These may vary between agencies, work units and with results for the APS overall, therefore those comparisons are not included.

Response scale	%	Variance from 2024	Variance from ACMA	Variance from APS overall
What is the primary reason behind your desire to leave your current position? (5 highest responses):				
I wish to pursue a promotion opportunity		**23**%	-	-	-
I want to try a different type of work or I'm seeking a career change		**16**%	-	-	-
My expectations for work in my current position have not been met		**13**%	-	-	-
There are a lack of future career opportunities in my agency		**13**%	-	-	-
I am looking to further my skills in another area		**6**%	-	-	-

Key ↑ **At least 5 percentage points greater than comparator** ↓ **At least 5 percentage points less than comparator**

Unacceptable behaviour

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.

Discrimination	Response scale	%	Variance from 2024	Variance from ACMA	Variance from APS overall
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		3%	-3	-1	-5 ↓
No		97%	+3	+1	+5 ↑
Did this discrimination occur in your current agency?					
Yes	*The data for this question has been hidden to preserve privacy.*				
No	*The data for this question has been hidden to preserve privacy.*				
The discrimination came from: [Multiple Response]					
Within my agency	*The data for this question has been hidden to preserve privacy.*				
Another agency	*The data for this question has been hidden to preserve privacy.*				
A customer, stakeholder or member of the public	*The data for this question has been hidden to preserve privacy.*				
Other	*The data for this question has been hidden to preserve privacy.*				
Did you report the discrimination?					
I reported the discrimination in accordance with my agency's policies and procedures	*The data for this question has been hidden to preserve privacy.*				
It was reported by someone else	*The data for this question has been hidden to preserve privacy.*				
I did not report the discrimination	*The data for this question has been hidden to preserve privacy.*				

Key ↑ **At least 5 percentage points greater than comparator** ↓ **At least 5 percentage points less than comparator**

Unacceptable behaviour

In 2025, the survey used an expanded definition of harassment. Comparing results to 2024 should take this change in definition in context.

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.

Only 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.

Bullying and harassment	Response scale	%	Variance from 2024	Variance from ACMA	Variance from APS overall
During the last 12 months, have you been subjected to bullying or harassment in your current workplace?					
Yes		6%	0	+1	-3
No		93%	+3	+1	+7 ↑
Not sure		1%	-3	-2	-4
Types of bullying or harassment experienced (3 highest responses):					
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		60%	-	-	-
Deliberate exclusion from work-related activities		60%	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		50%	-	-	-
Did you report the bullying or harassment?					
I reported the behaviour in accordance with my agency's policies and procedures		30%	+30 ↑	+6 ↑	-7 ↓
It was reported by someone else		0%	0	-4	-8 ↓
I did not report the behaviour		70%	+70 ↑	-2	+15 ↑

Key

↑ **At least 5 percentage points greater than comparator**

↓ **At least 5 percentage points less than comparator**

Demographics

How do you describe your gender?	Responses
Man or male	29%
Woman or female	67%
Non-binary	1%
I use a different term	0%
Prefer not to say	3%

Do you identify as an Aboriginal and/or Torres Strait Islander person?	Responses
Yes	1%
No	99%

Do you have an ongoing disability?	Responses
Yes	4%
No	96%

Do you have carer responsibilities?	Responses
Yes	39%
No	61%

Do you identify as culturally or linguistically diverse?	Responses
Yes	23%
No	77%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	73%
Australian Aboriginal and/or Torres Strait Islander	1%
New Zealander (excluding Maori)	2%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	0%
Anglo-European	23%
North-West European (excluding Anglo-European)	6%
Southern and Eastern European	6%
South-East Asian	9%
North-East Asian	3%
Southern and Central Asian	3%
North American	3%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	1%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	12%
No	72%
Maybe	11%
I am unsure what neurodivergent means	5%

Suggested questions to focus on

What to focus on?

Through driver analysis, these key questions have been identified as being important to employees in your agency and associated with employee engagement.

They are not necessarily the questions with the lowest scores.

Some will be areas to improve upon and some will be areas to maintain.

Develop actions and activities to improve upon these, where possible, to drive higher levels of performance.

▲ **At least 5 percentage points greater than comparator**

▼ **At least 5 percentage points less than comparator**

		% Positive	Variance from 2024	Variance from ACMA	Variance from APS overall
.1	I am supported to use my expertise to provide frank and fearless advice	74%	+1	+3	+4
.2	The people in my workgroup value others' individual skills and talents	91%	-	+1	+7▲
.3	My supervisor invites a range of views, including those different to their own	89%	-2	+3	+6▲
.4	My supervisor ensures that my workgroup delivers on what we are responsible for	92%	+1	+1	+4
.5	Where appropriate, I am able to take part in decisions that affect my job	73%	-7▼	-4	+1
.6	My supervisor encourages my team to regularly review and improve our work	88%	+5▲	+3	+5▲

ACMA specific questions

	Response scale	% Positive	Variance from 2024	Variance from ACMA
My workgroup has a documented forward workplan and we are held accountable for making progress towards the work plan	67 26	67%	+6 ↑	-7 ↓
I understand how my workgroup's work plan fits into the Corporate Plan and the divisional plan	71 22 7	71%	+6 ↑	-6 ↓
My work and team behaviors reflect the ACMA's Culture and Values of being purposeful, curious and questioning, and collaborative	87 11	87%	-	0
I have the ICT tools and resources to perform my role well	46 18 36	46%	-	-11 ↓
My workgroup has the people and financial resources we need to perform well	43 25 32	43%	-	0
I feel comfortable reporting issues of integrity	76 16 8	76%	-	+2

Key ↑ **At least 5 percentage points greater than comparator** ↓ **At least 5 percentage points less than comparator** Positive Neutral Negative

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Time to take action

Celebrate

What things do we do well?

Think about how we can build on our strengths and learn from what we are good at.

Investigate further with our teams

Are there any other opportunities coming out of the results that we want to explore further?

How could we investigate? Through looking at the data in more detail or through discussions with staff?

Opportunities

Areas we need to focus on and turn into action plans:

What are the key things we need to improve to make working here better?

Use this page to start your local action plans

Identify areas to celebrate, opportunities for improvement and areas which you need to investigate further.

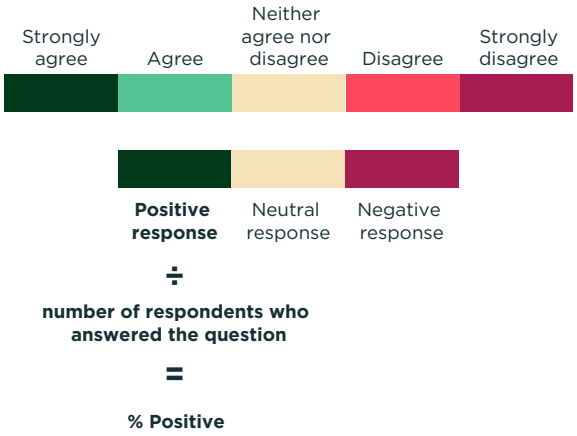
Prioritise 3 areas to take forward

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

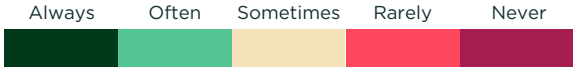
Guide to this report

% Positive

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.



For 5 point scale questions not asked on the *agree to disagree* scale the same rules apply, the green percent represents a **positive response** (unless the question is negatively worded).



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%.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Total
Number of responses	**151**	**166**	**176**	**96**	**24**	**613**
Percentage	**24.63%**	**27.08%**	**28.71%**	**15.66%**	**3.92%**	**100%**
Rounded percentage	**25%**	**27%**	**29%**	**16%**	**4%**	**101%**
Number of positive	**151 + 166 = 317**					
% Positive	**317 ÷ 613 = 52%**					

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.