

Highlights Report CASA



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Responses:
659 of 817

Response Rate:
81%

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 will be the lower results, and/or those which are scoring notably below your comparators.



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



How engaged is your team?

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		71	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies	
Say	Overall, I am satisfied with my job	68	17	15	68%	+2	-7↓	-9↓	-8↓
	I am proud to work in my agency	72	18	10	72%	+4	-6↓	-10↓	-9↓
	I would recommend my agency as a good place to work	58	24	18	58%	+3	-13↓	-18↓	-14↓
	I believe strongly in the purpose and objectives of my agency	84	12		84%	+4	-2	-6↓	-5↓
Stay	I feel a strong personal attachment to my agency	62	26	12	62%	+4	-1	-4	-3
	I feel committed to my agency's goals	82	14		82%	+3	-4	-7↓	-6↓
Strive	I suggest ideas to improve our way of doing things	91	8		91%	+3	+4	+2	+2
	I am happy to go the 'extra mile' at work when required	90			90%	+1	-1	-2	-2
	I work beyond what is required in my job to help my agency achieve its objectives	83	14		83%	+2	+2	+2	+2
	My agency really inspires me to do my best work every day	40	36	24	40%	-4	-21↓	-25↓	-24↓

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		75	Response scale		% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies	
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	75	16	9	75%	0	-5 ↓	-5 ↓	-4	
	My supervisor can deliver difficult advice whilst maintaining relationships	77	14	9	77%	+2	-3	-4	-3	
	My supervisor invites a range of views, including those different to their own	78	14	8	78%	+2	-4	-6 ↓	-4	
	My supervisor encourages my team to regularly review and improve our work	78	16		78%	+2	-4	-4	-3	
	My supervisor is invested in my development	73	18	9	73%	+3	-5 ↓	-6 ↓	-5 ↓	
	My supervisor ensures that my workgroup delivers on what we are responsible for	83	13		83%	0	-5 ↓	-6 ↓	-5 ↓	
Other similar questions										
	My supervisor provides me with helpful feedback to improve my performance	72	18	10	72%	-1	-7 ↓	-7 ↓	-6 ↓	
	My immediate supervisor encourages me	70	19	11	70%	0	-8 ↓	-10 ↓	-8 ↓	
	My supervisor actively ensures that everyone can be included in workplace activities	78	14	8	78%	+1	-6 ↓	-6 ↓	-5 ↓	
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	74	18	8	74%	-	-7 ↓	-7 ↓	-7 ↓	
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*.

Your SES Manager Leadership Index score		63			Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
SES Manager	My SES manager clearly articulates the direction and priorities for our area	57	22	21	57%	+2	-12 ↓	-13 ↓	-13 ↓	
	My SES manager presents convincing arguments and persuades others towards an outcome	55	27	18	55%	+3	-8 ↓	-10 ↓	-10 ↓	
	My SES manager promotes cooperation within and between agencies	58	31	12	58%	-1	-10 ↓	-12 ↓	-12 ↓	
	My SES manager encourages innovation and creativity	54	28	17	54%	-2	-12 ↓	-13 ↓	-13 ↓	
	My SES manager creates an environment that enables us to deliver our best	52	26	22	52%	-1	-13 ↓	-13 ↓	-14 ↓	
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	61	25	14	61%	0	-13 ↓	-15 ↓	-16 ↓	
Other similar questions										
	In my agency, the SES work as a team	39	32	29	39%	+7 ↑	-17 ↓	-15 ↓	-14 ↓	
	In my agency, the SES clearly articulate the direction and priorities for our agency	43	26	31	43%	+8 ↑	-22 ↓	-21 ↓	-21 ↓	
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	57	30	13	57%	-2	-10 ↓	-11 ↓	-12 ↓	

Key

At least 5 percentage points greater than comparator
 At least 5 percentage points less than comparator

Positive Neutral Negative

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.

Your Communication Index score	62	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
				+3	-7↓	-7↓	-6↓

Communication	My supervisor communicates effectively	76	13	11	76%	+2	-5↓	-5↓	-4
	My SES manager communicates effectively	59	22	20	59%	+1	-11↓	-12↓	-11↓
	Internal communication within my agency is effective	41	26	33	41%	+3	-17↓	-18↓	-15↓

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	59	19	21	59%	+3	-8↓	-9↓	-9↓
	Staff are consulted about change at work	38	38	24	38%	+3	-13↓	-14↓	-13↓
	Change is managed well in my agency	23	26	50	23%	+2	-20↓	-20↓	-19↓

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative

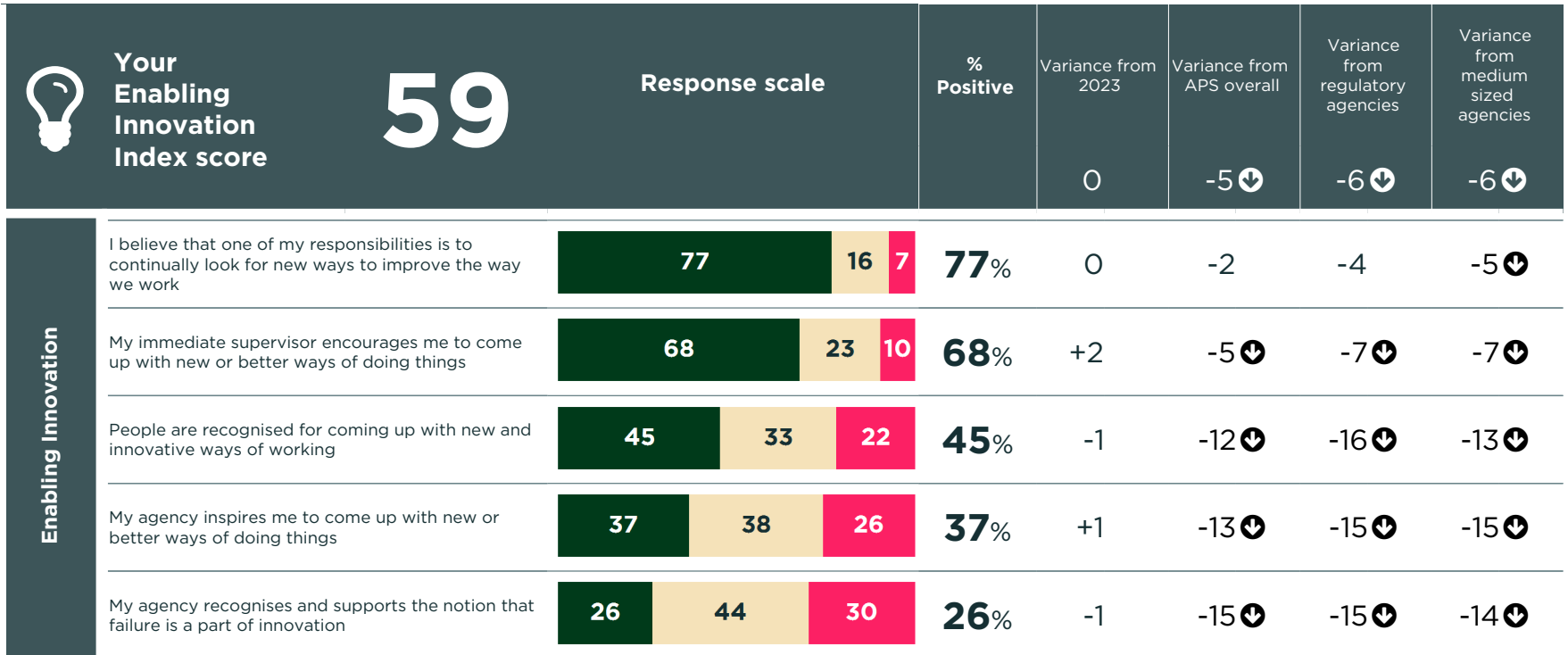


Enabling Innovation



Enabling Innovation

The 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.



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

Your Wellbeing Policies and Support Index score	66	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies

Wellbeing Policies and Support	Score	Positive	Negative	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
I am satisfied with the policies/practices in place to help me manage my health and wellbeing	60	25	15	60%	+2	-7↓	-10↓	-7↓
My agency does a good job of communicating what it can offer me in terms of health and wellbeing	59	27	14	59%	+4	-7↓	-12↓	-9↓
My agency does a good job of promoting health and wellbeing	58	27	16	58%	+4	-9↓	-12↓	-9↓
I think my agency cares about my health and wellbeing	54	26	20	54%	+4	-10↓	-16↓	-13↓
I believe my immediate supervisor cares about my health and wellbeing	85	11	4	85%	+3	-2	-3	-2

Other similar questions

Wellbeing	Score	Positive	Negative	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	67	15	18	67%	-	-7↓	-8↓	-7↓
The people in my workgroup are able to bring up problems and tough issues	80	10	10	80%	-	0	-3	-2
I receive the respect I deserve from my colleagues at work	74	20	6	74%	+2	-7↓	-8↓	-7↓
My agency supports and actively promotes an inclusive workplace culture	72	17	10	72%	0	-9↓	-10↓	-7↓

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 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
In general, would you say that your health is:						
Excellent		10%	-2	0	-1	-1
Very good		31%	0	-4	-6	-5
Good		42%	+3	+4	+5	+5
Fair		14%	-1	0	+2	+2
Poor		3%	0	0	0	0
What best describes your current workload?						
Well above capacity - too much work		31%	0	+8	+9	+8
Slightly above capacity - lots of work to do		40%	+1	0	-2	-1
At capacity - about the right amount of work to do		25%	+2	-6	-5	-4
Slightly below capacity - available for more work		4%	-2	-1	-1	-2
Well below capacity - not enough work		1%	-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 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
How often do you find your work stressful?					
Always	5%	0	0	+1	+1
Often	28%	-1	+3	+4	+4
Sometimes	47%	+1	-2	-4	-4
Rarely	19%	+1	0	-1	-1
Never	1%	-1	-1	0	-1
To what extent is your work emotionally demanding?					
To a very large extent	8%	+1	0	+1	+1
To a large extent	24%	+1	+3	+6 	+5 
Somewhat	38%	-2	0	0	+1
To a small extent	22%	+1	-2	-4	-3
To a very small extent	8%	-1	-1	-3	-3
I feel burned out by my work					
Strongly agree	10%	+1	+2	+3	+2
Agree	25%	+1	+2	+3	+3
Neither agree nor disagree	33%	+1	+1	+3	+2
Disagree	27%	-2	-3	-6 	-5 
Strongly disagree	6%	-1	-2	-3	-3

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Flexible work



	Response scale	%	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	79	79%	-4	-4	-11	-7
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		7%	0	-6	-6	-5
Flexible hours of work		20%	+1	-6	-10	-8
Compressed work week		17%	0	+13	+10	+13
Job sharing		0%	0	0	0	0
Working away from the office/working from home		77%	+3	+16	0	+9
None of the above		10%	-2	-13	-1	-9
Working away from the office						
None of the time		23%	-	-16	0	-9
All of the time		3%	-	-3	-7	-5
Some of the time as a regular arrangement		68%	-	+21	+7	+18
Only on an irregular basis		6%	-	-2	0	-4
Did not disclose their arrangement		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.

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 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
I am supported to use my expertise to provide frank and fearless advice	56	20	23	56%	-	-9↓	-10↓	-9↓
The people in my workgroup demonstrate stewardship	74	18	8	74%	-	-3	-6↓	-5↓
The culture in my agency supports people to act with integrity	60	22	18	60%	-	-17↓	-20↓	-17↓
I believe strongly in the purpose and objectives of the APS	70	25	5	70%	+1	-17↓	-18↓	-17↓
I feel a strong personal attachment to the APS	42	42	16	42%	0	-23↓	-22↓	-20↓
My workgroup considers the people and businesses affected by what we do	84	10	6	84%	-	-1	-5↓	-3

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 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
I am satisfied with the recognition I receive for doing a good job	55	23	22	55%	+1	-13↓	-17↓	-15↓
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	67	15	19	67%	+6↑	+4	+3	+3
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	79	11	10	79%	0	-3	-8↓	-3
I am satisfied with the stability and security of my job	84	10		84%	+4	-1	-1	+2

Clarity and autonomy

	Response scale			% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	87	8		87%	0	-6↓	-7↓	-6↓
I am clear what my duties and responsibilities are	76	19		76%	0	-4	-3	-2
I have a choice in deciding how I do my work	67	23	10	67%	-1	+1	-6↓	-5↓
Where appropriate, I am able to take part in decisions that affect my job	63	19	18	63%	+4	-8↓	-11↓	-10↓

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 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
In the last month, please rate your workgroup's overall performance						
Excellent		24%	-1	-4	-6 ↓	-5 ↓
Very good		54%	+3	-1	-1	-1
Average		16%	-2	+1	+3	+2
Below average		5%	+1	+3	+3	+3
Well below average		1%	-1	0	0	0

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well		76%	0	-3	-4	-4
My workgroup has the tools and resources we need to perform well		47%	0	-12 ↓	-7 ↓	-9 ↓
The people in my workgroup use time and resources efficiently		72%	+1	-4	-5 ↓	-5 ↓
My job gives me opportunities to utilise my skills		73%	+1	-7 ↓	-9 ↓	-9 ↓
In the last 12 months, the formal learning I have accessed has improved my performance		43%	-	-15 ↓	-16 ↓	-15 ↓

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 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
Which of the following statements best reflects your current thoughts about working in your current position?						
I want to leave my position as soon as possible		10%	0	+1	+2	+1
I want to leave my position within the next 12 months		16%	-2	-7 ⬇️	-6 ⬇️	-6 ⬇️
I want to stay working in my position for the next one to two years		32%	0	-6 ⬇️	-10 ⬇️	-9 ⬇️
I want to stay working in my position for at least the next three years		43%	+1	+12 ⬆️	+15 ⬆️	+14 ⬆️
What best describes your plans involved with leaving your current position?						
I am planning to retire		11%	-1	+5 ⬆️	+7 ⬆️	+7 ⬆️
I am pursuing another position within my agency		28%	-5 ⬇️	-15 ⬇️	-7 ⬇️	-2
I am pursuing a position in another agency		25%	+3	-1	-7 ⬇️	-10 ⬇️
I am pursuing work outside the APS		17%	-2	+8 ⬆️	+6 ⬆️	+6 ⬆️
It is the end of my non-ongoing, casual or contracted employment		1%	-1	-1	-3	-4
Other		17%	+6 ⬆️	+4	+4	+3

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Retention



Employees were also asked for the primary reason behind their desire to leave and could select one response from a list of 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.

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
What is the primary reason behind your desire to leave your current position? (5 highest responses):						
Senior leadership is of a poor quality		14%	-	-	-	-
I wish to pursue a promotion opportunity		13%	-	-	-	-
There are a lack of future career opportunities in my agency		13%	-	-	-	-
I am looking to further my skills in another area		10%	-	-	-	-
I am not satisfied with the work		8%	-	-	-	-

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 what the basis was for the discrimination. Employees could select one or more responses from a list of items.

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

Discrimination	Response scale	%	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
During the last 12 months and in the course of your employment, have you experienced discrimination on the basis of your background or a personal characteristic?						
Yes		18%	+3	+8	+11	+9
No		82%	-3	-8	-11	-9
Did this discrimination occur in your current agency?						
Yes		97%	+1	+5	+4	+5
No		3%	-1	-5	-4	-5
Basis for the discrimination that you experienced (3 highest responses):						
Gender		47%	-	-	-	-
Age		24%	-	-	-	-
Other		23%	-	-	-	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



Employees who perceived harassment or bullying in the last 12 months were asked what type of harassment or bullying 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.

Harassment and bullying	Response scale	%	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes		16%	+2	+5	+7	+5
No		77%	-4	-7	-9	-7
Not sure		7%	+2	+2	+2	+2
Types of harassment or bullying experienced (3 highest responses):						
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		44%	-	-	-	-
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		41%	-	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		33%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures		40%	+9	+4	+6	+4
It was reported by someone else		7%	-2	0	-2	-1
I did not report the behaviour		53%	-7	-4	-4	-3

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



Employees who indicated that they had witnessed potential corrupt behaviour were asked to describe the behaviour. Employees could select one or more responses from a list of items.

Only the three types of corrupt behaviours with the highest proportion of responses are presented here. These may vary between agencies and with results for the APS overall.

Corruption	Response scale	%	Variance from 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
Excluding behaviour reported to you as part of your duties, in the last 12 months have you witnessed another APS employee in your agency engaging in behaviour that you consider may be serious enough to be viewed as corruption?						
Yes		10%	+1	+7	+7	+7
No		79%	-1	-12	-13	-12
Not sure		5%	0	+1	+2	+2
Would prefer not to answer		6%	0	+4	+4	+4
Types of corrupt behaviours witnessed (3 highest responses):						
Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		75%	-	-	-	-
Acting (or failing to act) in the presence of an undisclosed conflict of interest		33%	-	-	-	-
Green-lighting		25%	-	-	-	-
Did you report the potentially corrupt behaviour?						
I reported the behaviour in accordance with my agency's policies and procedures		16%	-3	-5	+4	+1
It was reported by someone else		16%	+2	0	-5	-1
I did not report the behaviour		68%	+2	+5	+1	0

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	58%
Woman or female	35%
Non-binary	1%
I use a different term	0%
Prefer not to say	7%

Do you identify as an Aboriginal and/or Torres Strait Islander person?	Responses
Yes	4%
No	96%

Do you have an ongoing disability?	Responses
Yes	10%
No	90%

Do you have carer responsibilities?	Responses
Yes	46%
No	54%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	5%
No	95%

Do you identify as culturally and linguistically diverse?	Responses
Yes	22%
No	78%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	68%
Australian Aboriginal and/or Torres Strait Islander	3%
New Zealander (excluding Maori)	3%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	16%
North-West European (excluding Anglo-European)	3%
Southern and Eastern European	5%
South-East Asian	5%
North-East Asian	1%
Southern and Central Asian	3%
North American	2%
South and Central American and Caribbean Islander	2%
North African and Middle Eastern	1%
Sub-Saharan African	1%

Do you consider yourself to be neurodivergent?	Responses
Yes	6%
No	77%
Maybe	6%
I am unsure what neurodivergent means	12%

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 2023	Variance from APS overall	Variance from regulatory agencies	Variance from medium sized agencies
.1	I am supported to use my expertise to provide frank and fearless advice		56%	-	-9	-10	-9
.2	The culture in my agency supports people to act with integrity		60%	-	-17	-20	-17
.3	I think my agency cares about my health and wellbeing		54%	+4	-10	-16	-13
.4	Internal communication within my agency is effective		41%	+3	-17	-18	-15
.5	I am satisfied with the recognition I receive for doing a good job		55%	+1	-13	-17	-15
.6	My agency supports and actively promotes an inclusive workplace culture		72%	0	-9	-10	-7

CASA specific questions

	Response scale			% Positive	Variance from 2023
I think CASA is moving in the right direction	47	28	25	47%	+2
I understand the priorities for my work in the next six months	71	17	12	71%	+2
I am looking forward to 2024-25 at CASA	57	31	13	57%	+2
My immediate supervisor builds a positive work culture	77	16	7	77%	0
My immediate supervisor is a great role model for employees	70	21	9	70%	+1
I can effectively collaborate with my colleagues irrespective of where they are located that day	89	7		89%	+1
I am comfortable discussing concerns about my workload with my immediate supervisor	79	13	8	79%	-1
I am able to complete my work without feeling unreasonably stressed	53	25	22	53%	-2
My immediate supervisor supports me through periods of change	75	19		75%	0
I use my skills and abilities in my workgroup	85	9		85%	+1

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



CASA specific questions

	Response scale			% Positive	Variance from 2023
There is fit for purpose learning and development available so that I can do my current role well	44	28	28	44%	-3
I have access to the learning and development I need for future career progression	44	30	27	44%	-3
The management of risk is an important strategy in the performance of my duties	72	21	7	72%	-1
My immediate supervisor supports me in my professional development	74	19	7	74%	0
CASA's regulatory philosophy is consistent with my views about what CASA does	69	20	12	69%	+2

Key



At least 5 percentage points greater than comparator




At least 5 percentage points less than comparator

Positive Neutral Negative




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.

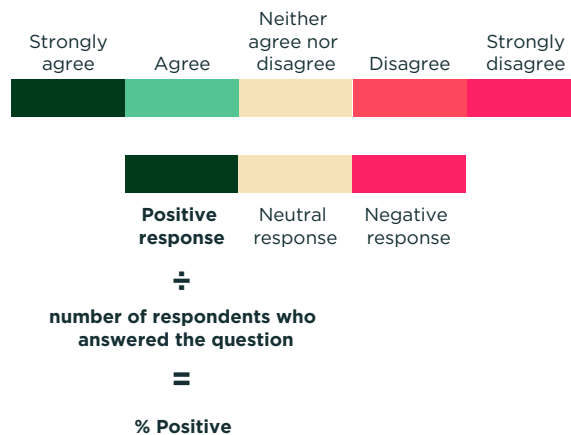
Prioritise 3 areas to take forward

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

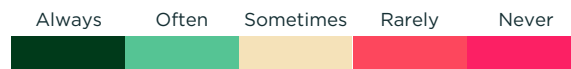
Guide to this report

% 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

Comparisons to other similarly sized agencies are used through this report. To see how agencies are categorised visit:

<https://www.apsc.gov.au/aps-agencies-size-and-function>

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.

