

Australian Public Service Employee Census

The Australian Public Service (APS) Employee Census (Census) is an annual survey which is used to collect confidential opinion information from APS employees on issues in the workplace. It is an opportunity for APS employees to share their experiences of working in the APS. Safe Work Australia (SWA) gains insights from the results and is committed to taking action to improve on our working environment. After analysis of our 2024 Census results, SWA has developed four Agency wide key priorities for the next 12 months. These areas will be tracked with a mid-year review.



82 of 90
responses received

	What	Why	Action plan
Priority One	Reduce bullying and harassment in the workplace and foster a 'speak up' culture.	During the last 12 months, 10% of respondents indicated that they have been subjected to harassment or bullying.	<ul style="list-style-type: none"> Update SWA's Respect in the Workplace Policy. Update guidance and resources on the Agency's intranet to: <ul style="list-style-type: none"> Increase understanding of what inappropriate behaviour is, its impact and supports available to staff. Raise awareness of the options, process and procedures for addressing and reporting bullying and harassment so staff feel encouraged and safe to speak up.
Priority Two	Improved change management	67% of SWA employees feel that change management processes could be improved.	<ul style="list-style-type: none"> Consult early and regularly on changes impacting the agency through a variety of mechanisms ensuring appropriate avenues are available to staff to provide feedback on major changes that affect them.
Priority Three	Prioritise employee wellbeing and improve overall workplace satisfaction.	<p>74% of employees indicated that they find their work stressful at least sometimes (increase of 2% from 2023).</p> <p>29% of employees indicated that they feel burned out by their work (increase of 13% from 2023).</p>	<ul style="list-style-type: none"> Build workforce understanding and manager awareness of key employment conditions to support staff such as flexible work arrangements, TOIL and overtime, through information sessions. Embed and promote SWA's Project Governance framework to assist in sustainably managing workload. Enhance wellbeing support to employees through increased early intervention strategies and associated manager awareness and education campaign.
Priority Four	Enabling innovation	<p>44% of employees indicated that SWA recognises and supports the notion that failure is a part of innovation.</p> <p>65% of employees indicated that their SES manager encourages innovation and creativity (down 16% from the 2023 results).</p>	<ul style="list-style-type: none"> Continue to promote a continuous learning culture through communication, education and other activities to engage with risk and innovation. Continue to invest in fit-for-purpose and resilient technology solutions across SWA. Invest in digital skills through internal and external training. Establish a deliberate and structured approach to supporting and celebrating innovation in policy and service delivery.