

2025 APS Employee Census

5 May - 6 June

Highlights Report

AHRC

Responses:

154 of 210

Response rate:

73%



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 APS overall	Variance from specialist agencies	Variance from small sized agencies
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		9%	-4	+1	+3	+1
No		91%	+4	-1	-3	-1
Did this discrimination occur in your current agency?						
Yes		93%	-7⬇️	-1	-1	+1
No		7%	+7⬆️	+1	+1	-1
The discrimination came from: [Multiple Response]						
Within my agency		86%	-	-7⬇️	-8⬇️	-9⬇️
Another agency		7%	-	+3	+2	+2
A customer, stakeholder or member of the public		14%	-	+6⬆️	+9⬆️	+10⬆️
Other		0%	-	-4	-2	-2
Did you report the discrimination?						
I reported the discrimination in accordance with my agency's policies and procedures		21%	-	+3	+3	+1
It was reported by someone else		0%	-	-4	-4	-3
I did not report the discrimination		79%	-	+2	0	+3

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 APS overall	Variance from specialist agencies	Variance from small sized agencies
During the last 12 months, have you been subjected to bullying or harassment in your current workplace?						
Yes		9%	-1	0	+1	-1
No		87%	+2	+2	0	+3
Not sure		3%	0	-1	-1	-2
Types of bullying or harassment experienced (3 highest responses):						
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		64%	-	-	-	-
Deliberate exclusion from work-related activities		29%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		29%	-	-	-	-
Did you report the bullying or harassment?						
I reported the behaviour in accordance with my agency's policies and procedures		14%	-7↓	-23↓	-20↓	-19↓
It was reported by someone else		7%	+7↑	0	-1	0
I did not report the behaviour		79%	0	+23↑	+22↑	+19↑

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

