



Australian Government

Australian Public Service Commission

2025 APS Employee Census

Open source data dictionary



**2025 APS
Employee Census**
5 May – 6 June



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Variable information

Variable	Label
AS	Agency Size
q1	q1. How do you describe your gender?
q2@	q2@. How old were you at your last birthday?
q4@	q4@. What is your current, actual classification level (grouped)?
q18a	q18a. I feel a strong personal attachment to my agency
q18b	q18b. I am proud to work in my agency
q18c	q18c. I would recommend my agency as a good place to work
q18d	q18d. I believe strongly in the purpose and objectives of my agency
q18e	q18e. I feel committed to my agency's goals
q18f	q18f. My agency really inspires me to do my best work every day
q19a	q19a. I suggest ideas to improve our way of doing things
q19b	q19b. I am happy to go the 'extra mile' at work when required
q19c	q19c. Overall, I am satisfied with my job
q19d	q19d. I work beyond what is required in my job to help my agency achieve its objectives
q19e	q19e. My job gives me opportunities to utilise my skills
q19f	q19f. I am satisfied with the recognition I receive for doing a good job
q19g	q19g. I am fairly remunerated (e.g. salary, superannuation) for the work that I do
q19h	q19h. I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)
q19i	q19i. I am satisfied with the stability and security of my job
q19j	q19j. I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration
q19k	q19k. Where appropriate, I am able to take part in decisions that affect my job
q19l	q19l. I feel I have the same opportunities as anyone else of my ability or experience
q20a	q20a. The people in my workgroup value others' individual skills and talents
q20b	q20b. People in my workgroup are comfortable checking with each other if they have questions about the right way to do something
q20c	q20c. If you make a mistake in my workgroup, it tends to be held against you



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q20d	q20d. The people in my workgroup are able to bring up problems and tough issues
q20e	q20e. The people in my workgroup demonstrate stewardship
q20f	q20f. The people in my workgroup use time and resources efficiently
q20g	q20g. My workgroup considers the people and businesses affected by what we do
q20h	q20h. When changes occur, the impacts are communicated well within my workgroup
q20i	q20i. My workgroup has the appropriate skills, capabilities and knowledge to perform well
q20j	q20j. My workgroup has the tools and resources we need to perform well
q21_1	q21_1. Information and communications technology (ICT)
q21_2	q21_2. Enabling functions (legal, HR, finance, etc.)
q21_3	q21_3. Additional employees
q21_4	q21_4. Technical expertise/capability
q21_5	q21_5. Processes/Frameworks
q21_6	q21_6. Training/learning and development opportunities
q21_7	q21_7. Physical equipment (desk, computer, chair, machinery, phone, stationery)
q22a	q22a. My supervisor communicates effectively
q22b	q22b. My supervisor engages with staff on how to respond to future challenges
q22c	q22c. My supervisor can deliver difficult advice whilst maintaining relationships
q22d	q22d. My supervisor encourages my team to regularly review and improve our work
q22e	q22e. My supervisor is invested in my development
q22f	q22f. My supervisor provides me with helpful feedback to improve my performance
q22g	q22g. My supervisor actively ensures that everyone can be included in workplace activities
q22h	q22h. My supervisor ensures that my workgroup delivers on what we are responsible for
q22i	q22i. My supervisor invites a range of views, including those different to their own
q22j	q22j. My supervisor encourages me to take on new tasks and gain experience doing things I've never done before
q24a	q24a. My SES manager communicates effectively



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q24b	q24b. My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS
q24c	q24c. My SES manager clearly articulates the direction and priorities for our area
q24d	q24d. My SES manager promotes cooperation within and between agencies
q24e	q24e. My SES manager encourages innovation and creativity
q24f	q24f. My SES manager presents convincing arguments and persuades others towards an outcome
q24g	q24g. My SES manager creates an environment that enables us to deliver our best
q24h	q24h. My SES manager routinely promotes the use of data and evidence to deliver outcomes
q25a	q25a. In my agency, the SES work as a team
q25b	q25b. In my agency, the SES clearly articulate the direction and priorities for our agency
q26a	q26a. I feel a strong personal attachment to the APS
q26b	q26b. Internal communication within my agency is effective
q26c	q26c. I believe strongly in the purpose and objectives of the APS
q26d	q26d. My agency supports and actively promotes an inclusive workplace culture
q26e	q26e. Change is managed well in my agency
q26f	q26f. The culture in my agency supports people to act with integrity
q26g	q26g. I am supported to use my expertise to provide frank and fearless advice
q26h	q26h. I understand how my role contributes to achieving an outcome for the Australian public
q27_1	q27_1. Workplace relationships with colleagues
q27_2	q27_2. Inclusive work environment
q27_3	q27_3. Quality of leadership (e.g. supportive, clear communication)
q27_4	q27_4. Access to flexible working arrangements
q27_5	q27_5. Non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)
q27_6	q27_6. Remuneration (e.g. salary, superannuation)
q27_7	q27_7. Type/nature of work (e.g. interesting, challenging, specialised, autonomous)
q27_8	q27_8. Job security
q27_9	q27_9. Location of work



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q27_10	q27_10. Lack of suitable alternative job prospects
q27_11	q27_11. Career progression opportunities
q27_12	q27_12. Professional development (e.g. learning new skills or developing current skills)
q27_13	q27_13. Belief in the purpose and objectives of the APS
q27_14	q27_14. Service to the Australian public
q27_15	q27_15. There are no reasons for staying
q27_16	q27_16. Not applicable
q27_17	q27_17. Other
q28a	q28a. I believe that one of my responsibilities is to continually look for new ways to improve the way we work
q28b	q28b. My immediate supervisor encourages me to come up with new or better ways of doing things
q28c	q28c. People are recognised for coming up with new and innovative ways of working
q28d	q28d. My agency inspires me to come up with new or better ways of doing things
q28e	q28e. My agency recognises and supports the notion that failure is a part of innovation
q29a	q29a. I am satisfied with the policies/practices in place to help me manage my health and wellbeing
q29b	q29b. My agency does a good job of communicating what it can offer me in terms of health and wellbeing
q29c	q29c. My agency does a good job of promoting health and wellbeing
q29d	q29d. I think my agency cares about my health and wellbeing
q29e	q29e. I believe my immediate supervisor cares about my health and wellbeing
q29f	q29f. If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor
q30a	q30a. I have unrealistic time pressures
q30b	q30b. I have a choice in deciding how I do my work
q30c	q30c. My immediate supervisor encourages me
q30d	q30d. I receive the respect I deserve from my colleagues at work
q30e	q30e. I am clear what my duties and responsibilities are
q30f	q30f. Relationships at work are strained
q30g	q30g. Staff are consulted about change at work
q30h	q30h. I am expected to do too many different tasks in too little time



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q31	q31. In general, would you say that your health is:
q32	q32. To what extent is your work emotionally demanding?
q33	q33. How often do you find your work stressful?
q34	q34. I feel burned out by my work
q35	q35. In the last month, please rate your workgroup's overall performance
q36	q36. What best describes your current workload?
q37a	q37a. Lack of clarity around my role and responsibilities
q37b	q37b. Lack of clarity around priorities
q37c	q37c. Too many competing priorities
q37d	q37d. Administrative processes within my agency
q37e	q37e. The technology within my agency
q37f	q37f. The internal communication within my agency
q37g	q37g. The lack of inclusiveness in my workgroup
q37h	q37h. Multiple layers of decision making within my agency
q37i	q37i. Authority for decision making is at a higher level than required
q37j	q37j. The appetite for risk within my agency
q37k	q37k. Resistance to experimentation with new ideas
q37l	q37l. Flexible work practices are not supported
q37m	q37m. Limited instances of working as one APS
q37n	q37n. The lack of access to learning and development opportunities
q38	q38. Moving forward, what is the most important positive initiative you would like to see in your working environment?
q39	q39. Are there currently skills or capability gaps within your immediate workgroup?
q40_1	q40_1. Administration (including record-keeping)
q40_2	q40_2. Collaboration and stakeholder engagement
q40_3	q40_3. Commercial awareness and business acumen
q40_4	q40_4. Creativity and innovation
q40_5	q40_5. Change management
q40_6	q40_6. Data
q40_7	q40_7. Evaluation
q40_8	q40_8. Financial (including budget management)
q40_9	q40_9. Governance (including legal)



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q40_10	q40_10. Information and communications technology (ICT) or digital
q40_11	q40_11. Leadership
q40_12	q40_12. Oral communication
q40_13	q40_13. People management
q40_14	q40_14. Procurement and contract management
q40_15	q40_15. Project and program management
q40_16	q40_16. Risk management
q40_17	q40_17. Policy or strategic policy
q40_18	q40_18. Written communication
q40_19	q40_19. Other
q41	q41. During the last 12 months, the formal learning I have accessed has improved my performance
q42	q42. To what extent do you agree that your recent performance and development discussions with your supervisor helped improve your performance?
q43	q43. Which of the following statements best reflects your thoughts about working in your current position?
q44	q44. What best describes your plans involved with leaving your current position?
q45	q45. What is the primary reason behind your desire to leave your current position?
q46	q46. 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?
q47	q47. Did this discrimination occur in your current agency?
q48_1	q48_1. Gender
q48_2	q48_2. Race
q48_3	q48_3. Disability
q48_4	q48_4. Caring responsibilities
q48_5	q48_5. Age
q48_6	q48_6. LGBTIQ+
q48_7	q48_7. Identification as an Australian Aboriginal and/or Torres Strait Islander person
q48_8	q48_8. Religion
q48_9	q48_9. Other
q49_1	q49_1. Within my agency



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q49_2	q49_2. Another agency
q49_3	q49_3. A customer, stakeholder or member of the public
q49_4	q49_4. Other
q50	q50. Did you report the discrimination?
q51_1	q51_1. I did not want to upset relationships in the workplace
q51_2	q51_2. I did not have enough evidence
q51_3	q51_3. It could affect my career
q51_4	q51_4. I was concerned about adverse consequences beyond the effect on my career
q51_5	q51_5. I did not think action would be taken
q51_6	q51_6. The matter was resolved informally
q51_7	q51_7. I did not think the discrimination was serious enough
q51_8	q51_8. Managers accepted the behaviour
q51_9	q51_9. I did not think it was worth the hassle of going through the reporting process
q51_10	q51_10. I feared possible retaliation or reprisals
q51_11	q51_11. I did not know how to report it
q51_12	q51_12. Other
q52	q52. During the last 12 months, have you been subjected to bullying or harassment in your current workplace?
q53_1	q53_1. Physical behaviour
q53_2	q53_2. Cyberbullying (e.g. harassment via IT, or the spreading of gossip/materials intended to defame or humiliate)
q53_3	q53_3. Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)
q53_4	q53_4. 'Initiations' or pranks
q53_5	q53_5. Interference with your personal property or work equipment
q53_6	q53_6. Interference with work tasks (e.g. withholding needed information, undermining or sabotage)
q53_7	q53_7. Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)
q53_8	q53_8. Deliberate exclusion from work-related activities
q53_9	q53_9. Sexual harassment
q53_10	q53_10. Other
q54_1	q54_1. Your current supervisor



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q54_2	q54_2. A previous supervisor
q54_3	q54_3. Someone more senior (other than your supervisor)
q54_4	q54_4. Co-worker
q54_5	q54_5. Contractor
q54_6	q54_6. Someone more junior than you
q54_7	q54_7. Client, customer or stakeholder
q54_8	q54_8. Consultant/service provider
q54_9	q54_9. Representative of another APS agency
q54_10	q54_10. Minister or ministerial adviser
q54_11	q54_11. Unknown
q55	q55. Did you report the bullying or harassment?
q56_1	q56_1. I did not want to upset relationships in the workplace
q56_2	q56_2. I did not have enough evidence
q56_3	q56_3. It could affect my career
q56_4	q56_4. I did not think action would be taken
q56_5	q56_5. The matter was resolved informally
q56_6	q56_6. I did not think the bullying or harassment was serious enough
q56_7	q56_7. Managers accepted the behaviour
q56_8	q56_8. I did not think it was worth the hassle of going through the reporting process
q56_9	q56_9. I feared possible retaliation or reprisals
q56_10	q56_10. I did not know how to report it
q56_11	q56_11. Other
q57	q57. 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?
q58_1	q58_1. Abuse of office
q58_2	q58_2. Misuse of information or documents
q58_3	q58_3. A breach of public trust
q58_4	q58_4. Adversely affecting the honesty or impartiality of a public official
q59	q59. Did you report the conduct?
q60_1	q60_1. I did not want to upset relationships in the workplace
q60_2	q60_2. I did not have enough evidence



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q60_3	q60_3. It could affect my career
q60_4	q60_4. I was concerned about adverse consequences beyond the effect on my career
q60_5	q60_5. I did not think action would be taken
q60_6	q60_6. I did not think the corruption was serious enough
q60_7	q60_7. Managers accepted the behaviour
q60_8	q60_8. I did not think it was worth the hassle of going through the reporting process
q60_9	q60_9. I feared possible retaliation or reprisals
q60_10	q60_10. I did not know how to report it
q60_11	q60_11. Other



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Condensed variables

Note. The response options for the variables 'q2@. How old were you at your last birthday?' and 'q4@. What is your current, actual classification level?' have been condensed to preserve respondent privacy.

The following changes were made:

q2@	Under 20 years	Under 40 years
	20 to 24 years	
	25 to 29 years	
	30 to 34 years	
	35 to 39 years	
	40 to 44 years	40-54 years
	45 to 49 years	
	50 to 54 years	
	55 to 59 years	55 years or older
	60 to 64 years	
	65 years or older	
	Prefer not to say	Prefer not to say

q4@	Trainee/Apprentice	Trainee/Graduate/Cadet/APS
	Graduate	
	Cadet	
	APS 1-2 (or equivalent)	
	APS 3-4 (or equivalent)	
	APS 5-6 (or equivalent)	
	Executive Level 1 (or equivalent)	EL
	Executive Level 2 (or equivalent)	
	Senior Executive Service Band 1 (or equivalent)	SES
	Senior Executive Service Band 2 or 3 (or equivalent)	



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Variable values

AS	1	Small (Less than 250 employees)
	2	Medium (251-1,000 employees)
	3	Large (1,001 or more employees)
q1	1	Man or male
	2	Woman or female
	3	Non-binary
	4	I use a different term
	5	Prefer not to say
q2@	1	Under 40 years
	2	40-54 years
	3	55 years or older
	4	Prefer not to say
q4@	1	Trainee/Graduate/Cadet/APS
	2	EL
	3	SES
q18a	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q18b	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q18c	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q18d	1	Strongly agree



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	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q18e	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q18f	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q19a	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q19b	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q19c	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q19d	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree



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q19e	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q19f	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q19g	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q19h	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q19i	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q19j	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q19k	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree



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	5	Strongly disagree
q19l	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q20a	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q20b	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q20c	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q20d	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q20e	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q20f	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree



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	4	Disagree
	5	Strongly disagree
q20g	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q20h	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q20i	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q20j	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q21_1	1	Information and communications technology (ICT)
q21_2	1	Enabling functions (legal, HR, finance, etc.)
q21_3	1	Additional employees
q21_4	1	Technical expertise/capability
q21_5	1	Processes/frameworks
q21_6	1	Training/learning and development opportunities
q21_7	1	Physical equipment (desk, computer, chair, machinery, phone, stationery)
q21_8	1	Other
q22a	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree



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	4	Disagree
	5	Strongly disagree
q22b	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q22c	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q22d	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q22e	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q22f	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q22g	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q22h	1	Strongly agree
	2	Agree



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	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q22i	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q22j	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q24a	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q24b	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q24c	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q24d	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q24e	1	Strongly agree



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	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q24f	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q24g	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q24h	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q25a	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q25b	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q26a	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree



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q26b	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q26c	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q26d	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q26e	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q26f	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q26g	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q26h	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree



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	5	Strongly disagree
q27_1	1	Workplace relationships with colleagues
q27_2	1	Inclusive work environment
q27_3	1	Quality of leadership (e.g. supportive, clear communication)
q27_4	1	Access to flexible work arrangements
q27_5	1	Non-monetary employment conditions (e.g. leave, other benefits)
q27_6	1	Remuneration (e.g. salary, superannuation)
q27_7	1	Type/nature of work (e.g. interesting, challenging, specialised, autonomous)
q27_8	1	Job security
q27_9	1	Location of work
q27_10	1	Lack of suitable alternative job prospects
q27_11	1	Career progression opportunities
q27_12	1	Professional development (e.g. learning new skills or developing current skills)
q27_13	1	Belief in the purpose and objectives of the APS
q27_14	1	Service to the Australian public
q27_15	1	There are no reasons for staying
q27_16	1	Not applicable
q27_17	1	Other
q28a	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q28b	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q28c	1	Strongly agree
	2	Agree



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	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q28d	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q28e	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q29a	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q29b	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q29c	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q29d	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q29e	1	Strongly agree



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	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q29f	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q30a	1	Always
	2	Often
	3	Sometimes
	4	Rarely
	5	Never
q30b	1	Always
	2	Often
	3	Sometimes
	4	Rarely
	5	Never
q30c	1	Always
	2	Often
	3	Sometimes
	4	Rarely
	5	Never
q30d	1	Always
	2	Often
	3	Sometimes
	4	Rarely
	5	Never
q30e	1	Always
	2	Often
	3	Sometimes
	4	Rarely
	5	Never



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q30f	1	Always
	2	Often
	3	Sometimes
	4	Rarely
	5	Never
q30g	1	Always
	2	Often
	3	Sometimes
	4	Rarely
	5	Never
q30h	1	Always
	2	Often
	3	Sometimes
	4	Rarely
	5	Never
q31	1	Excellent
	2	Very good
	3	Good
	4	Fair
	5	Poor
q32	1	To a very large extent
	2	To a large extent
	3	Somewhat
	4	To a small extent
	5	To a very small extent
q33	1	Always
	2	Often
	3	Sometimes
	4	Rarely
	5	Never
q34	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree



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	5	Strongly disagree
q35	1	Excellent
	2	Very good
	3	Average
	4	Below average
	5	Well below average
q36	1	Well above capacity - too much work
	2	Slightly above capacity - lots of work to do
	3	At capacity - about the right amount of work to do
	4	Slightly below capacity - available for more work
	5	Well below capacity - not enough work
q37a	1	Not at all
	2	Very little
	3	Somewhat
	4	To a great extent
	5	To a very great extent
q37b	1	Not at all
	2	Very little
	3	Somewhat
	4	To a great extent
	5	To a very great extent
q37c	1	Not at all
	2	Very little
	3	Somewhat
	4	To a great extent
	5	To a very great extent
q37d	1	Not at all
	2	Very little
	3	Somewhat
	4	To a great extent
	5	To a very great extent
q37e	1	Not at all
	2	Very little
	3	Somewhat



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	4	To a great extent
	5	To a very great extent
q37f	1	Not at all
	2	Very little
	3	Somewhat
	4	To a great extent
	5	To a very great extent
q37g	1	Not at all
	2	Very little
	3	Somewhat
	4	To a great extent
	5	To a very great extent
q37h	1	Not at all
	2	Very little
	3	Somewhat
	4	To a great extent
	5	To a very great extent
q37i	1	Not at all
	2	Very little
	3	Somewhat
	4	To a great extent
	5	To a very great extent
q37j	1	Not at all
	2	Very little
	3	Somewhat
	4	To a great extent
	5	To a very great extent
q37k	1	Not at all
	2	Very little
	3	Somewhat
	4	To a great extent
	5	To a very great extent
q37l	1	Not at all
	2	Very little



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	3	Somewhat
	4	To a great extent
	5	To a very great extent
q37m	1	Not at all
	2	Very little
	3	Somewhat
	4	To a great extent
	5	To a very great extent
q37n	1	Not at all
	2	Very little
	3	Somewhat
	4	To a great extent
	5	To a very great extent
q38	1	Increased clarity around my role and responsibilities
	2	Increased clarity around priorities
	3	Fewer competing priorities
	4	Streamlined administrative processes within my agency
	5	Improved technology and a more digital environment
	6	Improved internal communication
	7	Improved inclusiveness in my workgroup
	8	Fewer layers of decision making
	9	Decision making authority is at appropriate level
	10	Reasonable tolerance for risk
	11	Increased experimentation with new ideas
	12	Increased flexibility in work practices
	13	Increased instances of working as one APS
	14	Greater access to learning and development opportunities
	15	Other
q39	1	Yes
	2	No
	3	Not sure
q40_1	1	Administration (including record-keeping)



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q40_2	1	Collaboration and stakeholder engagement
q40_3	1	Commercial awareness and business acumen
q40_4	1	Creativity and innovation
q40_5	1	Change management
q40_6	1	Data
q40_7	1	Evaluation
q40_8	1	Financial (including budget management)
q40_9	1	Governance (including legal)
q40_10	1	Information and communications technology (ICT) or digital
q40_11	1	Leadership
q40_12	1	Oral communication
q40_13	1	People management
q40_14	1	Procurement and contract management
q40_15	1	Project and program management
q40_16	1	Risk management
q40_17	1	Policy or strategic policy
q40_18	1	Written communication
q40_19	1	Other
q41	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q42	1	Strongly agree
	2	Agree
	3	Neither agree nor disagree
	4	Disagree
	5	Strongly disagree
q43	1	I want to leave my position as soon as possible
	2	I want to leave my position within the next 12 months
	3	I want to stay working in my position for the next one to two years



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	4	I want to stay working in my position for at least the next three years
q44	1	I am planning to retire
	2	I am pursuing another position within my agency
	3	I am pursuing a position in another agency
	4	I am pursuing work outside the APS
	5	It is the end of my non-ongoing, casual or contracted employment
	6	Other
q45	1	There are a lack of future career opportunities in my agency
	2	I want to try a different type of work or I'm seeking a career change
	3	I am not satisfied with the work
	4	I am looking to further my skills in another area
	5	My expectations for work in my current position have not been met
	6	I have achieved all I can in my current position
	7	I am not able to access the flexible working arrangements that I require
	8	I am expected to do more work than I reasonably can
	9	I do not have a sense of belonging to my workgroup or agency
	10	Senior leadership is of a poor quality
	11	My immediate supervisor's leadership is of a poor quality
	12	I can receive a higher salary elsewhere
	13	My current workgroup or agency lacks respect for employees
	14	I want to live elsewhere within Australia or overseas
	15	I have experienced unacceptable behaviours (such as bullying or harassment)
	16	I don't think my work performance is fairly assessed in comparison to others



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	17	I wish to pursue a promotion opportunity
	18	Other
q46	1	Yes
	2	No
q47	1	Yes
	2	No
q48_1	1	Gender
q48_2	1	Race
q48_3	1	Disability
q48_4	1	Caring responsibilities
q48_5	1	Age
q48_6	1	LGBTIQA+
q48_7	1	Identification as an Aboriginal and/or Torres Strait Islander person
q48_8	1	Religion
q48_9	1	Other
q49_1	1	Within my agency
q49_2	1	Another agency
q49_3	1	A customer, stakeholder or member of the public
q49_4	1	Other
q50	1	I reported the discrimination in accordance with my agency's policies and procedures
	2	It was reported by someone else
	3	I did not report the discrimination
q51_1	1	I did not want to upset relationships in the workplace
q51_2	1	I did not have enough evidence
q51_3	1	It could affect my career
q51_4	1	I was concerned about adverse consequences beyond the effect on my career
q51_5	1	I did not think action would be taken
q51_6	1	The matter was resolved informally
q51_7	1	I did not think the discrimination was serious enough
q51_8	1	Managers accepted the behaviour



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q51_9	1	I did not think it was worth the hassle of going through the reporting process
q51_10	1	I feared possible retaliation or reprisals
q51_11	1	I did not know how to report it
q51_12	1	Other
q52	1	Yes
	2	No
	3	Not sure
q53_1	1	Physical behaviour
q53_2	1	Cyberbullying (e.g. harassment via IT, or the spreading of gossip/materials intended to defame or humiliate)
q53_3	1	Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)
q53_4	1	Initiations' or pranks
q53_5	1	Interference with your personal property or work equipment
q53_6	1	Interference with work tasks (e.g. withholding needed information, undermining or sabotage)
q53_7	1	Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)
q53_8	1	Deliberate exclusion from work-related activities
q53_9	1	Sexual harassment
q53_10	1	Other
q54_1	1	Your current supervisor
q54_2	1	A previous supervisor
q54_3	1	Someone more senior (other than your supervisor)
q54_4	1	Co-worker
q54_5	1	Contractor
q54_6	1	Someone more junior than you
q54_7	1	Client, customer or stakeholder
q54_8	1	Consultant / service provider
q54_9	1	Representative of another APS agency
q54_10	1	Minister or ministerial adviser



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q54_11	1	Unknown
q55	1	I reported the behaviour in accordance with my agency's policies and procedures
	2	It was reported by someone else
	3	I did not report the behaviour
q56_1	1	I did not want to upset relationships in the workplace
q56_2	1	I did not have enough evidence
q56_3	1	It could affect my career
q56_4	1	I did not think action would be taken
q56_5	1	The matter was resolved informally
q56_6	1	I did not think the bullying or harassment was serious enough
q56_7	1	Managers accepted the behaviour
q56_8	1	I did not think it was worth the hassle of going through the reporting process
q56_9	1	I feared possible retaliation or reprisals
q56_10	1	I did not know how to report it
q56_11	1	Other
q57	1	Yes
	2	No
	3	Not sure
	4	Prefer not to answer
q58_1	1	Abuse of office
q58_2	1	Misuse of information or documents
q58_3	1	A breach of public trust
q58_4	1	Adversely affecting the honesty or impartiality of a public official
q59	1	I reported the conduct in accordance with my agency's policies and procedures
	2	It was reported by someone else
	3	I did not report the conduct
q60_1	1	I did not want to upset relationships in the workplace
q60_2	1	I did not have enough evidence
q60_3	1	It could affect my career



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q60_4	1	I was concerned about adverse consequences beyond the effect on my career
q60_5	1	I did not think action would be taken
q60_6	1	I did not think the corruption was serious enough
q60_7	1	Managers accepted the conduct
q60_8	1	I did not think it was worth the hassle of going through the reporting process
q60_9	1	I feared possible retaliation or reprisals
q60_10	1	I did not know how to report it
q60_11	1	Other