



Australian Government



2023 APS Census TPB Snapshot

This year's APS Employee Census was conducted between 8 May 2023 and 9 June 2023. The census collects confidential attitude and opinion information from APS employees on a range of important issues in the workplace. Participation in the census is voluntary. This year 73% of TPB staff participated.

Results to celebrate

As with previous years, TPB results for each index continued to be equal to or more favourable than those for the APS overall.

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. The TPB achieved a 75% positive score for the responses to this category of the survey.

Top scores were:

- 92% are happy to 'go the extra mile' at work when required.
- 90% said they suggest ways to improve the way we do things.

Performance

Workgroup performance ratings were consistently high for every question.

- 92% said the people in their workgroup co-operate to get the job done.

Enabling innovation

The innovation questions assess whether employees feel willing and able to be innovative and whether their agency has a culture which enables them to be so.

Staff continue to demonstrate that they are willing and able to be innovative and creative:

- 87% stated they believe it is their responsibility to continually look for new ways to improve the way we work.
- 76% agreed that people are recognised for coming up with new and innovative ways of working. This is 18% above the APS average score for this question.

Opportunities for improvement

Results will be considered and discussed further within business areas to explore opportunities for improvement.

Workplace conditions

Only 57% of staff agreed that they were remunerated fairly for the work they do. This is a 6% downturn from last year's results and may be driven by the cost-of-living pressures currently being experienced by the community. While the TPB has no authority over pay, 79% of staff agreed they were satisfied with their non-monetary employment conditions (e.g., WFH, leave, flexible work arrangements) and 90% are satisfied with the stability and security of their job.

Communication and change

64% agreed that change was managed well by the TPB but 18% disagreed and 17% were neutral. This is a 9% decline from the 2022 results for this question and indicates we have more work to do. This is especially important considering the number of important changes expected for the TPB in the next few years.

Current workload

29% of staff advised they had too much work and their current workload was well above their capacity. This is a 10% increase from last year's responses. A further 33% stated their workload was slightly above their capacity.