

2025 APS Employee Census

5 May - 6 June

Highlights Report

AER

Responses:

391 of 441

Response rate:

89%



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 tend to be the low results, which are notably below comparisons.



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



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.

Your Employee Engagement Index score		76		Response scale	% Positive	Variance from 2024	Variance from ACCC	Variance from APS overall
Say	Overall, I am satisfied with my job	73	14	13	73%	-8↓	-8↓	-4
	I am proud to work in my agency	85	13		85%	-2	-7↓	+3
	I would recommend my agency as a good place to work	76	14	10	76%	-7↓	-12↓	0
	I believe strongly in the purpose and objectives of my agency	90	9		90%	0	-4	+2
Stay	I feel a strong personal attachment to my agency	65	25	10	65%	+1	-9↓	0
	I feel committed to my agency's goals	89	8		89%	-1	-3	+1
Strive	I suggest ideas to improve our way of doing things	90	9		90%	-1	0	+4
	I am happy to go the 'extra mile' at work when required	92			92%	0	0	+2
	I work beyond what is required in my job to help my agency achieve its objectives	81	16		81%	-3	+2	+3
	My agency really inspires me to do my best work every day	61	27	12	61%	-5↓	-15↓	-5↓

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

81

Response scale

% Positive

Variance from 2024

Variance from ACCC

Variance from APS overall

+2

0

+3

Immediate Supervisor

My supervisor engages with staff on how to respond to future challenges

My supervisor can deliver difficult advice whilst maintaining relationships

My supervisor invites a range of views, including those different to their own

My supervisor encourages my team to regularly review and improve our work

My supervisor is invested in my development

My supervisor ensures that my workgroup delivers on what we are responsible for

83

12

83%

+2

-2

+3

84

14

84%

+3

-1

+4

87

9

87%

0

-3

+4

85

12

85%

0

-1

+2

81

14

81%

+1

-1

+2

90

8

90%

-1

-2

+1

Other similar questions

My supervisor provides me with helpful feedback to improve my performance

My immediate supervisor encourages me

My supervisor actively ensures that everyone can be included in workplace activities

My supervisor encourages me to take on new tasks and gain experience doing things I've never done before

83

12

83%

+3

0

+4

84

12

84%

+2

0

+6

88

10

88%

+1

0

+3

84

11

84%

+2

-2

+3

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
Index score**

75

Response scale

**%
Positive**

Variance from
2024

Variance from
ACCC

Variance from
APS overall

0

-2

+4

SES Manager

My SES manager clearly articulates the direction and priorities for our area

75

17

8

75%

-3

-5⬇️

+4

My SES manager presents convincing arguments and persuades others towards an outcome

77

18

77%

-1

-3

+14⬆️

My SES manager promotes cooperation within and between agencies

74

24

74%

-5⬇️

-8⬇️

+4

My SES manager encourages innovation and creativity

77

17

77%

+2

-3

+9⬆️

My SES manager creates an environment that enables us to deliver our best

71

20

9

71%

-5⬇️

-8⬇️

+3

My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS

82

15

82%

-2

-6⬇️

+6⬆️

Other similar questions

In my agency, the SES work as a team

58

25

17

58%

-4

-4

0

In my agency, the SES clearly articulate the direction and priorities for our agency

65

19

16

65%

-5⬇️

-8⬇️

-2

My SES manager routinely promotes the use of data and evidence to deliver outcomes

74

23

74%

-3

-5⬇️

+5⬆️

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				74	Response scale	% Positive	Variance from 2024	Variance from ACCC	Variance from APS overall
							+2	-2	+4
Communication	My supervisor communicates effectively	84	11	84%	+2	-2	+3		
	My SES manager communicates effectively	78	16	78%	-4	-4	+7⬆		
	Internal communication within my agency is effective	63	21	16	63%	+3	-10⬇	+1	

Other similar questions								
Change	When changes occur, the impacts are communicated well within my workgroup	69 18 13	69%	-2	-4	+1		
	Staff are consulted about change at work	56 33 10	56%	+12 ⬆	+2	+5 ⬆		
	Change is managed well in my agency	50 26 24	50%	+13 ⬆	-7 ⬇	+2		

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 Enabling 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.

Your Enabling Innovation Index score		70	Response scale	% Positive	Variance from 2024	Variance from ACCC	Variance from APS overall
					+1	-1	+2
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	86 10	86%	+3	+1	+3	
	My immediate supervisor encourages me to come up with new or better ways of doing things	80 15	80%	+7⬆	-1	+4	
	People are recognised for coming up with new and innovative ways of working	75 17 8	75%	+2	0	+11⬆	
	My agency inspires me to come up with new or better ways of doing things	60 27 13	60%	+6⬆	-4	+1	
	My agency recognises and supports the notion that failure is a part of innovation	46 36 18	46%	-1	-8⬇	-5⬇	

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 Policies and Support 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		74	Response scale	% Positive	Variance from 2024	Variance from ACCC	Variance from APS overall
					0	-3	+2
Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	75	17 8	75%	-1	-5⬇️	+2
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	70	20 10	70%	-2	-8⬇️	0
	My agency does a good job of promoting health and wellbeing	67	23 9	67%	-7⬇️	-10⬇️	-3
	I think my agency cares about my health and wellbeing	73	18 9	73%	-4	-6⬇️	+4
	I believe my immediate supervisor cares about my health and wellbeing	92		92%	+3	0	+5⬆️
Other similar questions							
Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	80	12 8	80%	+2	-1	+4
	I receive the respect I deserve from my colleagues at work	81	14	81%	-3	-4	0
	My agency supports and actively promotes an inclusive workplace culture	91		91%	+3	-2	+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 2024	Variance from ACCC	Variance from APS overall
In general, would you say that your health is:					
Excellent		12%	-1	0	+1
Very good		34%	-1	-5⬇️	-2
Good		39%	+4	+4	+2
Fair		11%	-2	0	-2
Poor		3%	0	+1	0
What best describes your current workload?					
Well above capacity – too much work		24%	0	+7⬆️	+8⬆️
Slightly above capacity – lots of work to do		39%	-3	-2	0
At capacity – about the right amount of work to do		31%	+1	-3	-6⬇️
Slightly below capacity – available for more work		4%	0	-2	-2
Well below capacity – not enough work		2%	+1	+1	0

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Wellbeing

	Response scale	%	Variance from 2024	Variance from ACCC	Variance from APS overall
How often do you find your work stressful?					
Always		6%	+3	+2	+1
Often		26%	+1	+6 	+3
Sometimes		48%	-7 	-8 	-2
Rarely		19%	+3	0	-1
Never		1%	0	0	-1
To what extent is your work emotionally demanding?					
To a very large extent		7%	+3	+2	-1
To a large extent		19%	+2	+5 	-1
Somewhat		41%	+1	+3	+2
To a small extent		20%	-7 	-10 	-4
To a very small extent		13%	+1	0	+4
I feel burned out by my work					
Strongly agree		10%	+2	+3	+2
Agree		21%	0	+2	0
Neither agree nor disagree		31%	-5 	0	-2
Disagree		30%	+2	-4	-1
Strongly disagree		8%	+2	0	0

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Flexible work



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.

	Response scale	%	Variance from 2024	Variance from ACCC	Variance from APS overall
I am confident that if I request a flexible work arrangement, my request would be given reasonable consideration	93	93%	-3	0	+6 ↑
Do you currently access any of the following flexible working arrangements? [Multiple Response]					
Part time		13%	-3	-2	+1
Flexible hours of work		42%	+5 ↑	+1	+11 ↑
Compressed work week		9%	+2	-3	+3
Job sharing		1%	0	+1	+1
Working away from the office/working from home		82%	+1	0	+15 ↑
None of the above		7%	-1	+1	-12 ↓
Working away from the office					
All of the time		11%	-2	+4	+4
Some of the time as a regular arrangement		65%	+4	-4	+14 ↑
Only on an irregular basis		6%	-1	0	-2
None of the time		18%	-1	0	-15 ↓
Did not disclose their arrangement		0%	0	0	0

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 2024	Variance from ACCC	Variance from APS overall
I am supported to use my expertise to provide frank and fearless advice	71 17 12	71%	+1	-6 ↓	+1
The people in my workgroup demonstrate stewardship	80 16	80%	-3	-4	+3
The culture in my agency supports people to act with integrity	87 9	87%	+1	-5 ↓	+6 ↑
I believe strongly in the purpose and objectives of the APS	89 10	89%	+1	-1	0
I feel a strong personal attachment to the APS	70 23 8	70%	+7 ↑	+1	+1
My workgroup considers the people and businesses affected by what we do	93	93%	+1	0	+9 ↑
The people in my workgroup value others' individual skills and talents	90	90%	-	-1	+6 ↑
People in my workgroup are comfortable checking with each other if they have questions about the right way to do something	95	95%	-	0	+6 ↑
The people in my workgroup are able to bring up problems and tough issues	84 11	84%	-4	-2	+4
If you make a mistake in my workgroup, it tends to be held against you (reverse scored : positive scores represent those who disagreed, or strongly disagreed with this statement)	73 14 13	73%	-	-3	+6 ↑

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 2024	Variance from ACCC	Variance from APS overall
I am satisfied with the recognition I receive for doing a good job	70 16 13	70%	-3	-6 ↓	+1
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	55 21 24	55%	+1	-5 ↓	-10 ↓
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	89 8	89%	-2	0	+5 ↑
I am satisfied with the stability and security of my job	87 8	87%	-2	0	+1

Clarity and autonomy

	Response scale	% Positive	Variance from 2024	Variance from ACCC	Variance from APS overall
I understand how my role contributes to achieving an outcome for the Australian public	91	91%	-4	-3	-1
I am clear what my duties and responsibilities are	84 12	84%	0	0	0
I have a choice in deciding how I do my work	72 22	72%	-3	-4	+4
Where appropriate, I am able to take part in decisions that affect my job	72 17 11	72%	-5 ↓	-6 ↓	0

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 2024	Variance from ACCC	Variance from APS overall
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In the last month, please rate your workgroup's overall performance

Excellent		30%	-3	+2	+5 ⬆
Very good		54%	-1	-5 ⬇	-2
Average		15%	+5 ⬆	+2	-1
Below average		1%	0	0	-1
Well below average		0%	0	0	0

	Response scale	% Positive	Variance from 2024	Variance from ACCC	Variance from APS overall
My workgroup has the appropriate skills, capabilities and knowledge to perform well	78 12 10	78%	-1	-5 ⬇	-1
My workgroup has the tools and resources we need to perform well	41 21 38	41%	-9 ⬇	-16 ⬇	-19 ⬇
The people in my workgroup use time and resources efficiently	77 14 9	77%	-2	-3	+2
My job gives me opportunities to utilise my skills	82 11 8	82%	+3	-3	+2
During the last 12 months, the formal learning I have accessed has improved my performance	51 33 15	51%	-4	-10 ⬇	-8 ⬇

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 2024	Variance from ACCC	Variance from APS overall
Which of the following statements best reflects your thoughts about working in your current position?					
I want to leave my position as soon as possible		8%	+1	+1	-1
I want to leave my position within the next 12 months		23%	-1	+3	+2
I want to stay working in my position for the next one to two years		46%	0	-3	+7 ⬆
I want to stay working in my position for at least the next three years		22%	0	-1	-9 ⬇
What best describes your plans involved with leaving your current position?					
I am planning to retire		3%	+1	+1	-1
I am pursuing another position within my agency		31%	-9 ⬇	-10 ⬇	-15 ⬇
I am pursuing a position in another agency		31%	+3	+9 ⬆	+6 ⬆
I am pursuing work outside the APS		19%	+8 ⬆	+3	+10 ⬆
It is the end of my non-ongoing, casual or contracted employment		3%	+1	-1	+1
Other		13%	-2	-2	-1

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Retention



Employees who indicated that they were pursuing another position within their agency, another agency, or outside the APS were asked for the primary reason behind their desire to leave. They could select one response from a list of 18 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, therefore those comparisons are not included.

	Response scale	%	Variance from 2024	Variance from ACCC	Variance from APS overall
What is the primary reason behind your desire to leave your current position? (5 highest responses):					
I wish to pursue a promotion opportunity		21%	-	-	-
I am looking to further my skills in another area		13%	-	-	-
Senior leadership is of a poor quality		7%	-	-	-
There are a lack of future career opportunities in my agency		7%	-	-	-
I want to try a different type of work or I'm seeking a career change		7%	-	-	-

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 where the discrimination came from and if they reported it.

Discrimination

Response scale

%

Variance from 2024

Variance from ACCC

Variance from APS overall

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



4%

-2

+1

-4

No



96%

+2

-1

+4

Did this discrimination occur in your current agency?

Yes



88%

-3

-8 ↓

-5 ↓

No



12%

+3

+8 ↑

+5 ↑

The discrimination came from: [Multiple Response]

Within my agency



100%

-

+2

+8 ↑

Another agency



0%

-

-2

-4

A customer, stakeholder or member of the public



7%

-

+3

-2

Other



0%

-

-3

-4

Did you report the discrimination?

I reported the discrimination in accordance with my agency's policies and procedures



0%

-

-14 ↓

-19 ↓

It was reported by someone else



0%

-

-2

-4

I did not report the discrimination



100%

-

+16 ↑

+23 ↑

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 ACCC

Variance from APS overall

During the last 12 months, have you been subjected to bullying or harassment in your current workplace?

Yes		7%	+2	+3	-2
No		89%	-2	-3	+3
Not sure		4%	0	+1	-1

Types of bullying or harassment experienced (3 highest responses):

Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		64%	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		39%	-	-	-
Inappropriate and unfair application of work policies or rules (e.g. performance management, access to leave, access to learning and development)		21%	-	-	-

Did you report the bullying or harassment?

I reported the behaviour in accordance with my agency's policies and procedures		39%	0	+4	+2
It was reported by someone else		7%	-4	-2	0
I did not report the behaviour		54%	+4	-1	-2

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	52%
Woman or female	44%
Non-binary	1%
I use a different term	0%
Prefer not to say	3%

Do you identify as an Aboriginal and/or Torres Strait Islander person?	Responses
Yes	1%
No	99%

Do you have an ongoing disability?	Responses
Yes	12%
No	88%

Do you have carer responsibilities?	Responses
Yes	48%
No	52%

Do you identify as culturally or linguistically diverse?	Responses
Yes	39%
No	61%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	67%
Australian Aboriginal and/or Torres Strait Islander	1%
New Zealander (excluding Maori)	1%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	0%
Anglo-European	18%
North-West European (excluding Anglo-European)	4%
Southern and Eastern European	7%
South-East Asian	12%
North-East Asian	8%
Southern and Central Asian	9%
North American	1%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	2%
Sub-Saharan African	2%

Do you consider yourself to be neurodivergent?	Responses
Yes	10%
No	74%
Maybe	13%
I am unsure what neurodivergent means	4%

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
2024

Variance from
ACCC

Variance from
APS overall

.1	My agency inspires me to come up with new or better ways of doing things	60%	+6↑	-4	+1
.2	The culture in my agency supports people to act with integrity	87%	+1	-5↓	+6↑
.3	I think my agency cares about my health and wellbeing	73%	-4	-6↓	+4
.4	People are recognised for coming up with new and innovative ways of working	75%	+2	0	+11↑
.5	I am supported to use my expertise to provide frank and fearless advice	71%	+1	-6↓	+1
.6	I am satisfied with the recognition I receive for doing a good job	70%	-3	-6↓	+1

ACCC specific questions

	Response scale			% Positive	Variance from 2024	Variance from ACCC
My agency actively creates links across the organisation to make sure knowledge and expertise is easily accessible	42	37	21	42%	-11↓	-15↓
My agency prioritises business requirements and allocates people to evolving business needs	49	38	14	49%	-17↓	-15↓
Decisions made in my work area are consistent with agency policy (e.g. leave, TOIL, recruitment)	80	17		80%	-3	-6↓
Our vision and strategy is well communicated to employees	67	24	9	67%	-8↓	-9↓
I feel valued for my contribution at work	72	15	13	72%	-8↓	-6↓
My colleagues are generous with their time and cooperate between branches	86	12		86%	-4	-2
My manager uses clear metrics and milestones to measure my performance	62	27	12	62%	+2	-1
My SES actively develops the skills and experience we need in my team to effectively manage change	51	32	17	51%	-5↓	-10↓
I am clear what is expected of me at work	84	10		84%	-	-2
I feel confident to escalate concerns with my supervisor or line manager to prioritise work and manage workloads	86	8		86%	-2	-4

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



ACCC specific questions

	Response scale			% Positive	Variance from 2024	Variance from ACCC
My SES encourages our team members to take leave (annual and long-service leave)	83 15			83%	-2	-4
My SES inspires me to actively participate in effective feedback and development including the annual performance management cycle	75 20			75%	+1	-3
My agency's controls to manage psychological and physical health are appropriate	61 27 13			61%	0	-9📉
My SES prioritises learning and development opportunities to build my capability in my team	51 32 17			51%	-13📉	-12📉
My agency is developing our digital and data skills	38 37 25			38%	-	-21📉

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.

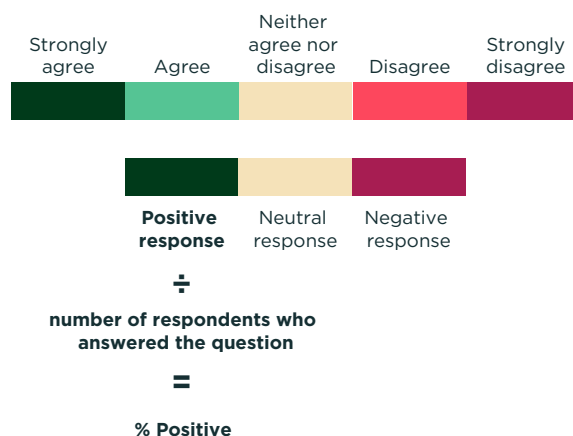
Prioritise 3 areas to take forward

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

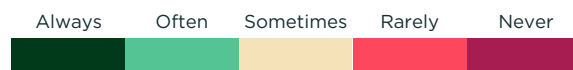
Guide to this report

% 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 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.

