

# 2019 NDIA Employee Census

The APS Census is an online survey run by the Australian Public Service Commission (APSC) that asks our workforce about a range of important issues.

The Agency had **4,007 people, 80.1 per cent of the workforce**, respond to the 2019 APS Census, well above APS average, and it ensures the results we receive are representative of the vast majority of those working at the Agency.

Overall our results from the APS Census were positive, demonstrating an overall increase in pride, performance and culture.

## Who we are:



**72%**  
Female

**26%**  
Male

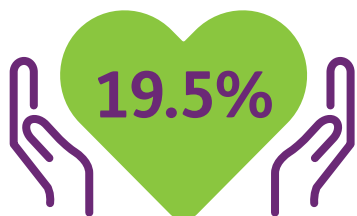


**80%** born  
in Australia

**17%**  
speak a  
language  
other than  
English at  
home



**20%** born  
in other country



19.5%  
have an ongoing disability\*

**39%** have carer responsibilities

**3%**


identify as  
Aboriginal and/  
or Torres Strait  
Islander

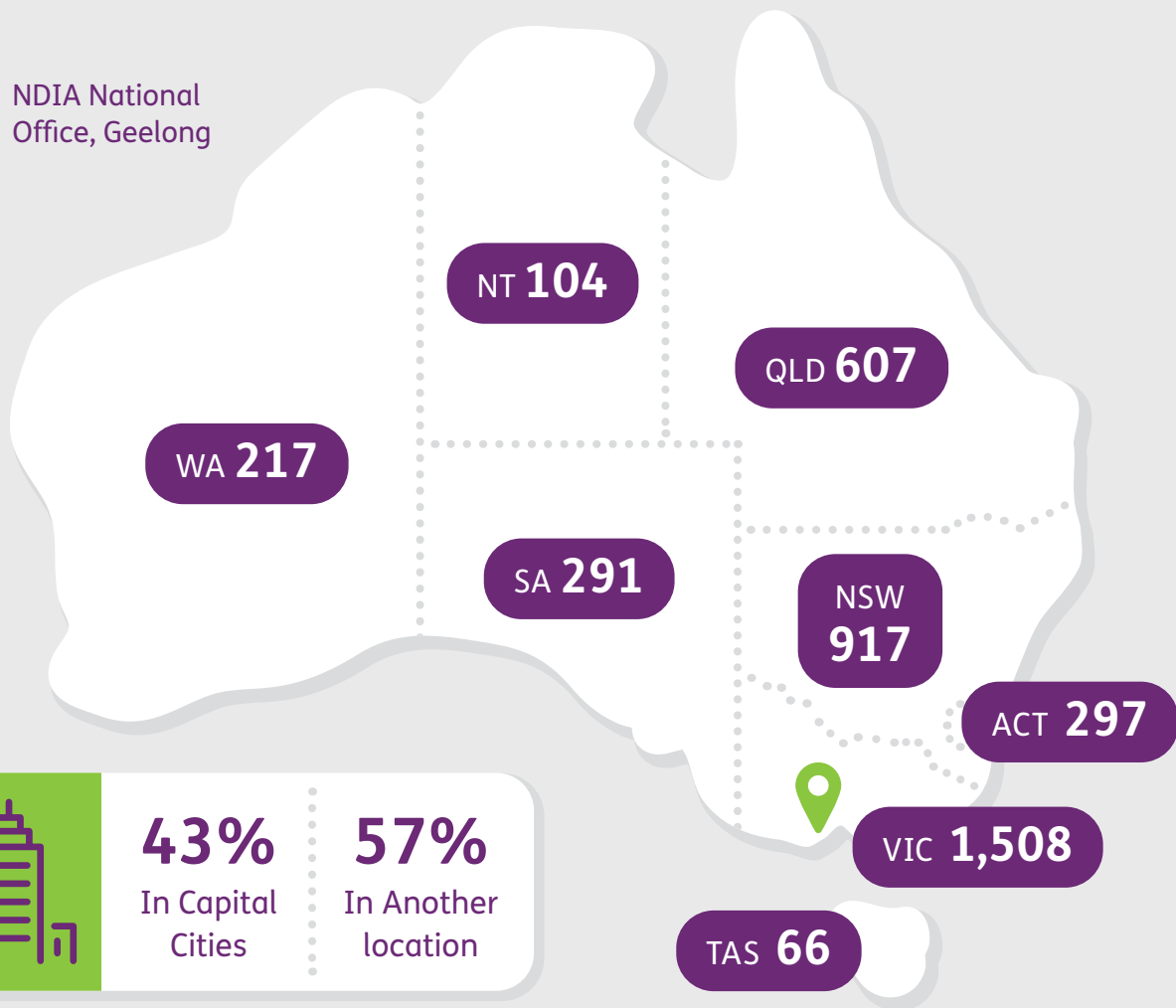
**6%**

identify as Lesbian,  
Gay, Bisexual,  
Trans, and/or  
Intersex (LGBTI+)

\*Does not include contractors

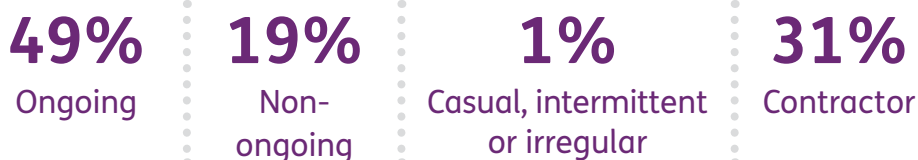
# Where we are:

 NDIA National Office, Geelong



# Our employment:

## Category of employment:



## Total length of service in the NDIA as an APS employee:



# Our engagement:

The Agency achieved an **Employee Engagement Score of 76%**, which is based on the internationally recognised Say, Stay, Strive methodology. We also showed a strong sense of purpose with 95 per cent of respondents indicating they ‘believe strongly in the purpose and objectives’ of the Agency.



## They Say

Positive advocates of the NDIA.



## They Stay

Committed to the Agency and want to stay as an employee.



## They Strive

Willing to put in extra effort to excel in their job and help NDIA succeed.

# 76%

Employee Engagement Score

**+5%**  
from APS Overall

	Engagement Prompt	Response Scale	Positive	Variance from APS
SAY	Considering everything, I am satisfied with my job		70%	0
	I am proud to work in my agency		80%	+6
	I would recommend my agency as a good place to work		62%	-2
	I believe strongly in the purpose and objectives of my agency		95%	+12
STAY	I feel a strong personal attachment to my agency		73%	+8
	I feel committed to my agency's goals		91%	+13
STRIVE	I suggest ideas to improve our way of doing things		84%	0
	I am happy to go the 'extra mile' at work when required		95%	+4
	I work beyond what is required in my job to help my agency achieve its objectives		88%	+8
	My agency really inspires me to do my best work every day		67%	+14

Positive
 Neutral
 Negative