Australian Public Service (APS) Employee Census

The APS Employee Census (the Census) is an annual survey that collects anonymous employee feedback and provides valuable insights into employee experiences on key workplace matters such as wellbeing, leadership, capability development and engagement.

To find out more about the Census, visit the APS Employee Census webpage .

2025 NDIA APS Census results

The 2025 Census was conducted from 5 May to 6 June.

83% of NDIA staff participated, incorporating workforce growth, this equates to a 27% increase in responses from 2024.

The 2025 results show an increase in positive responses across multiple areas, including staff commitment to agency goals, job satisfaction, workplace inclusivity, safety, health and wellbeing, support for innovation, and flexible work practices.

Read the NDIA 2025 Census results:

- 2025 APS Census: NDIA Highlights Report (PDF 1.5MB)
- 2025 APS Census: NDIA Highlights Report (XLXS 48KB)
- 2025 APS Census NDIA Highlights Report (DOCX 86KB)

2025 NDIA Census Action Plan

In response to the 2025 Census results, the NDIA has developed the 2025 NDIA Census Action Plan. This plan represents our commitment over the coming year to strengthen employee experience and workplace culture. Through targeted strategies and initiatives, we will address key insights from the Census, focusing on areas that matter most to our people.

- 2025 NDIA Census Action Plan (PDF 91KB)
- 2025 NDIA Census Action Plan (DOCX 337KB)

Previous NDIA Census Action Plans and APS Census Results

Census Action Plans

- NDIA 2024 Agency Action Plan (PDF 303KB)
- NDIA 2023 Agency Action Plan (PDF 166KB)

APS Census Results

- APS Employee Census 2024 – NDIA Highlights Report (PDF 1.5MB)
- APS Employee Census 2023 – NDIA Highlights Report (PDF 1.3MB)
- APS Employee Census 2022 – NDIA Highlights Report (PDF 1.4MB)
- APS Employee Census 2021 – NDIA Highlights Report (PDF 1.1MB)
- APS Employee Census 2020 – NDIA Highlights Report (PDF 1.2MB)

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