

## Census Action Plan

**Our APS Census provided us valuable insights from our people, allowing us to understand what we are doing well and where to focus attention. This action plan demonstrates the areas we will place effort to improve.**

### What our staff said we do well

Our people feel a strong sense of purpose and commitment to the work they do and the outcomes they deliver.

### What our staff said we could do better

Our staff want to be the best they can be, but they are impacted by sometimes unpredictable and demanding work. They told us that more effort on actively managing change, supporting staff wellbeing and performance and transparent communication will lead to greater understanding of priorities and as such improved predictability in their working lives.

### Until the next Census we are going to focus on:

#### Change Management

- We expect our leaders to participate in change management training including Office masterclasses on change management.
- Leaders will share information on changes and priorities in a timely manner, especially in times of rapid change.
- We will share change challenges within teams, branches and across the Office, to identify ways to improve how we work together in a change environment.
- We will review the Change Advisory Board membership to ensure representation on the board is diverse and equitable.

#### Communication

- We will continue to foster environments where our staff grow, connect and that accommodates the diversity of our staff's lives.
- Our leaders will be clear about work processes and expectations around role clarity for teams.
- We will support staff in further understanding strategic directions of the office, our strategic priorities and the significance of wider APS reforms.
- We will promote a culture where all staff feel empowered to make decisions, share ideas, and innovate to support our success.

#### Wellbeing and Performance

- We will focus on the professional development of our people, so we have a workforce that is capable, effective and culturally safe.
- We will be proactive in workforce planning and recruitment to ensure the right people are in the right roles.
- We will enhance and promote our Learning and Development (L&D) by collaboratively developing an Office Learning and Development Strategy and by improving our communication on L&D opportunities.
- We will allocate resources to where they are most needed, identifying and supporting teams to deliver on the Office's priorities.

**These actions will be led by the Senior Executives in collaboration with our staff.**

We commit to regular check-ins to ensure progress is being made and communicated across the Office.