



2024 APS EMPLOYEE CENSUS ACTION PLAN

What we are doing well in 2024

We continue to be highly motivated, committed and willing to go that extra mile to deliver

Our supervisors and SES managers are highly regarded for their effective leadership

We have good wellbeing supports in place

We are showing improvements in our psychosocial safety

Where we will improve

Our 2024 APS Employee Census Action Plan builds upon the previous plan, is informed by the Census survey results, pulse surveys and various staff engagements. This year we will focus on three priority action areas for improvement.



Continue fostering positive workplace relationships and pro-integrity culture



Enhance internal change management processes



Review barriers in our authorising environment to better manage workloads and decision making

What we will do

- Deliver the department's **Integrity Framework** to continue to drive and support a strong pro-integrity culture.
- Deliver **training and resources to staff to help navigate ethical dilemmas and foster an integrity-focused mindset**.
- **Advance outreach support to priority work areas to address psychosocial hazards** including a focus on workplace relationships, difficult conversations and change management.
- Continue to **deliver initiatives to improve employee engagement and culture** – embrace stewardship as a core APS value for the department, communicate APS Reform initiatives and enhance our new starter induction program.
- Develop an **Enterprise Change Management Framework** and streamline processes for major structural or system changes. This includes implementing a methodology and guidance for different types of change, and effectively explaining the reasons for change to enable staff to feel engaged and empowered to contribute and embrace the change.
- Continue to deliver the **manager capability uplift program** empowering work and decision making at the appropriate level with a focus on delegations, good decision making, budget and financial management responsibilities.
- Promote the **Charter of Partnerships and Engagement** to ensure that all staff understand and apply the principles in the charter when engaging with stakeholders and embody **APS Values** and **DRIVE Leadership Behaviours** to foster positive relationships.
- **Review our Strategic Prioritisation Framework and Tool** to ensure it acts as an enabler to effective decision making on workloads and authorising environment.

2023 priority themes and actions delivered

Managing workloads to prioritise wellbeing

- ✓ Psychosocial safety education
- ✓ Enterprise Workforce Plan
- ✓ Strategic Prioritisation Framework

Building capability

- ✓ Manager capability uplift
- ✓ Launched the Learning Catalogue
- ✓ Fact to face induction program

Streamlining administrative processes

- ✓ Pulse Surveys
- ✓ Procurement guidance refresh
- ✓ Corporate services catalogue