

2024 Productivity Commission Census Action Plan

The APS Employee Census is an annual survey which is used to collect confidential information from APS employees on issues in the workplace. The PC has gained valuable insights from this year's results and, through consultation with staff, we have identified five key agency priority areas for the next 12 months.

Areas we are proud of:

Our staff feel well supported by immediate supervisors & are satisfied with workplace conditions & work flexibility. Our staff feel a sense of stability in terms of job security.

There has been progress in reducing work pressures and people in teams are using time and resources efficiently.

Our staff believe strongly in the purpose and objectives of the APS.

Areas we are focused on:

Change management

We plan to improve how we manage, consult on and communicate about change

SES leadership

We plan to strengthen the SES cohort to work more effectively as a team

Workplace culture

We will continue to cultivate a culture of integrity and safety, free of bullying, harassment and discrimination

Innovation

We want a work environment where people are encouraged to innovate and be recognised for new and innovative ways of working

Collaboration, communication & engagement

We want our staff to feel informed and listened to on key issues impacting their work

How we are committing to improve:

Change management

Use and evaluate new change management framework in at least 2 whole-of-commission change processes

Evaluate project management capability uplift initiative (2023-24) and identify opportunities to refine and improve practices

Strengthen project evaluation processes, including dissemination of learnings

SES leadership

Adopt the new APS SES Performance Leadership Framework

SES will meet for extended strategy, planning and team-building sessions at least 4 times in 2025

Workplace culture

Support the operations of the new Workplace Improvement and Culture Committee

Roll out an operational plan for the Inclusion and Diversity Strategy 2024–2028

Finalise a Reconciliation Action Plan and initiate implementation

Innovation

Establish a pathway for staff to propose and profile innovative practice across our work areas

Participate in APS Innovation month

Showcase innovative work

Collaboration, communication & engagement

Survey staff on opportunities for strengthening internal communications

Implement communications strategy to ensure we provide the right information to the right people using the right channel at the right time