



Our shared vision for the Census Action Plan

We aim to set the standard, as a model employer, for engaging, meaningful work that puts employee wellbeing at the centre of how we work. Our Census Action Plan has four areas of focus to sustain and continuously improve what matters most to our people based on our census results. The Plan is our **shared responsibility** and is implemented through **local actions across the department**.

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Wellbeing

Our Focus: We will improve our wellbeing through workload management, business improvement and reinforcing behaviours that drive wellbeing.

1. Identify process and practice efficiencies across the department to streamline operations and increase our productivity.
2. Implement business plans across the department that provide clear direction and prioritise our work.
3. Monitor and encourage regular time off from work to sustain our wellbeing culture.
4. Implement reward and recognition initiatives that celebrate how we work as well as what we achieve together.



Culture

Our Focus: We will continue to shape our culture through reviewing where we work, how we work and how we invest in our people.

5. Review our approach to leveraging our geographical location to enhance talent acquisition and retention.
6. Deliver a People Strategy that ensures we maintain a high-performing, capable, inclusive and curious workforce.
7. Deliver an Enterprise Risk Strategy that focuses on lifting our risk capability, embedding practical risk management and promoting a positive risk culture.



Capability

Our Focus: We will invest in the attraction and retention of our people through effective planning, recruitment and development.

8. Ensure a proactive and positive approach to delivering performance and development initiatives to enable continuous employee growth.
9. Prioritise addressing capability and resourcing gaps to ensure we are equipped to deliver our work.
10. Deliver a Strategic Workforce Plan to inform actions to mitigate long-term workforce capability risks.
11. Deliver operational workforce planning resources and toolkits for managers to optimise our resourcing.



Leadership

Our Focus: We will grow leaders at all levels and empower them to make decisions about their work, hear views of others and encourage development.

12. Deliver an Internal Policy Framework to inform consistent, principles-based internal policies that promote judgement and decision-making through a positive risk lens.
13. Align with the APS Senior Executive Service (SES) Performance Framework to embed a culture of transparency and accountability for SES performance.
14. Leverage SES Champions for diversity, inclusion and key organisational priorities to elevate initiatives, provide expertise and ensure strategic alignment.