



Australian Public Service Employee Census Action Plan 2024-25



<p>The APS Employee Census is an annual survey which is used to collect confidential attitude and opinion information from APS employees on issues in the workplace. It is an opportunity for APS employees to share their experiences of working in the APS. ASSEA gains insights from the findings and is committed to taking action to improve our working environment.</p>	What can we celebrate?		
	<p>We believe strongly in our purpose and objectives and are committed to our goals.</p>	<p>We value our workplace flexibility, with most of us regularly working from home.</p>	<p>Our health and wellbeing is important and people care about each other.</p>
What do we commit to doing better?			
The Outcome	What we will do	What will we need to overcome	Who will do it
<p>Improved engagement and alignment between mission and agency.</p>	<ul style="list-style-type: none"> • Provide clarity in communication of Agency purpose, values, priorities and goals. • Align interests and expertise. • Inspire – setting stretch and aspirational goals. 	<ul style="list-style-type: none"> • A perceived lack of clarity and alignment between Agency direction and priorities and individual’s work. • A perception that there’s no consultation around how we best can achieve the outcomes we need to achieve (use people’s expertise). 	<ul style="list-style-type: none"> • Managers.
<p>Empowered organisation through conscious communication between managers and team members.</p>	<ul style="list-style-type: none"> • Create opportunities and space for ‘safe’ conversations. • Practice active listening. • Consult early. • Talk often. • Steer, not direct. • Increase ownership of personal responsibilities and priorities (as far as possible). 	<ul style="list-style-type: none"> • Differing communication styles. • Lack of awareness of impact of communication style. • Balancing priorities and availability (time). 	<ul style="list-style-type: none"> • Everyone. • Managers will lead by example.



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Actively recognising and encouraging innovation, collaboration and problem solving.	<ul style="list-style-type: none"> • Respect and value the contributions people make. • Share solutions. • Recognise that there are multiple solutions and enable conversations that provide for agreement. • Have a clear understanding of who is impacted by any assumed risks. 	<ul style="list-style-type: none"> • Identifying the correct method of communication. • Balancing priorities and availability (time). • External constraints impacting on innovation and problem solving. • Our understanding of risk tolerance. 	<ul style="list-style-type: none"> • Everyone. • Managers will lead by example.
Ensuring everyone has confidence and capability to manage their time and capacity individually.	<ul style="list-style-type: none"> • Actively plan for, and share, our commitments. 	<ul style="list-style-type: none"> • Expectation management. • The impact of other priorities and changing priorities. 	<ul style="list-style-type: none"> • Everyone.
Valuing formal training and development.	<ul style="list-style-type: none"> • Identify valid and appropriate formal training. • Create opportunities that support Agency mission and provide logistical support. 	<ul style="list-style-type: none"> • A perceived lack of time and budget. • A perception of favouritism. 	<ul style="list-style-type: none"> • Everyone. • Managers.