

## 2023 APS Census Action Plan

Target area	Goals	Action steps
1. Engagement and Communication	Improve staff engagement through communication and collaboration initiatives	<ul style="list-style-type: none"> <li>• Undertake initiatives to bring staff together and create opportunities for staff interaction across the Commission offices</li> <li>• Establish the mechanisms to embed cross program collaboration into Commission processes</li> <li>• Continue to identify opportunities to improve internal communications, including through the Commission's intranet and staff newsletter as well as circulating information from monthly all-staff meetings.</li> </ul>
2. Wellbeing and Diversity	Wellbeing and inclusive practices are supported and integrated into our work	<ul style="list-style-type: none"> <li>• Support staff wellbeing and fitness by providing all staff with access to the Fitness Passport program and encouraging staff to take breaks and go for walks</li> <li>• Organise EAP wellbeing webinars across the year for staff, focusing on a variety of wellbeing and mental health topics</li> <li>• Continue to enhance the visibility of wellbeing resources available through the Commission's intranet</li> <li>• Managers incorporate conversations about communication and working preferences into performance discussions to support effective working relationships</li> <li>• Strengthen respect in our practices through staff participation in diversity and cultural awareness training initiatives.</li> </ul>
3. Performance	Development and implementation of policy guidance, tools and resources to support a consistent application across programs	<ul style="list-style-type: none"> <li>• All staff are encouraged to look for ways to be innovative in their work</li> <li>• Extend the Commission's new starter orientation program to incorporate governance and business process, and information about the role and function of the Commission within the Australian health system</li> <li>• Develop and implement a peer support/buddy program for new staff</li> <li>• Ensure our staff have the best tools and resources in place to operate at their highest level by improving infrastructure (IT and office space).</li> </ul>