

2024 APS Census Action Plan

Focus area	Goals	Key actions
1. Communication	Strengthen communication between our staff at all levels to ensure strong engagement from our teams	<ul style="list-style-type: none"> Executive and Leadership teams will work together to provide clear objectives and direction to better support their teams achieve the agency's goals Build communication capability across the Commission and explore and streamline new ways of engaging and communicating Develop a cross-Commission new starter orientation program.
2. Wellbeing	Prioritise the health and wellbeing of our staff and provide them with access to a range of tools and resources that support their wellbeing	<ul style="list-style-type: none"> Actively promote and improve wellbeing supports, initiatives and policies, including how to access them Further promote the support and resources of our EAP provider Encourage staff to take breaks, be active and get to know their colleagues.
3. Culture	Foster a culture of integrity and safety, free of bullying, harassment, and discrimination	<ul style="list-style-type: none"> Deliver education and training on bullying, harassment and discrimination Promote the role of the Commission's Workplace Harassment Contact Officers and how they can support staff Actively promote the APS values and behaviours.
4. Innovation	Create an environment that supports our staff generate new ideas and different ways of doing things. Recognise that learning from approaches that don't work is an important part of innovation	<ul style="list-style-type: none"> Encourage, recognise and reward coming up with new or better ways of doing things. Recognise mistakes are an opportunity for learning Develop a new project management framework and resources to support greater consistency and coordination of projects Ensure the Commission's structure reflects our workplan and priorities.