



2025–26 APS Employee Census Action Plan

Highlights in 2025

Strong engagement and motivation

Enhanced wellbeing and psychosocial safety

Positive workplace culture

Improved role clarity and autonomy

Where we will improve

Our 2025 APS Employee Census Action Plan builds upon the previous plan, is informed by the Census results, Action Plan survey and various staff engagements. The Plan complements the initiatives identified through the department's Capability Review Action Plan. This year we will focus on three priority action areas for improvement.



Engaging with risk to empower change and innovation



Unlocking productivity



Strengthening leadership engagement and support

What we will do

- Embed best practice change management across the department by building manager and staff capability through training supported by the **Change Centre** and network of **Change Practitioners**.
- Foster a **culture of informed risk-taking** and **continuous learning** by promoting positive risk behaviours such as leaders highlighting case studies, and sharing **innovation stories** through Group stand-ups, newsletters or other appropriate forums.
- Develop a new **People Strategy** focused on strategic workforce planning, capability uplift, innovation and the adoption of new technologies, and enhancing the diversity of our workforce.
- Develop a new **Enterprise Workforce Plan** that identifies priority capabilities to equip our workforce to engage with emerging technologies by uplifting AI literacy and role-based capabilities through learning pathways that ensure responsible, ethical, and safe use of AI.
- Develop **case studies and updated guidance materials** to support increased use of the **Strategic Prioritisation Framework and Tool** to enable all staff, teams and managers to align key priorities, simplify decision-making, and manage workloads.
- Grow the **manager capability program** empowering decision making at the appropriate level, aligning capabilities with priority areas identified through the Capability Review, and providing managers with development opportunities.
- Encourage **managers at all levels to consistently cascade key information** and briefings to empower staff with timely communication and align teams with strategic priorities.
- Increase opportunities for **interaction between Senior Leaders, supervisors and staff at all levels** to foster a culture of connection and ongoing recognition.
- Continue outreach support to priority work areas to **address staff wellbeing** with a focus on workplace relationships, difficult conversations and change management.

2024 actions delivered

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| ✓ Integrity Framework and Action Plan | ✓ Promotion of Charter of Partnerships and Engagement | ✓ Strategic Prioritisation Framework and Assessment Tool |
| ✓ Ongoing Psychosocial Safety education program | ✓ EmpowerED employee experience program | ✓ New Integrated Planning |
| ✓ Prosci certified change management practitioners | ✓ FocusED development program - manager capability uplift | |