







Productivity Commission – APS Employee Census action plan 2023

Target areas	Goals	Actions
1. Health and wellbeing 	<ul style="list-style-type: none"> • Better promote, measure and implement wellbeing policies • Reduce the risk of excessive workload and burnout 	<p>More frequent promotion of wellbeing policies to raise awareness and encourage uptake.</p> <p>Implement regular pulse surveys across teams to monitor team sentiment.</p> <p>Implement anonymous psychosocial risk surveys to identify and respond to potential hazards.</p> <p>Improve project management capabilities.</p> <p>Improve guidance and consistency of application around overtime, flex and TOIL.</p>
2. Communication and change management 	<ul style="list-style-type: none"> • Improve change management • Improve internal communications 	<p>Establish a Change Management Steering Committee to create a formal change management framework.</p> <p>More frequent communication of organisation priorities, including through regular all-staff townhalls and office stand-ups.</p> <p>Implement internal communications strategy that includes goal setting, approval protocols, use of communication tools and regular evaluation.</p>
3. Workplace culture 	<ul style="list-style-type: none"> • Create a safe, inclusive and respectful workplace culture 	<p>Implement the recommendations outlined in the Review on Workplace Culture of the Productivity Commission.</p> <p>Establish and embed organisational cultural traits.</p> <p>Implement annual planning days focused on relationship building, strategic direction and culture.</p> <p>Improve exit surveys for departing staff.</p>
4. Talent management 	<ul style="list-style-type: none"> • Improve the professional development of staff 	<p>Improve PADPs to better support development.</p> <p>Improve promotion of secondments, temporary transfers and acting opportunities.</p> <p>Embed ongoing support for new starters beyond formal induction content.</p> <p>Implement workforce development strategy.</p>