



2025-26 Census Action Plan

Areas we are proud of:		
Strong commitment to purpose and public value Our staff have exceptionally high levels of job satisfaction and belief in the PC's contribution to public policy, outcomes and APS purpose.	Culture of innovation and psychological safety Our staff feel encouraged to take risks and explore new approaches to work, supporting ongoing continuous improvement.	Inclusive, supportive, and flexible work culture Our staff describe the culture as 'positive, kind and supportive', with a focus on maintaining respectful workplace standards and promoting psychological safety.
Areas we are focused on:	How we are committing to improve:	
Career and professional development Provide clear development opportunities and clarify career pathways.	- Support Expressions of Interest (EOIs), secondments, and acting opportunities, and facilitate cross-agency interactions to support mobility experience. - Embed career development in PADP discussions, including promoting career progression opportunities among staff such as acting above level, mentoring, internal and external speaking opportunities, and networking opportunities with other agencies. - Recognising the strong interests to support career and professional development we will engage with staff and leaders on the review of the L&D strategy.	
Collaboration, communication and engagement Strengthen internal communication channels and collaborate to build more inclusive engagement.	<i>Embed the communication strategy action plan – 2024 continued.</i> - Optimise internal communications to minimise volume and enhance the relevance of information shared. - Reintroduce periodic all-staff meetings to highlight agency wide initiatives. - Clarify roles and responsibilities to support team cohesion, for example team planning days.	
Job satisfaction, retention and wellbeing Boost job satisfaction and retention through recognition and wellbeing.	- Establish an annual PC rewards and recognition plan aligned to the PC values. - Enhance supervisors' ability to proactively recognise early indicators of burnout, address critical stressors, and adjust workloads appropriately when staff resources are insufficient to meet demands. - Commitment to finalise and implement the flexible work procedures and promote flexible work opportunities. - Continue to promote wellbeing initiatives and embed the updated WHS Framework.	
Change management Build confidence in change processes through transparency and consultation.	<i>Implement recommendations from the Project Management Framework evaluation – 2024 continued.</i> - Deliver training to uplift Change Management capabilities.	
Innovation Continue to grow a culture that supports experimentation and celebrates new ideas.	<i>Continue to showcase innovative work and participate in APS Innovation Month to recognise and reward innovative contributions – 2024 continued.</i> - Promote the use of qualitative and quantitative tools, particularly NVivo and generative AI, and provide appropriate training and support. - Develop a PC-wide 'innovation award' to celebrate innovative contributions from staff across the PC, including innovative practices led by staff in the stream.	