2026–27 Census Action Plan

The Productivity Commission's 2026 APS Employee Census results provide valuable insights into what we are doing well and where we can improve. The PC performs well across many measures, including a strong belief in the agency's purpose and a flexible and inclusive workplace. This year, we have identified 3 focus areas to prioritise: change management, workloads and wellbeing, and career development.

Areas we are proud of:		
Strong belief in our purpose Staff are proud to work at the PC, believe strongly in the agency's objectives, and are prepared to go the extra mile.	**Flexible workplace** Staff are confident that requests for flexibility will be genuinely considered and that supervisors care about their health and wellbeing.	**Inclusive culture** Staff report that colleagues are accepting and inclusive of others, and that team members' skills and talents are valued.

Priorities for improvement:	
Change management	PC staff would like improved organisational change capability and communication channels.
Workloads and wellbeing	PC staff would like refined workforce and project planning to manage workload pressures and enhance staff wellbeing.
Career development	PC staff would like strengthened learning pathways, APS mobility, and career development opportunities.

Actions we are committed to in 2026–27 and will review at quarterly check points:	
Change management	• Provide training to uplift change management capabilities. • Align PC practices with APS change resources. • Engage with similar APS agencies (small, specialist) to share organisational change experiences.
Workloads and wellbeing	• Support Asana project management software uptake across the PC. • Apply the updated Inquiries and Studies Manual 'project start-up' scoping guidelines. • Initiate an L&D program on efficient and innovative ways of working. • Take account of broader corporate contributions, APS compliance training and work level standards in project planning and resource allocation. • Monitor workloads, staff responsibilities (including corporate contributions and professional development commitments), and wellbeing through consistent, regular 'pulse' surveys and other feedback channels.
Career development	• Finalise the revised L&D strategy, promote awareness and implementation of the strategy, and uptake of L&D opportunities. • Embed career development discussions in PADP processes, including formal and informal development opportunities (e.g., supervisory, mentoring, networking, APS mobility and other stretch opportunities). • Continue to lift PADP conversations and completion rates for all staff. • Update the PC recruitment policy to include advice on EoI, acting and secondment processes.