**Productivity Commission – APS Employee Census action plan 2023**

|  |  |  |
| --- | --- | --- |
| **Target areas** | **Goals** | **Actions** |
| **1. Health and wellbeing** | * **Better promote, measure and implement wellbeing policies** * **Reduce the risk of excessive workload and burnout** | More frequent promotion of wellbeing policies to raise awareness and encourage uptake.  Implement regular pulse surveys across teams to monitor team sentiment.  Implement anonymous psychosocial risk surveys to identify and respond to potential hazards.  Improve project management capabilities.  Improve guidance and consistency of application around overtime, flex and TOIL. |
| **2. Communication and change management** | * **Improve change management** * **Improve internal communications** | Establish a Change Management Steering Committee to create a formal change management framework.  More frequent communication of organisation priorities, including through regular all‑staff townhalls and office stand‑ups.  Implement internal communications strategy that includes goal setting, approval protocols, use of communication tools and regular evaluation. |
| **3. Workplace culture** | * **Create a safe, inclusive and respectful workplace culture** | Implement the recommendations outlined in the Review on Workplace Culture of the Productivity Commission.  Establish and embed organisational cultural traits.  Implement annual planning days focused on relationship building, strategic direction and culture.  Improve exit surveys for departing staff. |
| **4. Talent management** | * **Improve the professional development of staff** | Improve PADPs to better support development.  Improve promotion of secondments, temporary transfers and acting opportunities.  Embed ongoing support for new starters beyond formal induction content.  Implement workforce development strategy. |