# APS Census Action Plan 2026

Our Census Action Plan reflects a shared focus on celebrating our employees' commitment to purpose. We will work to improve communication and meaningful recognition, and optimise capability across the Agency to support high performance.



## **Celebrate -** Our commitment to Agency purpose and wellbeing

**Agency initiatives/activities**

- Share impact stories, employer feedback and organisational achievements.
- Increase cross-team showcases and knowledge sharing.
- Promote wellbeing resources through one central source.
- Continue inclusive hybrid work practices and opportunities for connection.

**Desired outcomes and measures of success**

- Maintain employee commitment to agency goals above 90% (currently 91%).
- Maintain confidence in flexible work arrangements above 85% (currently 89%).
- Maintain or improve "My agency does a good job of promoting health and wellbeing" from 64%.

## **Investigate** – What is meaningful recognition and effective internal communications

**Agency initiatives/activities**

- Explore agency-wide recognition approaches.
- Review communication channels, ownership and standards.
- Survey staff preferences for internal communications.
- Develop a central internal communications hub.

**Desired outcomes and measures of success**

- Increase satisfaction with recognition from 68%.
- Increase positive responses for effective internal communication from 52%.
- Improve Communication Index from 66 to APS benchmark (69)

## **Action** – Optimise capability and capacity across the Agency

**Agency initiatives/activities**

- Strengthen project scoping, governance, resourcing and prioritisation.
- Improve knowledge management and system utilisation.
- Communicate and implement a WGEA Learning & Development Plan
- Harness technology and AI opportunities.

**Desired outcomes and measures of success**

- Improve access to learning and development from 51%.
- Reduce respondents reporting unrealistic time pressures from 34%.
- Improve perception that workgroups have necessary tools and resources from 45%.