

2024 WGEA APS Census Action Plan

Our Census Action Plan was developed in consultation with WGEA employees. We agreed to celebrate and maintain the strong uplift achieved in our Health and Wellbeing Policies and Support scores, investigate positive culture detractors, and we are committed to improve and fully implement the project management governance framework and practices that were developed in response to last year's census action plan.

Action	Key focus area	Agency initiatives/activities	Desired outcomes / measures of success
1	Celebrate Wellbeing policies and support	<ul style="list-style-type: none">• Celebrate the uplift in results, continuing to promote wellbeing ensuring staff know how to use and access support.• Obtain a clearer definition of burnout at WGEA, the factors underpinning it, and supports for managers to proactively engage in prevention.	<ul style="list-style-type: none">• Maintain or improve WGEA APS Census scores relating to: Wellbeing Policies and Support Index, Current workload, and I feel burned out by my work.• Reduction in excessive leave balances at team level (driven by leave utilisation, not cashing out).
2	Investigate What draws us away from a culture that supports our values	<ul style="list-style-type: none">• Investigate what detracts from our positive culture. What actions can we take to ensure that everyone promotes and experiences an inclusive, respectful, and collaborative work environment.	<ul style="list-style-type: none">• Ensure a safe, productive environment that promotes respect and dignity for all employees.• Improve WGEA APS Census scores relating to unacceptable behaviour with 100% response of No.
3	Improve Project management and work planning	<ul style="list-style-type: none">• Continue Project Management Governance work to effectively embed practices and cross-team interdependency management. This includes project accountability and technical responsibility (decision making), effective scoping, consultation, planning and resourcing (workload management).	<ul style="list-style-type: none">• Project management governance is effectively embedded to show an improvement in capability, common understanding and clear RACI and tracking for all projects which will continue into 2025/26 actions.• Maintain or improve WGEA APS Census scores relating to; Current workload, Authority for decision making is at a higher level than required, and My workgroup has the tools and resources we need to perform well.