

APS Census Action Plan 2025

Our Census Action Plan reflects a shared commitment to celebrating and sustaining the significant improvements in immediate supervisor leadership. We will work to improve communication and change management and embed project management across the Agency to support high performance..



1. Celebrate

Our Immediate Supervisor leadership impact and continued development

Agency initiatives/activities

- Continue to invest in training our upcoming leaders (EL1 and new APS6 training programs).
- Utilise existing APS resources to support speak up culture (supporting strong basis of psychological safety).

Desired outcomes/measures of success

- Continued positive trends for Immediate Supervisor in 2026 Census results.
- Maintain or improve our Immediate Supervisor Index (currently 81 and ranked 6th of 107).



2. Investigate

Change management and communication channels

Agency initiatives/activities

- Investigate what actions or processes we can enhance or create to ensure that individual teams have equal access to relevant information from the Executive.
- Explore what it means to understand the 'why' behind decisions and be part of decision making.

Desired outcomes/measures of success

- Improved 2026 Census results for: Internal communication within my agency is effective (currently 48% positive response and ranked 86th of 107).



3. Improve

Tools and resources to support high performance

Agency initiatives/activities

- Embed project governance framework and toolkit into standardised digital processes to support consistent delivery and accountability.
- Operationalise Jira across the Agency to enable consistent project delivery, optimise activity prioritisation and decision logging to support transparency.
- Expand access to AI tools and deliver targeted training to uplift workforce capability, improve operational efficiency, and enhance service delivery.

Desired outcomes/measures of success

- Project management is operating with effective accessible digital tracking for all projects.
- Improved results in performance in 2026 Census results: Our workgroup has the tools and resources we need to perform well (currently 38% positive response).