

2023 APS Census Action Plan

The APS Employee Census is an annual confidential survey which collects attitude and opinion information from APS employees. It provides insight into employee views about the APS and their agency. We use these insights to take action to continue to improve our employee experience and performance.

WGEA had an outstanding response rate of 96% in 2023 and our results compared favourably to the APS overall. For example, WGEA ranked 3 out of 100 agencies on employee engagement. Our Census Action Plan was developed in consultation with WGEA employees. We selected Employee Engagement as a result to celebrate and maintain, Workgroup Performance as a result to further investigate and Health and Wellbeing as a result that we are committed to improve.

Action	Key focus	Activities	Desired outcomes
	Celebrate Effort and Success	<ul style="list-style-type: none">• A Celebrating Achievements Program to acknowledge individual, team and Agency effort on a quarterly basis - led by COO and Operations Executive Manager• Enhance internal resources and events on contemporary gender equality issues - led by WGEA employees.	<ul style="list-style-type: none">• We pause to celebrate our efforts and successes• We reinforce our employee's strong sense of connection to purpose and ability to see how their work directly contributes to achieving WGEA's outcomes.

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Investigate Workgroup Performance

- Investigate what is driving our 44% positive response to the question “my workgroup has the tools and resources we need to perform well” – led by WGEA employees and sponsored by Education & Research Executive Manager.
- Focus initially on team level but test solutions for Agency wide adoption – led by COO and Operations Executive Manager.
- This action contributes to improving health and wellbeing.

- We identify tools to help meet Agency goals whilst minimising employee stress and burnout.
- We identify tools to ensure role clarity and governance of projects involving multiple teams.

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Improve Health and Wellbeing

- Improve resource allocation and how work is done to remove work overload and its negative impact on health - led by CEO and COO.
 - Review our health and wellbeing policies*.
 - Centralise health and wellbeing resources on the Intranet*.
 - Offer APS Mental Health Capability Framework training*.
- * Led by The COO and Operations Executive.

- Our culture supports doable priorities and outcomes that do not detract from health and wellbeing.
- Employees can access resources to optimise their health and wellbeing.
- We build mental health literacy and capability to support each other.