







Australian Government

Organ and Tissue Authority

2023 APS employee census action plan

	Goal	Current State	Future State	Actions
<p>Wellbeing</p> 	<p>We sustain a healthy working environment that supports employees to do their best work</p>	<p>Wellbeing Index 86% *****</p> <p>Employee Engagement Index 85%</p>	<p>Wellbeing Index <i>above 85%</i> *****</p> <p>Employee Engagement Index <i>above 85%</i></p>	<ol style="list-style-type: none"> Maintain an annual Health and Wellbeing Program Maintain flexible and hybrid working arrangements Proactive planning of key deliverables and peak periods to adequately allocate resources
<p>Leadership</p> 	<p>Leadership is effective in enabling high-performing teams</p>	<p>Leadership – Immediate Supervisor Index 81% *****</p> <p>Leadership – SES Manager Index 88%</p>	<p>Leadership – Immediate Supervisor Index <i>above 85%</i> *****</p> <p>Leadership – SES Manager Index <i>above 85%</i></p>	<ol style="list-style-type: none"> Engage in regular planning and strategic discussions Improve communication and clarity on priorities for employees Provide regular and timely informal feedback, and recognition of work achievements Invest time for leadership development
<p>Innovation</p> 	<p>We have a continuous improvement mindset that enables us to grow our skills, improve our delivery and embrace opportunities</p>	<p>Enabling Innovation Index 79% *****</p> <p>My agency inspires me to come up with new or better ways of doing things 72%</p>	<p>Enabling Innovation Index <i>above 80%</i> *****</p> <p>My agency inspires me to come up with new or better ways of doing things <i>above 75%</i></p>	<ol style="list-style-type: none"> Create opportunities to test and trial new approaches Continue to support an adaptive mindset Undertake proactive forward planning to harness opportunities and identify risks
<p>Communication</p> 	<p>We work together across teams, and have access to the information we need to effectively perform our roles</p>	<p>Communication and Change Index 80% *****</p> <p>Change is managed well in my agency 72%</p>	<p>Communication and Change Index <i>above 80%</i> *****</p> <p>Change is managed well in my agency <i>above 75%</i></p>	<ol style="list-style-type: none"> Opportunities are provided for employees to communicate across teams and attend stakeholder meetings Opportunities are provided for all employees to engage with strategic priorities Review and revise current internal communication materials Deliver inclusive activities suitable for virtual and face-to-face working environments