2024 APS employee census action plan

Australian Government
Organ and Tissue Authority

Wellbeing

We sustain a healthy working environment that supports employees to do their best work

Wellbeing Index
84%

Employee Engagement Index
87%

Wellbeing Index
above 85%

Employee Engagement Index
above 85%

1. Culture supports a diverse and inclusive workplace
2. Maintain an annual Health and Wellbeing Program
3. Maintain flexible/hybrid working arrangements
4. Proactive planning of key deliverables and peak periods to adequately allocate resources
5. Proactively prioritise work and stop low value activities

Leadership

Leadership is effective in enabling high-performing, diverse, and inclusive teams

Leadership – Immediate Supervisor Index
80%

Leadership – SES Manager Index
83%

Leadership – Immediate Supervisor Index
above 80%

Leadership – SES Manager Index
above 80%

1. Engage in regular planning and strategic discussions
2. Improve communication and clarity of priorities
3. Provide regular and timely informal feedback, and recognition of work achievements
4. Invest time for leadership development including 360-degree feedback & coaching

Innovation

We have a continuous improvement mindset that enables us to grow our skills, improve our delivery and embrace opportunities

Enabling Innovation Index
74%

My agency inspires me to come up with new or better ways of doing things
71%

Enabling Innovation Index
above 80%

My agency inspires me to come up with new or better ways of doing things
above 75%

1. Create opportunities to test and trial new approaches
2. Continue to support an adaptive mindset
3. Undertake proactive forward planning to harness opportunities and identify risks
4. Try new things and recognise that we may fail, learn and try again

Communication

We work together across teams and have access to the information we need to effectively perform our roles

Communication and Change Index
80%

Change is managed well in my agency
87%

Communication and Change Index
above 80%

Change is managed well in my agency
above 80%

1. Opportunities are provided for employees to communicate across teams and with stakeholders
2. Opportunities are provided for all employees to engage with strategic priorities
3. Harness opportunities for cross-team projects
4. Deliver inclusive activities suitable for virtual and face-to-face working environments