

Agency Census Action Plan

Celebrate

Our employees like working here and are proud of the work we do. Our employees have said:

- Over 85% of employees are proud to work here,
- 82% would recommend the Agency as a good place to work, and
- 91% believe strongly in the purpose and objective of the Agency.

What	Why	How
<p>A. Genuine and effective consultation and change management on matters that affect staff including design and review of policy and practices, general business processes, health and safety.</p>	<p>Genuine consultation can lead to better outcomes by involving affected staff, can help increase respect and trust between managers and employees. Employees can play a role in improving the workplace which will build an effective and engaged workforce.</p>	<ol style="list-style-type: none"> 1. Review the agency consultative forums (e.g. ACF) to ensure that they provide an opportunity for information-sharing, collaborative problem-solving and effective participation of all members. 2. Work with the ACF to understand how the Agency can better encourage a culture where employees have a voice and their interests are represented and articulated. 3. People Branch to provide quarterly employee sentiment (e.g. entry and exit survey data) and workforce metrics to Corporate Board and the ACF to help inform decision-making. 4. Ensure members of consultative forums are provided appropriate training, time and support to genuinely engage with consultative processes. 5. Work with the ACF to develop an agreed approach to change management in line with the APS Change Framework. 6. Review internal communications to better facilitate two-way communications with employees. 7. Build our managers' and leaders' capability to take a collaborative approach to consulting with staff and leading through change.

What	Why	How
<p>B. Support collaborative innovation and continuous improvement to improve employee and community outcomes.</p>	<p>Our employees are closest to the work we do and harnessing their ideas will create sustainable improvements for the Australian public.</p>	<ol style="list-style-type: none"> 1. All business areas will implement mechanisms to capture and consider employee insights and implement appropriate improvements in their areas. 2. People Branch to provide business areas with tools and resources to support them to gather insights in their work areas. 3. Acknowledge an increasingly dispersed workforce, identify opportunities for employees to connect with colleagues in other branches. 4. The reward and recognition process will be reviewed to incorporate recognition of employees who suggest effective improvements. 5. Enhance opportunities for employees to suggest improvements at an Agency level through the actions outlined in areas A and B. 6. Empower the ACF to improve workplace processes and policies as outlined in area A.
<p>C. Senior leaders are collaborative, respectful, value others and empower their people.</p>	<p>A transparent and collaborative senior leadership team will take an agency-wide approach, inspire trust in and ensure a clear connection between the work of their team and the purpose and priorities of the Agency.</p>	<ol style="list-style-type: none"> 1. The FWO, Deputy FWOs, COO and Chief Counsel will meet on a weekly basis to discuss agency-wide strategic issues. 2. Review the pilot Enforcement Board observer program. 3. Senior leaders will share regular updates on executive meetings, group, and Agency direction. 4. Senior leaders will attend branch meetings in other organisational areas. 5. Senior leaders to undertake training in implementing a collaborative approach to consultation and problem-solving, with a view to rollout further if successful.