

Our 2025 Census Action Plan builds on the strong foundations laid in 2024. This year, we're focused on driving continuous improvements to the employee experience, particularly in development and innovation, while living our values of Trust, Excellence and Diversity.

Continuing to improve

While our results are trending in the right direction, we are committed to making ongoing improvements. Our 2025 Census Action Plan is focussed on:

Career development and learning

Learning and development is tailored to an individual's career goals

To achieve this, we will:

- Equip supervisors with tools and training to have meaningful career conversations, connect employees with development opportunities, and update performance plans to capture career goals.
- Enhance workforce capability by establishing a central skills register and reviewing roles against the [SMART job design framework](#) to improve job design and development pathways.
- Encourage active participation in career discussions, identifying learning needs and documenting goals in performance and development plans.

Celebrating our strengths

Our 2025 Census results show progress across all six indices, with the most significant gains in Communication and Change and Wellbeing Policies and Support, both central to last year's action plan.

Our people are aligned with our agency's purpose and objectives and remain committed to making a difference by sharing ideas and going the extra mile to deliver results.

Our supervisors and managers continue to set the tone by fostering an environment of inclusivity, encouragement, and genuine care for their teams.

Innovation and continuous improvement

Innovation is encouraged and supported, and decisions are backed by data

To achieve this, we will:

- Streamline processes and strengthen data use by seeking employee input on burdensome processes, prioritising improvement, and releasing an agency-wide Data Strategy.
- Foster a culture of innovation and learning by promoting an experimentation mindset, encouraging lateral thinking and celebrating lessons learned.
- Reinforce compliance-based requirements and evidence-based decisions through SES leaders.
- Empower managers and teams to create an environment that supports innovation by encouraging open dialogue, questioning and continuous improvement in day-to-day work.