

AOFM 2023 APS Employee Census: Action Plan

The APS Employee Census is an annual survey which is used to collect confidential attitude and opinion information from APS employees on issues in the workplace. It is an opportunity for APS employees to share their experiences of working in the APS, and their individual agencies. The AOFM gains insights from the results and is committed to taking action to improve our working environment, and make ours a 'People First' workplace. Through consultation with the Executive Leadership Group, the AOFM has developed three key priorities in response to the 2023 Census. These focus areas will be tracked and reviewed for impact.

What we are doing well

Enabling innovation

AOFM employees feel willing and able to be innovative, in an environment that encourages new ideas.

Commitment to AOFM's goals

Our employees are motivated, inspired and enabled. They believe strongly in our organisational objectives.

Inclusion and respect

Our people feel respected, valued and included, with an agency that actively promotes an inclusive workplace culture

What we are focused on

Wellbeing

The practical and cultural elements that allow for a sustainable and healthy working environment require improvement.

Retention

High numbers of our people intend to pursue opportunities outside of the AOFM in the next 12 months

Communication and change

Internal communication is not always effective, especially with regard to change at work. Change Management requires improvement.

Our commitment to action

Wellbeing

We commit to:

- engaging with our employees to ensure their wellbeing needs are being met
- embed wellbeing training and planning to ensure our people and their supervisors are equipped to manage their health and wellbeing
- creating a dedicated intranet page for wellbeing resources and communications.

Retention

We commit to:

- improving our EVP through non-monetary benefits and inclusions
- creating opportunities for career development for our employees
- enabling better access to flexible working arrangements through consistent application of policies and procedures

Communication and change

We commit to:

- increasing transparency and dialog on changes that significantly impact our employees
- creating a new change management policy
- providing Change Management training for all Managers
- creating communication plans for every change-managed activity