Australian Government
Australian Office of Financial Management

2026 APS EMPLOYEE CENSUS ACTION PLAN

Our people are what makes our organisation a success

AOFM

Building on progress from 2025

The 2026 APS Employee Census Action Plan supports the Retention Pillar of AOFM's People Plan. Informed by employee feedback and building on the progress made in 2025, it continues our commitment to enhancing the employee experience and delivering meaningful, lasting change.

Celebrating our success

Our people tell us AOFM is a great place to work. Their feedback reflects a strong integrity culture, supportive supervisors and an inclusive, collaborative and high-performing workplace.

- Employees feel empowered to contribute ideas
- Supervisors create inclusive and supportive teams
- People feel valued for their skills and talents
- Employees have autonomy in how they do their work
- AOFM is a positive, inclusive and high-performing workplace

Our focus areas

Through recognition, innovation and stronger connections, we will continue to make AOFM a place where people feel valued and choose to stay.

Recognition

Valuing and celebrating the contribution of our people.

- Promote fair and inclusive recognition.
- Make meaningful recognition part of everyday work.
- Celebrate individual and team contributions.

Innovation and Continuous Improvement

Encouraging new ideas and better ways of working.

- Encourage new ideas and better ways of working.
- Support learning and continuous improvement.
- Use technology safely to improve how we work.

Collaboration and Connection

Building relationships, teamwork and shared success across AOFM.

- Strengthen connection and collaboration across AOFM.
- Share knowledge and learn from each other.
- Build understanding of our shared purpose and outcomes.

WHAT SUCCESS LOOKS LIKE

- Employees feel valued and recognised.
- Innovation is part of everyday work.
- People feel connected to colleagues across AOFM and collaborate effectively to achieve shared goals.