








2023 OIGIS Action Plan: APS Employee Census

The APS Employee Census gathers confidential feedback from staff about their workplace experiences. We've analysed employee feedback and held multiple conversations across our Office to set our next 12 months' priorities, committing to continually strengthen our culture and operating environment.

What we are doing well

<p>Purpose We demonstrate a strong sense of commitment to IGIS's mission and purpose.</p>	<p>Integrity Our culture firmly upholds the integrity of the Office and the public service.</p>	<p>Flexible work We value the balance between work and personal time.</p>	<p>Relationships We have strong relationships with immediate supervisors.</p>	<p>Desire to improve We have a shared commitment to innovation and progress.</p>
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What we are focused on

 <p>Agency growth and expansion Attracting and retaining top talent to deliver our mission.</p>	 <p>Employee engagement Enriching employee engagement and recognition.</p>	 <p>Innovation Integrating innovation into our culture and our day-to-day work.</p>	 <p>Senior Executive Service Leadership Further enhancing teamwork and collaboration across the SES.</p>	 <p>Change and communication Continue to advance open and consultative communication practices.</p>
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Our commitment to action

Now				Next		Later
Define and develop an Employee Value Proposition (EVP).	Develop an Office employee recognition program.	Define and develop an innovation program.	Formalise the biannual SES leadership planning workshops.	Develop high-level agency guidance on change management expectations.	Review our internal communication framework to ensure information is timely and effective.	Launch a leadership development program for Executive Level staff.