








2024 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>Communication We have strong mechanisms to inform staff of agency priorities.</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
Develop high-level agency guidance on change management expectations.	Review our internal communication framework to ensure it is timely and effective.	Develop an Office employee recognition program.	Develop a recruitment branding proposal to attract and retain staff	Review and Enhance internal IT systems	Launch a leadership development program for Executive Level staff.	Refresh the Capability Framework and suite of IGIS Role profiles	Publish the IGIS People Plan