



2025 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

Purpose

We demonstrate a strong sense of commitment to IGIS's mission and purpose.

Integrity

Our culture firmly upholds the integrity of the Office and the public service.

Flexible work

We value the balance between work and personal time.

Relationships

We have strong relationships with immediate supervisors.

Communication

We have strong mechanisms to inform staff of agency priorities.

What we are focused on



Talent Attraction & Retention

Attracting and retaining top talent to deliver our mission.



Employee Capability

Enriching employee engagement and development programs.



Health & Wellbeing

Integrating and focusing on employee health & wellbeing through tailored workplace initiatives.



Office Culture

Further enhancing teamwork and collaboration and a sense of belonging.



Our commitment to action

Launch a leadership development program for Executive Level staff.

Embed the SES and OIGIS Performance Management Framework.

Improve our health & wellbeing initiatives tailored to the OIGIS working environment.

Enhance Office culture by leveraging the OIGIS uniqueness to create a sense of belonging

Promote a culture where staff feel empowered to make decisions, deliver innovative ideas and solutions

Develop a candidate attraction strategy to increase brand awareness and talent pipeline

Implement capability development opportunities and partnership with international counterparts