OFFICE OF THE INSPECTOR-GENERAL OF INTELLIGENCE AND SECURITY

2026 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.

Health and Wellbeing
We have supportive practices in place to help staff manage their health and wellbeing.

Employee Engagement
Our people are highly engaged and motivated to contribute to the success of the Office.

What we are focused on



Talent Attraction & Retention
Attracting and retaining top talent to deliver our mission.



Leadership Capability
Strengthen our strategic leadership capability to effectively guide the organisation through its growth.



Learning and Development
Foster a culture of continuous learning to strengthen capability, performance and career growth.



Office Culture
Build on our positive workplace culture by strengthening teamwork, collaboration and belonging.



Our commitment to action

Develop and implement a dedicated leadership development program for Executive Level 2 staff.

Continue to embed and champion the SES and OIGIS Performance Management Framework.

Improve access to tools, systems and support to enhance staff engagement, capability and performance outcomes.

Empower staff by devolving decision-making authority within an appropriate risk management framework.

Enhance strategic workforce planning to identify current and future capability needs, address critical skill gaps and strengthen talent pipelines.

Establish capability development opportunities including National Security College executive programs.