



Fair Work Commission Employee Census 2023:

Action Plan

The Australian Public Service (APS) Employee Census is an annual survey used to collect confidential feedback from employees about their experiences of working in the APS. We gain insights from these results and we are committed to taking further action to improve our working environment. In consultation with our employees, we have identified four key areas of focus for the next 12 months

Overall

77% of our employees participated in the census. Our results compare well to overall APS performance, with our scores above the APS average in most areas.

What we are doing well

- **Employee engagement:** Our engagement score was 75%, which is 2% above the APS average. The survey results reflect the pride our employees place in their work, and their commitment to our purpose, goals and objectives.
- **Inclusion and flexible working:** Our employees consider our workplace to be inclusive and respectful, our results show strong supervisor and agency-level promotion of an inclusive workplace culture.
- **Performance of our teams:** Our employees have confidence in their teams' ability to be adaptive, cooperative and resourced with the appropriate skills, capabilities and knowledge to deliver results.

Areas for continued focus and improvement

Employee wellbeing

We will increase our wellbeing focus by actively listening and understanding our employee's wellbeing needs and by better promoting and enhancing our wellbeing initiatives.

Embedding a culture of innovation

We will continue to embed a culture of innovation across the Commission. We will champion innovation success stories and share lessons learned

Balancing priorities and deadlines

We will focus on developing skills to improve change management and enhance our workload planning and prioritisation.

Enhancing opportunities for development and mobility

We will provide our employees with access to a dynamic range of online training, build capability through a mentoring program, and support our leadership cohort through targeted development programs.