

Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS)

2023 APS Employee Census Action Plan



The Australian Public Service (APS) Employee Census is an annual survey used to collect confidential opinions and attitudes from APS employees on issues within the workplace. It is an opportunity for APS employees to share their experience of working in the APS, and their individual agencies.

Results of the Census provide AIATSIS an opportunity to listen and work with staff to improve our working environment and embody our underpinning commitment of *Yindyamarra. Through consultation with staff and the Executive Leadership Group, AIATSIS has developed three key priorities in response to the 2023 Census results. These focus areas will be tracked and reviewed for impact over the next 12 months.

*Yindyamarra, a Ngunnawal and Wiradjuri word meaning honour and respect. More broadly it implies thoughtfulness, graciousness and kindness.

What we do well

AIATSIS employees feel enabled to share knowledge and to work collaboratively with each other to achieve the Institute's goals and objectives.

AIATSIS employees are motivated, inspired and enabled. They believe strongly in the Institute's vision, mission and purpose.

What we are focused on

Communication and change (*Ngalamanyin Dhunimanyin)

Internal communication is not always effective, especially regarding change at work. Change management and communication of change needs improvement.

*Ngalamanyin Dhunimanyin – we sit down and talk.

Wellbeing (*Naraganawalli)

Improvement in workplace culture and cultural capability is necessary in strengthening a workplace culture that allows a healthy and stable working environment.

*Naraganawalli – alive, wellbeing, coming together.

Resilience (*Winnangaay)

There is a need to build a workforce that adapts and responds positively to organisational challenges and opportunities.

*Winannagaay – look, listen and learn.

Our commitment to action

We commit to:

- Enhance transparency, and consultation on changes that significantly impact staff, including strengthening change management practice.
- Implement an internal communications strategy.

We commit to:

- Engage with employees to ensure the workplace positively influences health, wellbeing, and workplace satisfaction.
- Embed wellbeing activities and planning to ensure our people and their supervisors are equipped to manage their health and wellbeing.
- Create a dedicated intranet page for wellbeing resources.

We commit to:

- Finalising and publishing the Employee Value Proposition.
- Implementing the AIATSIS Learning & Development Strategy and promoting it across the workforce.
- Develop and implement a more effective performance management program to assist staff.
- Better support staff who step up and take on more responsibility.