

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

2024 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.

The results of the Census provides 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 2024 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 strongly believe in the purpose and objectives of AIATSIS and feel motivated, inspired and enabled to improve current outcomes.

Overall AIATSIS employees view their immediate supervisor as encouraging and invested in their development. They believe that their immediate supervisors ensure they deliver.

What we are focused on

Change management (*Dhunimanyin wangiimanyin)

We need to ensure we have the right tools to implement change that is communicated clearly, early and effectively.

**Listen and speak (two-way conversations).*

Innovation (*Bagiin)

To innovate we need to ensure the tools we have are user friendly, flexible enough to be used to their full effect. We also need to create an environment where staff feel comfortable and safe to bring new ideas and ways of doing things.

**Clever, magic.*

Integrity and workplace culture (*Yindyamarra)

We need to ensure we create an environment that is professional and conducive to sound and safe working relationships that puts Yindyamarra as our way of being.

**Honour and respect.*

Our commitment to action

We commit to:

- Reinvigoration of the Project Management Office (PMO) and templates to give affect to communicating change.
- Review of communications tools to ensure they are fit for purpose when communicating change.
- Seeking staff input (at staff meetings) in a positive and solutions focused way.

We commit to:

- The development of a workforce planning model that builds toward Ngurra.
- Education and greater use of current ICT tools that assist in communication and education for all staff.
- Development of fact sheets and QAs across all groups to promote self-help and to build staff knowledge and capability.

We commit to:

- Develop an Induction Framework.
- Review of the Learning and Development Strategy.
- Review of the performance management program.
- Creation of an Integrity Unit – to support education on expected codes of behaviour.
- Working together to create a workplace based on 'if you see something, do something'.