

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

2025 APS Employee Census Action Plan



The Australian Public Service (APS) Employee Census is an annual survey designed to capture the views and experiences of APS employees across all agencies. It serves as a critical tool for understanding workforce sentiment, engagement and organisational culture. 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 with an opportunity to listen to and collaborate with staff to improve our working environment and embody our underpinning commitment to Yindyamarra*. Through co-design workshops with staff and the Senior Leadership Team, AIATSIS has developed three key priorities in response to the 2025 Census results. These focus areas will be reported on 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 our purpose and objectives and feel committed AIATSIS's vision and goals. Our employees shared they are proud to work for AIATSIS and are happy to go the 'extra mile' at work when needed.		Overall, AIATSIS employees expressed confidence in their immediate supervisor, highlighting their supervisor's genuine care for health and wellbeing, commitment to ensuring the workgroup meets its responsibilities, and openness to diverse perspectives.
What we are focused on		
Clear Direction and Leadership (SES Cohort) Creating an environment where trust and connection between staff and leadership are strengthened. We will provide visible, authentic actions through open communication, clarity of purpose and genuine engagement.	Empowering our Leaders (EL Cohort) Ensuring we create a leadership environment where our Executive Level (EL) cohort are active champions of change, consistently leading and amplifying new ways of working while empowering and developing APS staff to build capability and confidence.	Wellbeing and Workplace Priorities Creating a professional environment that supports safe, respectful working relationships and empowers staff to manage priorities effectively, enabling teams to focus on high-impact outcomes.
Our commitment to action		
We commit to: <ul style="list-style-type: none">Implementing an SES Performance process, including 360-degree feedback with EL2 cohort and flow through to EL1 cohort.Each SES officer championing a Census Action Plan commitment and contributing to the Census Action Plan working group.Creating an opportunity for two-way discussion options with SES at all staff meetings (technology-based).Undertaking a survey to hear how our staff like to receive information with a view to enhance existing or create new ways of communicating.	We commit to: <ul style="list-style-type: none">Implementing a clear set of standards across AIATSIS for what active leadership looks like in the workplace.Directing our resources towards agreed work priorities.Establishing a mentoring and training program for our EL cohort.Delivering training to EL and APS staff to strengthen understanding of their responsibilities as Australian Public Servants.Identifying the next cohort of EL and APS leaders using Individual Actions Plans (IAP) to identify professional development opportunities and providing opportunities through EOI processes.	We commit to: <ul style="list-style-type: none">Establishing a staff wellbeing page on the Intranet – outlining AIATSIS's commitment to staff wellbeing and access to resources.Implementing two bi-annual CEO/DCEO meetings with staff – one with the EL cohort and one with APS staff.Developing and implementing an Induction Framework (2024 commitment carried forward).Reviewing and refining the Learning and Development Strategy (2024 commitment carried forward).Working together to create a workplace based on 'if you see something, do something' (2024 commitment carried forward).
	<ul style="list-style-type: none">Provide meaningful and timely feedback for employees who undertake higher duties (shared action across themes).Establishing clear, outcome-driven Business Plans that contribute to Group Plans, setting defined priorities that are outcome focused to achieve AIATSIS's goals (shared action across themes).	