



2023 Census Action Plan

The Department of Infrastructure, Transport, Regional Development, Communications and the Arts took part in the 2023 APS Employee Census. Our results show we have many things to celebrate, and areas we should improve on. Below sets out the actions we need to take to be a better workplace than we already are. As the Employee Census was a major contributor to our Capability Review, these actions sit within the broader Capability Review action planning response, and will be implemented as part of that process.

We will continue with

Staff accessing flexible work arrangements | Strengthening our diverse and inclusive workplace | Having a strong leadership cohort | Our extensive learning and development offerings
Developing division-level Census action plans to implement local-level actions

Areas we will work on

Target Areas	Goals	Actions
Technology	All staff have access to, and are able to leverage, contemporary, secure digital and data systems, tools and processes to deliver outcomes more effectively and efficiently, and there is shared accountability across the department for this uplift.	<ul style="list-style-type: none"> Promotion, reward and recognition of innovation and better practice, including cyber security hygiene/awareness. Design an ICT Service Offer which provides staff across the department with clarity on the type of level of ICT services available to them. Increase our use of communities of practice and digital and data advocates across the department.
Wellbeing	Build and maintain a kind and respectful culture, where wellbeing is prioritised and staff feel supported to be their authentic selves at work.	<ul style="list-style-type: none"> Increase the promotion of accountability concerning values and behaviours which define our culture. Delivery of training to staff and managers that defines and promotes respectful behaviour and courtesy in the workplace and increase the awareness of mechanisms available to report concerns. Include diversity and inclusion outcomes in performance agreements. Undertake a functional review of the department's resourcing allocations to provide a robust evidence base for Budget submissions and funding decisions.
Engagement and retention	Staff feel connected to the department's purpose and objectives, and have the development and retention strategies in place to progress their career within the department.	<ul style="list-style-type: none"> Review the department's purpose statement in consultation with staff and in the context of the Corporate Plan Release the department's Strategic Workforce Plan 2024–2027.