2023-24
CENSUS ACTION PLAN

Australian Government
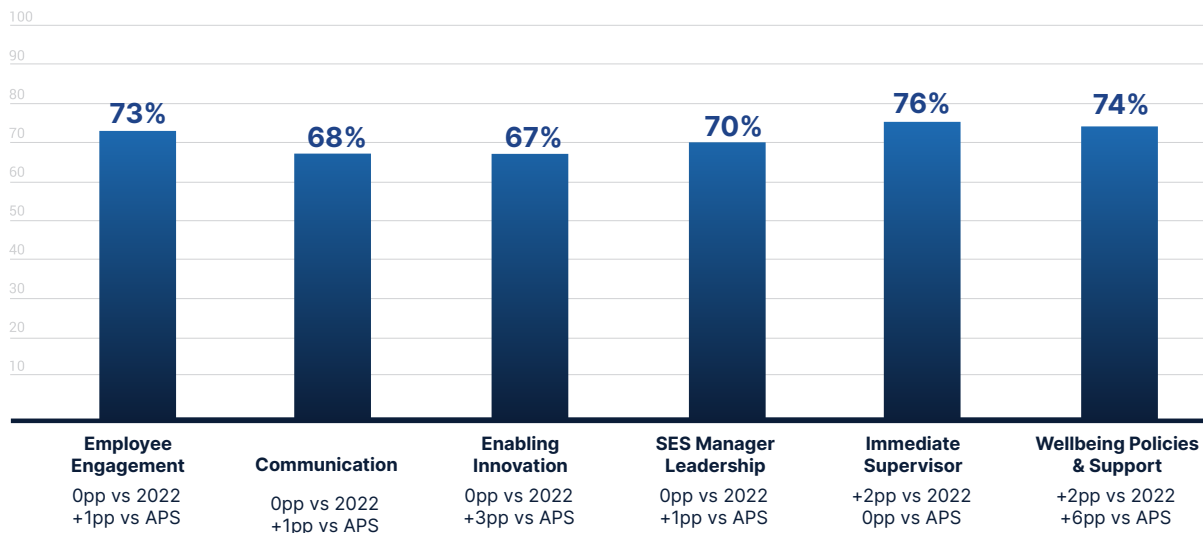**Australian Digital Health Agency**

The Australian Digital Health Agency has co-designed an Action Plan with representatives from across the Agency into a Census Working Group.
This Group reviewed the Agency's results and all Branch level action plans to design an Agency level response to feedback received through the Census.

The Agency is proud of its results in many areas. We are looking to increase our positive responses in a range of areas, including to assist with engagement, leadership and change management.

INDICES

73%	**68%**	**67%**	**70%**	**76%**	**74%**
Employee Engagement	**Communication**	**Enabling Innovation**	**SES Manager Leadership**	**Immediate Supervisor**	**Wellbeing Policies & Support**
0pp vs 2022 +1pp vs APS	0pp vs 2022 +1pp vs APS	0pp vs 2022 +3pp vs APS	0pp vs 2022 +1pp vs APS	+2pp vs 2022 0pp vs APS	+2pp vs 2022 +6pp vs APS

APS Employee Census 2023

Our response rate remains high and signals our employee engagement when providing feedback. We are committed to working with our employees and our leaders and engaged to make our Agency a great place to work.

SURVEY RETURNS

78% Response rate

425 of 547

The Agency level action plan is broken down using the Census indices and then areas that the Census Working Group wanted to focus. Updates on activities and measures will be regularly communicated to the Agency.

APS Survey Indices	Our areas to focus on	Key activities
AREAS WE WILL CONTINUE TO ENHANCE		
Employee Engagement	Supporting our leaders	• Continue to engage with teams through CEO messages. • Implementation of Talent Partner Model, Learning and Development Strategy, Updating Induction and Onboarding approach.
Wellbeing Policies & Support	Promoting health and wellbeing	• Continue to promote health and wellbeing activities, and support our employee led health and wellness group. • Ensure at least 2 whole of Agency health and wellbeing activities per year.
AREAS FOR US TO IMPROVE ON		
SES Manager – Leadership	SES working together as a team	• Workshops with all SES to facilitate greater understanding of working styles in teams and preferences and how best to engage with each other. • Introduce "Fireside chats" and "You can't ask that" series over 2024 for staff to engage directly with SES.
Communication	Process improvement and simplification	• Continue the work of the Business Process Improvement Project. • Provide capability uplift in financial and workforce planning.
Transformation	Change management	• Enhance the focus on change through clear processes and use the Business Process Improvement Project to showcase changes done well. • Celebrate and acknowledge when change is done well.

For more information on the APS Census Action Plan
go to: APS Employee Census 2023

Australian Government
Australian Digital Health Agency