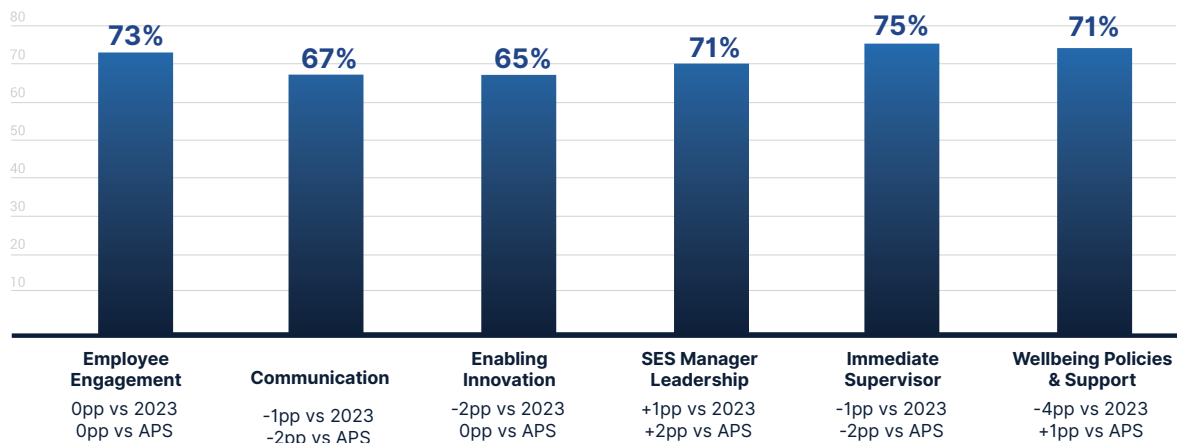


The Australian Digital Health Agency has co-designed an Action Plan with representatives from across the Agency in a Census Working Group. This Group reviewed the Agency’s results and all Branch level action plans to design an Agency level response to feedback received through the Census.

In 2024, we saw strong participation in the APS Employee Census with an 81% response rate providing valuable insights into employee sentiment.

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







APS Employee Census 2024

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



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

APS Survey Indices	Our areas to focus on	Key activities
<b>AREAS WE WILL CONTINUE TO ENHANCE</b>		
 <b>Enabling Innovation</b>	Continue to improve business processes	<ul style="list-style-type: none"> <li>Transformation Office to establish a business process improvement methodology for use across the Agency</li> <li>Staff at all levels to be consulted on areas that will make the biggest impact to their experience.</li> </ul>
<b>AREAS FOR US TO IMPROVE ON</b>		
 <b>Leadership</b>	Strengthen best practice, enterprise-wide approach to integrity and stewardship	<ul style="list-style-type: none"> <li>Continue establishment of new Integrity Unit</li> <li>Analyse results from NACC survey.</li> </ul>
 <b>Transformation</b>	Focus on enterprise-wide change management to support a consistent and people-focused approach	<ul style="list-style-type: none"> <li>Confirm change management functions including roles and responsibilities</li> <li>Develop Agency Change Management Strategy</li> <li>Provide tools and resources to support managers with change activities.</li> </ul>
 <b>Employee Engagement</b>	Build a better understanding of our skills profile, needs and gaps	<ul style="list-style-type: none"> <li>Develop a skills and capability mapping pilot program</li> <li>Finalise, implement and monitor operational workforce plans</li> </ul>

Our Census Working Group is engaged and committed to drive forward our actions.

The Agency’s DNA defines us and encompasses our sense of purpose, values and beliefs. It is expressed through our decisions and behaviours, including how we collaborate to get things done.

We’ll achieve our goals through exemplifying these values of purpose, experience, connection, leadership, innovation, and accountability.