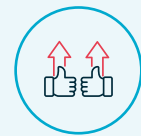


2025 APS Census Action Plan

The APS Employee Census provides valuable insights from our people and helps us understand what we're doing well and where we can do better. This Action Plan is part of our ongoing effort to gather feedback, reflect and make improvements. The plan outlines what actions we'll undertake to make the OAIC a better workplace and ensure the agency is well positioned to achieve its priorities.

What we want to improve over the next 6 – 12 months



IMPROVEMENT #1

Care for our wellbeing

ACTIONS

- Clarify priorities to cut competing demands to protect against burnout (ongoing)
- Review psychosocial hazards and engage control owners to continue upholding and promoting a psychosocially safe environment (by March 2026)

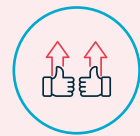


IMPROVEMENT #3

Embed best practice change management principles

ACTIONS

- Communicate change clearly and equip leaders with tools (ongoing)
- Invest in ICT and change management resources (ongoing)
- Launch refreshed OAIC intranet for easy access to information (by December 2025)
- Improve transparency on priorities and decisions to build trust (ongoing)



IMPROVEMENT #2

Foster a learning culture and strengthen leadership capabilities

ACTIONS

- Embed L&D Strategy in performance agreements to empower staff (ongoing)
- Build confident, capable leaders through targeted development (ongoing)
- Expand Communities of Practice for collaboration and growth (ongoing)
- Share training schedules for key qualifications (e.g., Cert IV in Government Investigations) (by January 2026)



IMPROVEMENT #4

Rewarding and recognising our achievements

ACTION

- Celebrate contributions at All Staff meetings and team level (by end of February 2026)

Our actions will be modelled and championed by our 4 Pillars



Proactive



Proportionate



Purpose-driven



People-focused



Pulse survey

We will measure how we are tracking through a pulse survey in February 2026

What our people told us we're doing well



POSITIVE #1

Immediate Supervisor

Our people value the support and leadership behaviours of their immediate supervisor



POSITIVE #2

Enabling Innovation

We enable our people to feel willing and able to be innovative



POSITIVE #3

Flexibility

We value the flexibility we experience in our work and our workplace

What we heard we could do better



IMPROVEMENT #1

Care for our wellbeing



IMPROVEMENT #2

Foster a learning culture and strengthen leadership capabilities



IMPROVEMENT #3

Embed best practice change management principles



IMPROVEMENT #4

Reward and recognise our achievements