

Employees with access to this dashboard must be aware of and abide by the following conditions:

- Comments are not available where the cohort being viewed has less than 30 responses, as information contained in comments can pose heightened risks to individual's privacy. For this reason, this threshold is higher than the less than 10 responses that is applied across other parts of the Census.
- While efforts have been made to remove identifying names from comments, there may be circumstances that events or people are recognisable. You must protect respondent's anonymity by ensuring you are following good practice when analysing, downloading or sharing these results.
- When applying filters and downloading responses, it may be possible to isolate an individual's response outside of this platform. Doing this is a violation of the commitment made to employees in the Participant Information Sheet. Ensure you are compliant with the Employee Census privacy information by only downloading what is necessary for analysis and storing this information carefully with restricted access. It is strongly recommended that any comments you share outside the platform have been reviewed and any further de-identification completed that may be required in your organisational context (for example, removing examples of situations that are known in the organisation).

*What is one thing your agency is doing really well?*

Open Comments

s22

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61 : What is one thing your agency is doing really well?

Not sure

Human Resource,Teamwork & Working Relationships

In my direct experience, colleagues are kind to each other and supportive, and capable.

Leadership,Communication,Change Management,Teamwork & Working Relationships,Management

The team members have strong connections and bonds; despite the significant challenges we have experienced with the restructure. More should have been done to assist staff during and after the restructure, because change management is what results in people feeling secure in their roles. The lack of change management is what resulted in a lot of people leaving - s47F

Leadership,Change Management,Human Resource,Administration

There is good work happening with the leadership shown at the EL and some SES levels. s47F . The EL staff especially are holding and relying upon the good will of their staff and supporting people through what has been 12 months of very hard times following the restructure process.

Culture & Values

Fostering an inclusive culture

Culture & Values,Engagement

Engaging with evolving and rapidly developing issues of considerable interest to the Australian Public

Human Resource,Culture & Values

Inclusive and friendly work environment

Engagement

At a branch level, staff (including GM) are working so hard to determine how to operate in our new structure. Staff commitment up against this significant challenge is impressive and inspiring.

Human Resource

Immediate workgroups are supporting one another as best they can.

Wellbeing & Work Practices,Recognition and Reward,Human Resource,My organisation,Learning and development,Culture & Values

s47F

Wellbeing & Work Practices

Work home balance

Wellbeing & Work Practices

Flexible working arrangements.

Human Resource

Overall respectful employees, adhering to the APS code of conducts.

Human Resource,My role

The OAIC is a really collegiate and supportive workplace. It also has a highly skilled and professional workforce who work extremely hard and are excellent at their jobs.

Human Resource,Recognition and Reward

Really respect the approach to regulation the Privacy Commissioner is advancing.

Decision Making Effectiveness,Learning and development

enabling decision making to occur at a lower level/greater appetite for risk/acceptance that mistakes are learning opportunities

Communication

External communication.

Human Resource,Administration

Finding and actioning efficiencies, making time for discussions and support from above.

Management,Recognition and Reward,Human Resource,Engagement

The OAIC is a fantastic place to work. There are so many things it is doing well. For example, there is a wonderful collegiality amongst staff, the managers and SES are very supportive, there is a real sense of belonging, people's achievements are recognised and celebrated, and people really go above and beyond in their commitment to their work.

Change Management

Pushing through restructure.

Organisational Objective & Purpose

Sharing the Commissioner priorities and reasoning widely and having a strong focus on outcomes.

Human Resource

Diversity and inclusiveness

My organisation,Human Resource

Supporting innovation in the way the agency regulates.

Communication

Taking public facing action

It has smart and committed people

Change Management,Recognition and Reward,Communication

The agency is very forward thinking and has an open mind to change. I am particularly impressed with the feedback that is sought from all people within the agency and not just those in senior positions.

The branch feels as one even though majority of staff work in different cities.

Human Resource,Organisational Objective & Purpose,Change Management,Management,Learning and development

Managing change; promoting and delivering on our key priorities; fostering a supportive workplace for junior staff

**61 : What is one thing your agency is doing really well?**

FOIREQ25/00429 (part 1) 4

Change Management,Information & Technology

Attempting to make a change - becoming less risk averse and a regulator that's with the times in terms of evolving technology.

Human Resource,Staffing and resources,My role

Hiring skilled and friendly staff

Seeking opportunities to connect across different domains across the APS particularly in relation to regulation

Wellbeing & Work Practices

Flexibility in work arrangements

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Incredible work, for the right reasons

Change Management

The agency has made a number of positive changes within the last six months, coming out of a difficult restructure period. My answers would have been completely different if I gave them 6 months ago.

Communication

External communications on privacy

Culture & Values,Wellbeing & Work Practices

work from home flexibility

Wellbeing & Work Practices,Recognition and Reward,Human Resource

Flexibility and remote work, valuing employees additional contributions.

Administration

We are very good at coming up with new ways to streamline processes and make them more efficient.

Organisational Objective & Purpose,Communication

Identifies and communicates priorities

Teamwork & Working Relationships

We are moving to bring together our regulatory approach effectively

Employing awesome, intelligent people who are a joy to work with.

Organisational Objective & Purpose,Change Management,Decision Making Effectiveness,Learning and development

Making hard decisions and instituting operating changes to improve the way we work and enable objectives to be met.

My organisation

Innovating on how we do things including increasing risk appetite

Wellbeing & Work Practices

flexible work arrangements

Change Management,Administration

Addressing historical areas of lower performance and implementing change to increase productivity / create positive outcomes.

Focussing on action.

Human Resource,Staffing and resources,Administration,Learning and development

s47F my agency is very good at welcoming new employees, directing them to resources available to them, and making them feel supported throughout their onboarding process - without being overwhelmed by training and resources.

Wellbeing & Work Practices

Workplace flexibility

Wellbeing & Work Practices

The flexible work arrangements are excellent and should be kept as is.

Wellbeing & Work Practices

Flexible working hours

Wellbeing & Work Practices,Staffing and resources,Engagement

s47F We have no resources, ridiculously long queues and the staff that we have retained are burning out at a rapid pace. The ship is sinking.

Culture & Values

Inclusive and pleasant work culture.

Staffing and resources,Wellbeing & Work Practices,Human Resource,Leadership,Work environment and facilities,Management,Learning and development,Culture & Values

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s47F Staff members are expected to manage workloads well beyond their capacity and with limited support. The agency is so outcomes focused that the executive have forgotten that it is people who actually work here. s47F  
s47F. If there was one thing that the agency does actually do well, it is their social media presence because that is all that seems to matter currently.

Learning and development

Learning and training opportunities are usually very available.

Nothing

Learning and development

learning and development opportunities

Change Management,My organisation,Leadership

The influx of experienced staff at the SES Band 2 level s47F has been a welcome addition to the OAIC. They provide quality leadership following the disruptive nature of the restructure and staff losses.

Wellbeing & Work Practices,Staffing and resources

s47F

Teamwork & Working Relationships

As a new team working everything out together

Executing on a very broad remit under challenging circumstances

Change Management,My organisation

The staff are adapting to the new structure and ways of working well after the restructure

Maintaining the status quo

I love that there is such a commitment to protecting personal information.

**61 : What is one thing your agency is doing really well?**

**FOIREQ25/00429 (part 1) 6**

**Change Management,Management,Administration**

As an agency we are experiencing a lot of change. The process of change has not always been handled well. The saving grace has been the individuals who have stood up and compensated for the deficiencies of the 'agency' and the people charged with managing the change. Other than that, there is nothing the 'agency' is doing that stands out.

**Change Management,My organisation,Teamwork & Working Relationships**

Adapting to a changed public environment. Our people are resilient and committed to working together

**Learning and development**

onboarding new staff

Repositioning itself to be a data driven regulator.

**Communication,Administration,Leadership**

Communication, processes and leadership

**Wellbeing & Work Practices,My organisation,Staffing and resources,Administration**

Innovating new methods to deal with our agency's high workload so that we can keep momentum going.

**Wellbeing & Work Practices,Learning and development**

- Flexible working opportunities - Clarity in role - Training opportunities -

Being nimble and agile, willingness to try new things

**Culture & Values,Wellbeing & Work Practices**

Access to working from home arrangements

**Organisational Objective & Purpose**

I think they have started moving in a positive direction post re-structure.

**Recognition and Reward,Human Resource,Teamwork & Working Relationships,Learning and development,Culture & Values**

The huge genuine focus on learning and development and career progression. Most EL2s are wonderful and supportive of a great team culture.