

2023 SWA Action Plan: Australian Public Service Employee Census



87 of 90
responses
received



safe work australia

The Australian Public Service (APS) Employee Census (Census) is an annual survey which is used to collect confidential attitude and opinion information from APS employees on issues in the workplace. It is an opportunity for APS employees to share their experiences of working in the APS. Safe Work Australia (SWA) gains insights from the results and is committed to taking action to improve on our working environment. After analysis of our 2023 Census results, SWA has developed three Agency wide key priorities for the next 12 months. These areas will be tracked with a mid year review.

What

Why

Action plan

1

Drive a sense of strong personal attachment to the Agency

51% of SWA employees feel a strong personal attachment to the Agency

- Communicate success stories on what SWA has achieved including milestones of core business achievements.
- People Strategies will review the employee awards and recognition policy to convey the Agency's appreciation for employee's contributions and commitment to their respective roles.
- The SWA Leadership cohort (Executive Level 2 and above) will provide regular face-to-face meetings with their staff to create an environment to express innovative ideas, inspiration and motivation and provide opportunities to seek guidance.

2

Build future capability through succession planning

34% of employees advise that they may leave their position over the next 12 months

- A SWA workforce plan will be developed to identify critical roles, capability uplift and succession planning.
- The SWA Leadership cohort will provide an assessment and analysis on critical key roles and positions against current skills, competencies and knowledge to determine the Agency risk profile on future capability.
- A training and development program will be developed for SWA to assist in bridging skill gaps.

3

Decrease workload pressure to ensure a healthy work / life balance

There are a small number of employees who feel their workload is well above capacity and/or feel burned out by work

- Adopt a psychosocial assessment tool within the next three months to identify factors that may cause harm to employee's psychological health and safety. Complete the implementation process with a review process of 12-18 months to evaluate effectiveness and further opportunities.
- The SWA Leadership cohort to continually evaluate and review organisational priorities and re-direct resources where needed.
- SWA Executive to continue to review current resourcing across the organisation to ensure it is equitable, flexible and dynamic on a regular basis.