APS Employee Census – PM&C Action Plan

**The success of these actions will contribute to managing workforce risks detailed in the** [**Corporate Plan 2023-2024.**](https://www.pmc.gov.au/resources/corporate-plan-2023-2024/part-2-environment/risk-management)

| Celebrate our strengths and learn from what we do well | Risks and opportunities for action |
| --- | --- |
| **Inclusive environment** – The large majority of staff feel that PM&C is committed to and provides a **safe, respectful** and **inclusive** culture. **Engaged workforce** – Our employees are **highly engaged** and **go above and beyond** what is required. They are proud to work at PM&C and are committed to PM&C’s purpose and objectives. | **Change** – PM&C’s operating environment is characterised by frequent change. Employees feel there is **room for improvement in how change is managed**.**Prioritisation** – We want to make sure we are working on the top priorities, and **use fit for purpose planning and prioritisation mechanisms**, to assist with balancing workload pressures.  |

| Action | Timing | Owner | Evaluation |
| --- | --- | --- | --- |
| Continue to build on and strengthen our inclusive, safe and respectful culture through the [PM&C Inclusion and Diversity Strategy 2023-26](https://www.pmc.gov.au/sites/default/files/resource/download/inclusion-diversity-strategy-2023-2026.pdf) and Action Plan and delivery of [APS Reform initiatives.](https://www.apsreform.gov.au/about-aps-reform/our-focus-areas)  | Ongoing | Various  | Progress is monitored and reported to the Inclusion and Diversity Committee.Monitor diversity and inclusion indicators in the Census. |
| Develop a suite of internal change management and consultation tools to build change management capability. | Quarter 1 2024 | People Branch | Monitor change indicators in the Census, particularly for areas affected by change in 2024. |
| Provide Executive Board, Inclusion and Diversity Committee, and divisional level briefings on Census results for greater insight and informed local action planning.* Division Heads to address divisional Census results and local action planning in Divisional Review process.
* Explore how to incorporate Census local action planning into future business planning practices\*.
 | Annually\*Readiness for 2024-25 business planning cycle | People Branch and SESGovernance, Performance and Audit Branch and People Branch | Monitor Census index score, including engagement levels, and maintain or improve in 2024.Greater consistency between business planning and local action planning. |