

# OIGAC APS Employee Census Action Plan 2024

The APS Employee Census is an annual survey for employees across the Australian Public Service to share their experiences in the workplace. This year marks the completion of the Office of the Inspector-General of Aged Care's first employee census since our establishment in October 2023. We are pleased to say that the views of our people reflect that we have a great deal to be proud of. The results show that we are performing well, and above the APS average, across all areas of the survey. Recognising that there is always room for improvement, the survey has also given us valuable insight into the attitudes and opinions of our people. While the view of leadership capability in OIGAC is generally positive, we have elected to focus on leadership as it is through our leaders that we will successfully navigate our way through a range of challenges facing our workforce. OIGAC has identified 3 key areas for our focus in 2024: Leadership, Wellbeing and Performance.

WE CELEBRATE		
<b>Engagement</b>	<b>Innovation</b>	<b>Communication</b>
Our people are proud to work for OIGAC and are happy to go the extra mile at work. Overall, our people are satisfied with their job in the agency.	Our people feel encouraged to suggest better ways of doing things. They consider it important to continually look for new ways to improve the way we work.	Our people see that our leaders communicate effectively at an individual and agency level.
OUR FOCUS		
Theme	Goals	Our commitment to action
<b>Leadership</b>	Define our values and embed our desired culture to shape the way we lead and work	Through a focus on leadership, continue to strengthen the culture of OIGAC and our leaders to motivate, inspire and enable our workforce to meet future challenges.
		Define our shared values through consultation across OIGAC, with an emphasis on positive workplace behaviours and inclusivity.
		Ensure our leaders model our values through accountability statements in performance agreements, which focus on the census outcomes of culture, collaboration, communications, future direction, and engagement.
<b>Wellbeing</b>	Focus on the wellbeing of our people through improving the policies and support we offer	Embed Work Health and Safety in OIGAC's Staff Consultation Forum with establishment of a dedicated Work Health and Safety policy statement and intranet page dedicated to wellbeing.
		Commit to consultation and development of a range of policies to support employee wellbeing, including: <ul style="list-style-type: none"> <li>Health and wellbeing allowances and reimbursements</li> <li>Flexible Working Arrangements</li> </ul>
		Explore implementation of the: <ul style="list-style-type: none"> <li>APS Mental Health Capability Framework, a tailored and systems-based approach to building mental health capability within the APS</li> <li><i>Work Health and Safety (Managing Psychosocial Hazards at Work) Code of Practice 2024</i>, a Code of Practice to support changes to work health and safety laws on psychosocial hazards and risks</li> </ul>
<b>Performance</b>	Build systems that develop and support our people to perform well.	Undertake a review of the performance management and development scheme to ensure that our people have a clear understanding of OIGAC's priorities and how their own role contributes to this in a practical, meaningful and rewarding way.
		Commit to the capability development of our workforce through implementation and promotion of a learning and development framework, strengthening the connection between formal learning and performance.
		Ensure that our new values are a routine part of performance conversations, where our people demonstrate how they have lived our values in their daily work.