

# APS Census Action Plan 2023–24

MoAD’s agency-level action plan in response to the results from the 2023 APS Employee Census.

<b>Prioritise 3</b>						
<b>Areas for Action</b>	<b>Action Steps</b>	<b>Timescales</b>	<b>Champion</b>	<b>Owner</b>	<b>Resources Required</b>	<b>Target/Success Measure</b>
Embed change management practices across the entity	1. Provide training for all staff in change management capability, to support staff and deliver successful outcomes.	Within 12 months	Senior Management Group	Human Resources Team	All staff opportunities to provide feedback on initiatives.  Funding for workshops/leadership courses	All staff have access to participate in change management training.  Majority of staff participate in training.  Qualitative feedback from participants after training sessions: 1. Directly after, and 2. After 6 months to assess the effectiveness of the training and if it has assisted in implementing and/or working with change.
Focus on wellbeing and health for staff	1. Consult with staff to identify a suite of health and wellbeing initiatives that will be offered to staff.	Within 12 months	Senior Management Group	Human Resources Team	All staff opportunities to provide feedback on initiatives.  Funding and time for all staff to have access to the activities/initiatives.	All staff have access to participate in health and wellbeing initiatives.  Qualitative feedback from participants after activities: 1. Directly after, and 2. After 6 months to assess the effectiveness of the actions.
Investment in supervisors’ leadership skills for: managing staff health and wellbeing and managing change in a dynamic and flexible environment	1. Investment in health and wellbeing. Including training opportunities in leadership of health and wellbeing.	Within 12 months	Senior Management Group	Human Resources Team	Funding and time for all supervisors to have access to the workshops/leadership courses.	All supervisors have access to participate in leadership training on health and wellbeing.  Majority of supervisors participate in training.  Qualitative feedback from participants after activities: 1. Directly after, and 2. After 6 months to assess the effectiveness of the actions.