

**MoAD ACTION PLAN
2024-25**

The APS Employee Census is an annual survey used to collect attitude and opinion information from employees on issues in the workplace. It is an opportunity for employees to share their experiences of working in the APS.

MoAD staff have identified 3 themes as a focus for the coming year. Outlined below is our Action Plan for the next 12 months.

AREA OF FOCUS	GOAL	ACTIONS	TIMEFRAME
HEALTH AND WELLBEING	Build and maintain a respectful culture that promotes, supports and prioritises the health and wellbeing of all staff Consistent and effective change management processes and communication channels are used across MoAD.	1. Continue commitment to the wellbeing of agency staff.	All year
		2. Promote staff wellbeing support and programs through existing resources, open communication and training.	All year
		3. Cross agency participation in well-being activities, programs and support provided by MoAD.	All year
		4. Continue to share communications with staff across the organisation at all levels.	All year
CHANGE MANAGEMENT & COMMUNICATION	Consistent and effective change management processes and communication channels are used across MoAD. Build and maintain a culture that encourages and recognises new and innovative ways of working.	1. Develop a communication hub on the MoAD intranet for sharing relevant information with all staff.	Second half of financial year
		2. Embed the APS Change Framework online resources with current tools and resources within MoAD.	Second half of financial year
		3. Senior Management to regularly communicate and enable awareness of the whole of agency priorities within the Strategic Plan and Corporate Plan.	All Year
ENABLING INNOVATION	Build and maintain a culture that encourages and recognises new and innovative ways of working.	1. Enhance our ability to drive and lead change by equipping staff with the tools and strategies needed to foster innovation, adapt to new challenges, and successfully implement changes.	Second half of the year
		2. Refine whole of agency calendar / forwarding planning to assist staff to be informed about agency priorities.	Second half of the year