

# 2024 Australian Electoral Commission Action Plan APS Employee Census

The APS Employee 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. The AEC gains insights from the findings and is committed to taking action to improve our working environment.

A total of **90% of our workforce** participated in the 2024 APS Census. In response to our findings, the AEC has committed to **two focus areas**. This will allow the agency to focus on delivering meaningful and achievable actions for the two focus areas, while preparing for and delivering the next federal election.

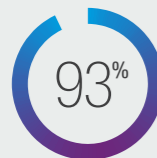
## What can we celebrate?

### Improvement across the board

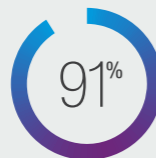


The AEC has continued to see improvement across all six Census indices, with **approximately a quarter of all Census questions improving by five percentage points or more when compared to 2023**.

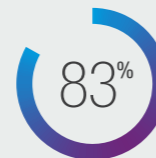
### Alignment to our purpose and values



of respondents **understand how the AEC values apply to their everyday work**



of respondents see their team **demonstrating commitment to the AEC values**



of respondents agree the AEC culture **supports people to act with integrity**

## Areas of focus

### Further maturing our change management capability

#### OPPORTUNITIES

We will enhance our resilience and adaptability by further maturing our change management capability.

Recognising that change is a constant in the APS; we are committed to building consistent frameworks, equipping leaders, and engaging employees in the change process to build agility and ensure smoother transitions that support individual and organisational success.

#### ACTIONS

- ➔ Mature change management frameworks and processes in the organisation.
- ➔ Provide resources to assist managers to communicate and manage change.
- ➔ Strengthen capability to recognise, respond to, apply or embed change.
- ➔ Improve collaboration and communication on the priorities of the business, especially as the priorities change.

### Further strengthening our performance culture

#### OPPORTUNITIES

We will deepen our commitment to a performance culture that empowers all employees to excel, ensuring clarity in expectations, recognition of achievements, and alignment with APS and AEC values.

By reinforcing this culture, we can drive continuous improvement and foster an environment where each team member feels motivated and supported to reach their potential.

#### ACTIONS

- ➔ Support managers in developing staff capability and encouraging their staff to regularly contribute innovative ideas through a structured feedback loop.
- ➔ Improve agency-wide recognition of employees and their contributions
- ➔ Explore barriers to productivity with leaders.