2026–29 Australian Electoral Commission **Census Action Plan**

Four priorities shaped by your feedback

Capability and career development

Build skills and grow careers

We will

Develop a Mobility procedure to help staff explore career opportunities across the AEC.

Expand and promote learning opportunities and encourage staff to take the time to participate.

Further support leaders to build their skills and confidence through development programs and resources.

This means

Staff can further build their skills and develop their careers through relevant learning and development opportunities and experience in different roles.

Workload and wellbeing

Align priorities with available resourcing and further support wellbeing

We will

Make team and branch priorities, commitments and available capacity clearer, ensuring priorities and commitments are better aligned with available resources.

Create opportunities for staff to connect, share information and work together across locations and teams.

Give managers more practical mechanisms to better manage and share workloads and support staff wellbeing.

Improve wellbeing policies and guidance, making them easier to find and understand.

This means

Where possible, priorities and workloads match the time and resources available, so staff can keep doing their work well, look after their wellbeing and stay connected.

Decision-making and empowerment

Make decisions clearer and simplify how we work

We will

Review who can make decisions and approve work, so leaders have clear authority to act at the right level.

Review how often we meet and how many actions we generate.

Provide practical guidance and learning on the Change Management Framework to help staff make decisions and navigate change confidently.

This means

Staff will have clear authority to make decisions at the right level, practical guidance to navigate change and fewer administrative demands.

Innovation

Encourage ideas and better ways of working

We will

Appoint an Innovation Champion to lead and promote opportunities for staff to contribute ideas through innovation competitions.

Promote a safe environment for staff to share ideas, suggest improvements and raise concerns.

Recognise and share improvements that work and put them into practice.

This means

Staff are encouraged and supported to share, test and develop practical ideas, with successful improvements recognised across the AEC.

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