



## APS CENSUS 2023 – OUR ACTION PLAN

Target area	Goals	Action Steps	Potential obstacles	Due Date	Responsible Officer*
<b>Internal communications</b>	Implement and embed an internal communications function that enables and enhances communication and engagement across all levels of NHMRC	<ul style="list-style-type: none"> <li>Allocate people resources to the function</li> <li>Develop an Internal Communications Strategy and implement new internal communications activities, such as regular newsletters and events</li> </ul>	Resourcing constraints	30 June 2024	General Manager
<b>Reducing the technology barrier</b>	Explore and implement innovative work practices and technology solutions to enhance and support performance, and encourage the exploration of advanced solutions to NHMRC business operations	<ul style="list-style-type: none"> <li>Address technological performance issues by replacing all laptops with new devices and Windows 11</li> <li>Develop and implement an ICT strategy and Digital Roadmap for 2023 to 2026 that focuses on solutions for staff to deliver their outcomes effectively and efficiently</li> </ul>	Resourcing constraints	30 June 2024	Chief Information Officer
<b>Inclusive workplace culture and wellbeing</b>	Foster and further enhance our respectful workplace culture, with supporting frameworks and wellbeing initiatives, where staff actively participate in consultation and change	<ul style="list-style-type: none"> <li>Engage with employees to define the values and behaviours that underpin our workplace culture</li> <li>Develop an Inclusion Strategy and continue to support the work of the employee-led Inclusion Network</li> <li>Promote health and wellbeing strategies and support available to employees</li> </ul>	Resourcing constraints	30 June 2024	General Manager

\* Implementation of this Action Plan is monitored by NHMRC’s Executive Board, which is chaired by the NHMRC Chief Executive Officer