APS CENSUS 2024 – OUR ACTION PLAN

Implementation of the Action Plan is monitored and reviewed by the NHMRC Executive Board, chaired by the NHMRC Chief Executive Officer.

Target Area	APS Census 2024 Finding/Result	Goal	Actions	Potential obstacles	Due Date
Wellbeing	**Overall index - Wellbeing Support 67% (-3pp vs 2023; -3pp vs APS)** My agency does a good job of promoting health and wellbeing 56% (-9pp vs 2023) I think my agency cares about my health and wellbeing 64% (-8pp vs 2023) My agency does a good job of communicating what it can offer me in terms of health and wellbeing 49% (-9pp vs APS)	Promote and support health and wellbeing initiatives	Survey staff on needs and preferred wellbeing initiatives	Engagement challenges	Nov-24
			Develop a wellbeing strategy and/or action plan, including considering targeted initiatives that focus on psychosocial safety	Resourcing constraints	Jan-25
			Regular communication to promote the Employee Assistance Program and other available supports	Uptake/engagement challenges	Ongoing
Learning and development	**Barrier to performing at our best: Lack of access to learning and development** Access to learning and development 40% (-24pp vs APS) In the last 12 months the formal learning I have accessed has improved my performance 41% (-17pp vs APS)	Provide greater access to learning and development opportunities	Engage with employees to develop a Learning and Development (L&D) Strategy to foster workforce capability and performance	Engagement challenges	Dec-24
			Implement and resource the L&D Strategy	Resourcing constraints	Jan-25

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Innovation	**Overall index - Enabling Innovation 66% (0pp vs 2023; +1pp vs APS)** People are recognised for coming up with new and innovative ways of working 54% (-6pp vs 2023) My agency recognises and supports the notion of failure as part of innovation 31% (-2pp vs 2023) My workgroup has the tools and resources we need to perform well 48% (-17pp vs APS)	Build an innovation culture and provide the tools to support innovative practices and celebrate innovation successes	Develop and implement a new staff awards framework that includes recognition for innovation	Potential slow cultural change	Dec-24
			Promote the suite of software tools, training and support available to staff to enable and foster greater innovation and productivity.	Engagement challenges and resourcing constraints	Ongoing
			Facilitate an innovation process to collect ideas for improvement, prioritise and allocate resources to implement highest priority and value ideas.	Resourcing constraints	Jun-25
Communication	**Overall index - Communication 66% (0pp vs 2023; 0pp vs APS)** Internal communication within my agency is effective - 47% (-11pp vs APS)	Continue to focus on better internal communications	Continue to implement the new Internal Communications Strategy and monitor and evaluate its effectiveness.	Engagement challenges and resourcing constraints	Jun-25
			Support staff connections across and between branches		
Technology and digital environment	**Barrier to performing at our best: Technology and digital environment and administrative processes**	Improve technology and streamline administrative processes through better use of digital workflows	Finalise the Grant System, Cyber Security and Data and Information Strategy which will all contribute to the ICT Strategy and future investment roadmap.	Resourcing constraints	Jun-25
			Implement digital workflows and other process improvements for key business operations	Resourcing constraints	Jun-26

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Competing priorities and resourcing	**Barrier to performing at our best:** **Too many competiting priorities and administrative processes** My workgroup has the tools and resources we need to perform well - 48% (-17pp vs APS)	Support teams by better aligning resourcing and decision-making to both strategic and day-to-day priorities	Establish regular communication channels to/from executive governance committees to ensure staff have the opportunity to influence and/or are better informed of how their day-to-day work contributes to agency objectives	Engagement challenges	Nov-24
			Review delegations and approval processes	Change management challenges	Dec-24
			Improved internal budgeting processes	Resourcing constraints	