



APS Employee Census – PM&C Action Plan

The success of these actions will contribute to managing workforce risks detailed in the [Corporate Plan 2023-2024](#).

Celebrate our strengths and learn from what we do well	Risks and opportunities for action
<p>Inclusive environment – The large majority of staff feel that PM&C is committed to and provides a safe, respectful and inclusive culture.</p> <p>Engaged workforce – Our employees are highly engaged and go above and beyond what is required. They are proud to work at PM&C and are committed to PM&C’s purpose and objectives.</p>	<p>Change – PM&C’s operating environment is characterised by frequent change. Employees feel there is room for improvement in how change is managed.</p> <p>Prioritisation – We want to make sure we are working on the top priorities, and use fit for purpose planning and prioritisation mechanisms, to assist with balancing workload pressures.</p>

Action	Timing	Owner	Evaluation
<p>Continue to build on and strengthen our inclusive, safe and respectful culture through the PM&C Inclusion and Diversity Strategy 2023-26 and Action Plan and delivery of APS Reform initiatives.</p>	Ongoing	Various	<p>Progress is monitored and reported to the Inclusion and Diversity Committee.</p> <p>Monitor diversity and inclusion indicators in the Census.</p>
<p>Develop a suite of internal change management and consultation tools to build change management capability.</p>	Quarter 1 2024	People Branch	<p>Monitor change indicators in the Census, particularly for areas affected by change in 2024.</p>
<p>Provide Executive Board, Inclusion and Diversity Committee, and divisional level briefings on Census results for greater insight and informed local action planning.</p> <ul style="list-style-type: none"> - Division Heads to address divisional Census results and local action planning in Divisional Review process. - Explore how to incorporate Census local action planning into future business planning practices*. 	<p>Annually</p> <p>*Readiness for 2024-25 business planning cycle</p>	<p>People Branch and SES Governance, Performance and Audit Branch and People Branch</p>	<p>Monitor Census index score, including engagement levels, and maintain or improve in 2024.</p> <p>Greater consistency between business planning and local action planning.</p>