





CENSUS ACTION PLAN 2024

	CATEGORY/THEME	HEADLINE	ACTIVITY
<p>Action Item</p> <p>1</p>	<p>SES Visibility Communication Change Management</p> 	<p>First Monday of the Month – All Staff Forum</p>	<ul style="list-style-type: none"> Continue with these sessions. Implement opportunity for staff to submit questions in advance (explore Ask the Executive function or other software). SES monthly updates – say what the priority is for the next month, then report back the following month how it went/progress. Follow up each session with an all-staff email capturing the main points discussed.
<p>Action Item</p> <p>2</p>	<p>Innovation</p> 	<p>Innovation Forum (or similar)</p>	<ul style="list-style-type: none"> Formalise an "Innovation Forum" made up of APS, EL and one SES representative. Staff can 'pitch' their innovation idea to the group for consideration (does not need to go through ELs for approval). These may be ideas to support culture, a new way of working, an idea to fix a problem etc. Create a common view across the agency about what Innovation is, and where we can be innovative/take risks (and understand where we can't). Work towards being future ready through driving advances in science and technology.
<p>Action Item</p> <p>3</p>	<p>Diversity & Inclusion Acceptable Behaviour</p> 	<p>Diversity & Inclusion Strategy and action plan</p>	<ul style="list-style-type: none"> Develop and promote strategy All staff sessions, education, guest speakers on D&I topics Zero tolerance for discriminatory or harassing behaviour Public statement/s on D&I topics Commence a D&I network
<p>Action Item</p> <p>4</p>	<p>Acceptable Behaviour</p> 	<p>Work together to ensure a workplace culture where staff feel safe and included and can perform at their best.</p> <p>Active commitment to a "speak up" culture.</p>	<ul style="list-style-type: none"> Internal education campaign for all staff "you wouldn't walk past this on the sports field, why would you ignore it at work" (or similar) Complex/uncomfortable conversation training for all managers Staff education on what is/what is not harassment, discrimination, bullying, fraud, corruption