



2024 CENSUS ACTION PLAN

The Commonwealth Grants Commission's (CGC) 2024 APS Employee Census results continue to be positive, ranking highly compared to other APS agencies. Overall, the results confirm the CGC continues to be an engaged and inclusive workplace that gives priority to employee wellbeing. Our action plan identifies three focus areas for ongoing improvement.

WHAT WE ARE DOING WELL



ENGAGEMENT

Employees are highly engaged and committed to the CGC's purpose and objectives.



IMMEDIATE SUPERVISORS

Employees value the approaches and behaviours of their immediate supervisors.



HEALTH AND WELLBEING

Employees strongly believe the CGC cares about their health and wellbeing.

AREAS OF FOCUS



WORKPLACE HEALTH AND SAFETY

There is a need to better support employees in understanding how to identify inappropriate behaviour and how to access safe pathways for raising any concerns.



CAPABILITY DEVELOPMENT

Indications of significant employee turnover in the next couple of years support a focus on capability development for current and new employees.



INNOVATION

Opportunities remain to foster a culture which better supports the exploration of new ideas and provides safe spaces to 'fail'.

KEY ACTIONS



Undertake refresher training for employees, including inviting speakers on key topics.



Update and promote guidance on safe and accessible pathways for employees to raise any concerns on inappropriate behaviours.



Create a culture of continuous learning and feedback by leveraging our Capability Development Roadmap to invest in our current employees to support ongoing learning and engagement.



Ensure new employees are onboarded and provided with a good grounding in the CGC and its work.



Expand our exposure to alternative views and perspectives, by enhancing engagement with external experts and agencies.



Engage with external expertise, including guest speakers, to hear different perspectives and approaches.



Provide training in new ways of working, analytical tools and techniques, exploring alternative modes of delivery.



Provide more guidance on opportunities for innovation and identify opportunities where staff can 'fail' safely.