AFMA's APS Employee Census Action Plan – 2023

	Objective	Goal	Action steps
1	**Continue to build individual capability and performance**	Invest in staff talent development and capability to contribute to organisation performance.	1) Ensure plans for critical roles, supports retention and strengthens career pathways. 2) Targeted development in core technical and soft skill capabilities (stock assessment, data analysis, leadership, administrative/government processes and decision making). 3) All teams across AFMA encouraged to celebrate successes.
2	**Maintain an inclusive workplace culture where all AFMA employees feel respected**	Build on the inclusive capabilities in our staff and define the behaviours we want to see in AFMA.	1) Review/develop and promote clear policies that define unacceptable behaviour and promote zero-tolerance. 2) Identify key actions that can be supported by AFMA's Diversity and Inclusion Working Group. 3) All staff to model positive behaviours.
3	**Enhance staff engagement and regular channels of communication**	Enhance Executive visibility to promote transparency, cohesion, engagement, and a well-informed workforce.	1) Regularly scheduled all-staff meetings (monthly or quarterly) for the Executive to provide updates, and share their thoughts on the broader context within which the agency operates plus specific challenges ahead. 2) Leaders will have discussions across Branches about strategic direction, corporate plan and areas of current Executive focus. 3) Branch heads will attend the meetings of other branches on a semi-regular basis to provide updates and discuss firsthand the work of their teams. 4) Increase Senior Manager information sharing across sections and branches through a dedicated structured system i.e., MS Teams chat or via Senior Manager meetings.