2026 APS Census Action Plan

Australian Government
Australian Institute of Family Studies

AIFS

Theme	Desired Outcome	Action	Implementation 26/27	Success Measure	Responsibility
Leadership	Uplift leadership capability	• SES convene regularly with leadership in the research and corporate function to develop a shared understanding about the direction and priorities of the organisation • Launch a leadership development pathway, with a leadership goal in every manager's PDR	• Q2 • Q3	• Improved census results - Leadership: SES manager index • Leadership pathway launched	SES / HR
Communication	Regular, clear communication	• Outcomes of internal governance meetings (ELT, Research Committee, Corporate Managers) are provided on SharePoint to promote transparency • SES and ELs engage in consultation on decisions and priorities including providing rationale • ELs engage with their staff regularly, facilitating two-way communication	• Ongoing	• Improved census results - SES leader index, EL2 Q's - Communication indices	SES / ELs
Workload	Effective workload management	• Implement clear project planning and prioritisation processes to monitor current work and assess new work to allocate resources effectively • Encourage and enable leave utilisation through manager conversations	• Ongoing	• Improved census results - Wellbeing and employee engagement indices • Leave utilisation increases	Research Committee / PMO / Managers
	Remove multiple decision layers	• Review decision-making, approval and delegation processes, lower where relevant e.g. HR delegations, Financial delegations • EL2s communicate the QA Framework, governance arrangements and escalation points with their teams	• Q2 • Q3	• Improved census results - Multiple layers of decision making - Authority for decision making	Research Committee / CSOG
Change	Successful transition to OneAIFS	• All staff embed new initiatives and processes (PMO, FamTree, Project catalogue, Skills matrix etc.) with their teams through regular discussion and day-to-day processes • ELs create opportunities for teams to collaborate across groups on shared priorities (e.g.SLF)	• Ongoing	• Improved Census results - Communications index • Internal Performance Measure - Project delivery improvements	All-staff / ELs
	Improve change management	• Undertake a Post Implementation Review (PIR) of the OneAIFS Project to identify lessons learned and how future change can better support staff and leaders • Create opportunities for staff to work together across teams on shared priorities, so collaboration continues beyond the OneAIFS transition	• Q3 • Ongoing	• Improved Census results - Communications index	HR / RAC
Integrity	Build confidence & accountability in decision-making	• Secretaries' Charter of Leadership Behaviours form a key part of the SES PDR process • Provide practical guidance on ethical decision-making and respectful behaviour • Deliver fraud and corruption awareness communications and targeted training	• Ongoing • Ongoing • Q4	• Improved census results - Work environment, Speak Up indices & Unacceptable behaviour • Training completion increases	HR / CFO
Wellbeing	Improve psychosocial safety	• Provide guidance for staff, and promote wellbeing supports across a range of channels • Develop a Mental Health and Wellbeing Strategy • Undertaking psychosocial risk assessment using an appropriate tool (as in previous years) and develop Action Plan	• Ongoing • Q3 • Q4	• Improved census results - Wellbeing index - Unacceptable behaviour • Launch Mental Health Strategy	HR / WHS / PSN / Managers & staff
	Recognise staff contributions	• Celebrate contributions through formal and informal channels, including Shout Outs at Cakes, team acknowledgements and annual recognition • Embed the new AIFS values through our everyday behaviours, leadership and people practices.	• Ongoing	• Improved Census results - Job satisfaction - Wellbeing & Engagement indices	All-staff