# 2023 Australian Electoral Commission Action Plan: **APS Employee Census**

The APS Employee Census is an annual survey which is used to collect confidential attitude and opinion information from APS employees on issues in the workplace. It is an opportunity for APS employees to share their experiences of working in the APS. The AEC gains insights from the findings and is committed to taking action to improve our working environment.

The 2023 APS Employee Census took place between 8 May and 9 June, and the AEC achieved a 91% response rate to the survey. This occurred while the AEC was preparing to deliver an event – the referendum held in October 2023. The 2023 AEC Highlights report from the APS Employee Census Survey is published alongside this action plan.

## What can we celebrate?

### Improvement across the board

The AEC has experienced a notable improvement in its Census findings, with approximately half of the questions having improved by 5 percentage points or more when compared to 2022.

### Alignment to our purpose

92% of respondents believe strongly in the AEC’s purpose and objectives

91% of respondents are committed to the agency’s goals

## Area of Focus

### Wellbeing

#### OPPORTUNITIES

Further strengthen staff wellbeing by committing to local wellbeing action/s

#### ACTIONS

Every Branch and State will commit to at least one action with a wellbeing focus in response to their local Census findings.

### Support for managers

#### OPPORTUNITIES

Strengthening the support for managers with enabling resources and tools

#### ACTIONS

Providing additional and improved resources for managers on a range of topics, such as:

•people management,

•financial management

•wellbeing (including alternate approaches through our Employee Assistance Program),

•flexible working arrangements,

•better practice recruitment.

### Diversity and inclusion

#### OPPORTUNITIES

Further enhance inclusive practices

#### ACTIONS

Expand our cultural awareness training opportunities.

Reinforce the importance of APS and AEC values for all employees

Strengthen support and guidance for agency staff to provide reasonable workplace adjustments for the temporary election workforce.