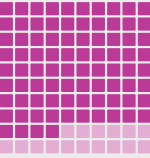


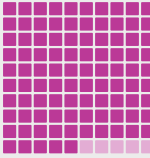
2025 Australian Electoral Commission Action Plan

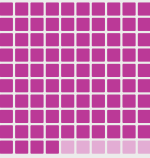
APS Employee Census

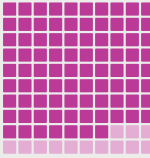
The **APS Employee Census** is an annual survey of APS employees used to collect attitude and opinion information about experiences in the workplace and the broader APS. The AEC gains insights from the findings and is committed to taking action to improve our working environment.

What we can celebrate


84%
participation rate
(3% above the
APS average)


95%
of our people
strongly believe in
the AEC purpose


94%
of our people are
committed to the
AEC goals


87%
of our people are
proud to work
at the AEC

What we will work on

OUR FOCUS



Continuing to embed a zero-tolerance approach to bullying and harassment



Ensuring we have the people required to deliver our organisational priorities – now and into the future



Building leaders at every level



Reducing administrative burdens and un-necessary layers of decision-making



Fostering a culture of innovation and creativity



Prioritising our most important and impactful work



Ensuring physical and psychological safety

OUR ACTIONS

We will uphold the **APS and AEC Values**, creating a culture of respect for each other so that **bullying and harassment will not occur** in our workplace.

Leadership will take **timely and fair action in response to incidents**.

We will implement the operational workforce planning resources including **succession planning** and **job design** to ensure we are clear about our critical job roles, effectively manage workload, and ensure our people have clarity about their roles.

We will promote and support the development and implementation of the **Leadership development program** and a suite of **'Manager Essentials'** resources to support an uplift in leadership capability and build accountability for **leadership at every level**.

Within teams, we will identify several administrative processes to **review and streamline**.

Within teams, we will **identify and address** processes that require unnecessary layers of decision-making.

We will **review our risk appetite** as an agency, recognising that low risk tolerances may impact on how we encourage innovative ways of working.

We will build leadership capability to support collaboration, problem solving and innovation by **encouraging diverse perspectives, critical thinking** and supporting a **safe environment to experiment**.

We will **recognise** collaboration across work areas that identifies innovative ways of working.

We will implement the **refreshed business planning process** that integrates risk, workforce and budget.

We will **regularly update and communicate** our priorities, **providing context** to projects and work tasks so that priorities are clearly understood, planned and implemented.

We will **articulate why** functions within projects and work tasks may be paused or ceased.

We will continue to promote the **Wellbeing framework** to build a **positive culture of physical and psychosocial safety**, reduce risk and promote best practice. Risk Assessments will be maintained and updated.

We will identify areas of excellence to **share and champion WHS initiatives** currently in place across the agency more broadly.

We will support collaboration and connection of elected health safety representatives to drive a **positive WHS culture** within the work groups under their control and influence WHS culture across the agency.

Transform ways of working to empower our people and connect our priorities to our purpose