

The **APS Employee Census** is an annual survey 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. Our action plan is a statement about what we want to achieve, created in a deliberative, consultative and transparent way. It assists ASQA to focus on a desired end state, take deliberate steps and allocate required resources to achieve these outcomes, within a given timeframe.

## RESULTS TO CELEBRATE

86% of our employees responded to the survey. We showed overall improvement across our index scores with a 21% increase in effectiveness of ASQA internal communications



ASQA employees reported a 7% increase in Employee Engagement. Saying, Staying and Thriving measures reflect the extent to which employees are motivated, inspired and enabled to improve on ASQA's outcomes.



ASQA employees reported a 4% Increase in satisfaction with their immediate supervisor which reflects the commitment of our leaders to supporting their teams in their day-to-day working environment

## AREAS FOR CONTINUED GROWTH

Delivering our Roadmap including through our strategically significant initiatives with a focus on:

Communication	Infrastructure	Performance	Change Resilience
<p>Deliver a communications and engagement strategy to embed the agency priorities as articulated in our corporate plan, 5-year roadmap and workstreams approach to strategically significant initiatives</p> <p>Continue to facilitate direct engagement with SES wherever possible; maintain important corporate information on the internet; maintain the intranet with clear information about team functions and responsibilities; evolve CEO communication channels</p>	<p>Maintain support to deliver inflight initiatives such as</p> <ul style="list-style-type: none"> <li>ASQA's Regulatory Management System build.</li> <li>Data governance and Capability</li> <li>Records management System</li> <li>Compass collaboration tool</li> <li>Intranet uplift</li> </ul>	<p>Deliver the following strategic people system initiatives:</p> <ul style="list-style-type: none"> <li>Performance Management and Incentive strategy</li> <li>Future Workforce Planning</li> <li>Leadership Capability Program</li> </ul>	<p>Invest in supporting Organisational resilience and delivering a cultural uplift program</p>
			Innovation
			<p>Roll out a staff collaboration tool and Innovation hub</p> <p>Hold our second innovation 'Hack-a-thon' event</p>

Operationalising outcomes of these initiatives and addressing Group specific opportunities to improve the day-to-day working environment for our people.