



The APS Employee Census is an annual survey which is used to collect confidential attitude and opinion information from our employees about their workplace. The Climate Change Authority has gained valuable insights from this year's results and is committed to taking action in response to this feedback. In reviewing our results, we have identified many things to celebrate, and three key focus areas for the next 12 months. Implementation of these priority actions will be monitored and reported on through engagement with business areas.



Independence



Transparency



Engagement



Good governance



Excellence



Valuing our people

## Our areas of focus

### Workload management

Sustainable and equitable workloads are important to ensure staff can do their best work and feel happy and well. We heard that staff would like to see a focus on improving how we manage projects and balance priorities to achieve more sustainable workloads.

### Change management

The authority has been growing and changing rapidly since its restoration in 2022. We heard the organisation needs to continue focusing on ensuring we have the right skills, processes and systems for an agency of our size and responsibilities now.

### Communication & collaboration

Communication and collaboration are essential to do our work efficiently and well in a positive environment. We heard that improving information flows and knowledge management are priorities for staff, including with and among the executive group.

## Our priorities for action

### Workload management

- We will increase resourcing of the business support function to improve strategic coordination and strengthen support for teams.
- We will create a project manager position to coordinate cross-cutting project work and monitor, report and advise on scheduling and delivery across projects.
- We will implement new EA policies which support workload management, and provide guidance for conversations between managers and staff

### Change management

- We will review, update and expand the remit of the Consultative Committee, and more actively use this as a mechanism for involving staff in scoping, designing and delivering organisational change.
- We will improve knowledge management processes and tools, including enhancing SharePoint functionality and developing an authority intranet.
- We will undertake an internal audit with a focus on workforce capability to ensure we have the right capabilities for the authority's role and responsibilities now.

### Communication & collaboration

- We will conduct a pulse poll on existing internal communication approaches to shape development of an internal communication plan and best practices.
- We will communicate outcomes of Project Steering Committee and Executive Committee meetings to staff.
- We will involve staff in forward work planning for 2025-26 through planning sessions and development of the Corporate Plan.