# 2026–27 CENSUS ACTION PLAN

The Australian Public Service (APS) Employee Census provides us with valuable insights into how our employees view the Australian Criminal Intelligence Commission (ACIC). Taking action on what we learn from the census is important to help maintain our strengths and guide our future.

## What are our goals for 2027?

This year we heard that our people continue to feel connected to our purpose and values, engaged in their work and supported by their leaders. Our results reflect many positive experiences across the ACIC and provide a strong foundation for the year ahead. We will continue to build on these strengths through clear and meaningful **communication**, encouraging i**nnovation** and new ideas, strengthening connection with our Senior Executive Service (SES) **leaders** and supporting an engaged workplace where everyone feels encouraged to contribute and **speak up**.

### Innovation

Supporting and empowering our people to share ideas and explore better ways of working.

Maintaining or improving our innovation index score in the 2027 APS Employee Census

- **The agency** will continue to recognise and showcase innovation, continuous improvement and employee-led initiatives through existing communication channels and enterprise forums.
- **Leaders at all levels** will continue to encourage innovation and continuous improvement within their teams by supporting new ideas and different perspectives.
- **Our teams** will be supported to identify and share opportunities to streamline processes and practices, reduce red tape and improve efficiency in how we work.

### Communication

Connecting our people through clear and meaningful communication and change.

Maintaining or improving our communication and change index score in the 2027 APS Employee Census

- **The agency** will continue to provide regular updates for staff to hear about important changes and, where possible, communicate how employee feedback has informed decisions, improvements and organisational initiatives.
- **The SES** will share key messages about our direction, priorities and changes in a clear and timely way.
- **Leaders** will keep teams informed, encourage two-way dialogue and create opportunities to ask questions and provide feedback. Feedback has informed our approach.
- **Our people** will stay informed through the relevant communication channels, ask questions and share feedback.

### Leadership and strategic connection

Strengthening connection between our people, leaders and agency direction.

Maintaining or improving our SES manager index score in the 2027 APS Employee Census

- **The agency** continues to invest in leadership capability through existing leadership development initiatives, including fostering effective communication, engagement and people leadership.
- **The SES** will continue to communicate our agency priorities and strategic direction, helping our people understand how their work contributes to our broader purpose.
- **The SES** will work collectively as one leadership team, taking shared responsibility for agency priorities and strengthening connection across the ACIC.
- **The SES** will recognise the contributions of our people and foster a culture of respect and collaboration, celebrating wins and collaborating on opportunities for improvement to strengthen connection across the agency.
- **All leaders** will foster trust, support and empower their people by listening and being open to different perspectives and ways of working.

### Engagement and speak up

Supporting and empowering our people to participate, contribute and share their views.

Maintaining or improving our employee engagement and speak up culture index scores in the 2027 APS Employee Census

- **The agency** will continue to create a speak up environment where our people are comfortable with their ways of working and working environments.
- **All leaders** will foster an inclusive environment, support a respectful team culture and have open conversations about individual circumstances and matters that affect people's ability to work.