



2025 CENSUS ACTION PLAN

The Commonwealth Grants Commission's (CGC) 2025 APS Employee Census results continue to be positive, ranking highly compared to other APS agencies. Overall, the results confirm the CGC continues to be an engaged and inclusive workplace that gives priority to employee wellbeing. Our action plan identifies three focus areas for ongoing improvement.

WHAT WE ARE DOING WELL



ENGAGEMENT

Employees are highly engaged and committed to the CGC's purpose and objectives and would recommend our agency as a good place to work.



LEADERSHIP

The CGC supports leadership at all levels. Employees value the approaches and behaviours of their SES managers and immediate supervisors.



HEALTH, WELLBEING & SUPPORT

Employees strongly believe the CGC cares about their health and wellbeing and actively promotes an inclusive and supportive workplace culture.

AREAS OF FOCUS & KEY ACTIONS



COMMUNICATION

Ensure all employees understand the context in which we work and have the information they need.

KEY ACTIONS:

- ☐ Secretary to lead monthly all-staff meetings
- ☐ Increase awareness of the role of Contact Officers, Health & Safety Representatives and Mental Health First Aid Officer
- ☐ Enhance guidance on how to identify inappropriate behaviour, raise concerns and get support



CAPABILITY DEVELOPMENT

Build employee capability to support the CGC's goals and employees' professional development.

KEY ACTIONS:

- ☐ Establish a Capability Development Committee to promote and drive implementation of the Capability Roadmap
- ☐ Introduce a regular series of capability sessions, including several hosted by external experts
- ☐ Use the Capability Chat to share learning opportunities and outcomes



INNOVATION

Inspire employees to explore and test new ideas and provide a safe environment in which to 'fail'.

KEY ACTIONS:

- ☐ Provide training in new ways of working, and analytical tools and techniques
- ☐ Provide a central hub of expertise and advice for using AI in our work
- ☐ In team and branch meetings, discuss learnings from 'failures' in a productive and safe way