



# Treasury 2023 Census Action Plan

Treasury’s 2023 APS Employee Census results are amongst the most positive across the APS, demonstrating that we are a high performing workforce who are motivated, believe strongly in our purpose and continuously strive to deliver outcomes for the Australian community.

This action plan strives to build upon Treasury’s high levels of engagement, commitment, and satisfaction, strengthening our workplace as a safe and inclusive environment. It extends to actions being delivered under *Healthy minds: Our mental wellbeing strategy 2022–2025*, the *Inclusion and Diversity Strategy 2023–2028*, and the upcoming *Treasury Strategic Workforce Plan 2024–2029 (under development)*. Treasury’s Executive Board is the accountable authority for the delivery of this Action Plan.

Goals	Key Actions	Stretch targets
Cultivate a culture of integrity and safety, free of bullying, harassment, and discrimination.	<ul style="list-style-type: none"> <li>Treasury staff are to complete the National Anti-Corruption Commission (NACC) e-learning module, to foster a workplace culture where all staff feel comfortable raising matters, including integrity issues.</li> <li>Roll-out the Compassionate Foundations Suicide Prevention and Connections peer support training suites to build leadership/management capability in understanding and addressing wellbeing.</li> <li>Pilot active Bystander Training for leaders, to encourage and support them to come forward when seeing or hearing about unacceptable behaviour.</li> <li>Improve Treasury’s mental health and wellbeing maturity, using the APSC’s Mental Health Capability Framework to measure the impact of actions delivered through <i>Healthy minds: Our mental wellbeing strategy 2022–2025</i>.</li> </ul>	<ul style="list-style-type: none"> <li>By March 2024 80% of employees will have completed the NACC training.</li> <li>By March 2024 50% of employees will have completed Compassionate Foundations.</li> <li>By March 2024, a pilot Bystander Training will be available.</li> <li>2% increase in the 2024 Census on workforce perceptions of wellbeing policies, support, and culture.</li> </ul>
Foster an inclusive workplace culture.	<ul style="list-style-type: none"> <li>Launch Treasury’s <i>Inclusion and Diversity Strategy 2023–2028</i>, to establish an enterprise-wide approach to strengthening and maturing Treasury’s approach to inclusion and diversity.</li> <li>Treasury will continue to work with Reconciliation Australia to develop the new <i>Reconciliation Action Plan 2023–2025</i>, furthering our commitment to reconciliation, and embedding a deeper understanding of Aboriginal and Torres Strait Islander heritages and cultures in economic policy making.</li> <li>Conduct indigenous and disability affirmative measures recruitment, prior to all bulk recruitment processes, to promote equity and non-discrimination in employment.</li> <li>SES leadership and performance decisions will be informed by 360-degree feedback and APS Employee Census results (SES Leadership and Inclusion scores).</li> <li>Strengthen our culture by developing our Executive Level 1 cohort leadership capability, through participation in Treasury’s <i>Empowering Emerging Leaders Program</i>.</li> </ul>	<ul style="list-style-type: none"> <li>By December 2023 launch the Inclusion and Diversity Strategy 2023–2028.</li> <li>By July 2024 launch Treasury’s next Reconciliation Action Plan 2023–2025.</li> <li>2-5% increase in the 2024 Census on workforce perceptions of SES leadership and inclusion at work.</li> <li>By December 2023 the first EL1 cohort will have completed Empowering Emerging Leaders</li> </ul>
Establish effective workforce management responses to work pressures.	<ul style="list-style-type: none"> <li>Under the <i>Treasury Strategic Workforce Plan 2024–2029</i> establish (a) principles for job design that assess and mitigate psychosocial risks (such as work demand, fatigue management and appropriate job fit); (b) develop a framework for aligning resources to effective and efficient organisational structures; (c) enhance succession planning underpinned by the use of employment, career, and development pathways.</li> <li>Following the completion of enterprise bargaining, build workforce understanding and manager awareness of employment conditions such as flex time, TOIL, overtime, and restriction allowance, to sustainably support the workforce during and after workload surges.</li> </ul>	<ul style="list-style-type: none"> <li>By June 2024 launch the Strategic Workforce Plan 2024–2029.</li> <li>2-5% increase in the 2024 Census in improved reported levels of work stress, fatigue, and burnout.</li> </ul>