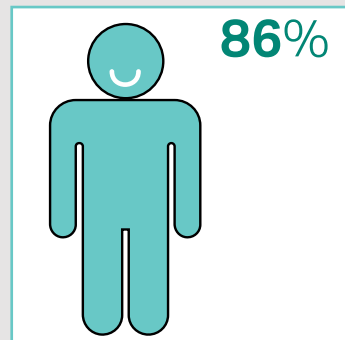




2024 FINANCE CENSUS ACTION PLAN

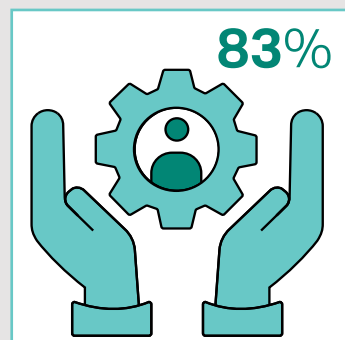
Key strengths to celebrate



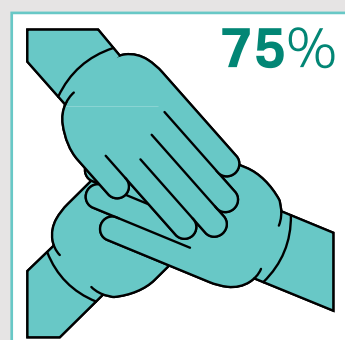
We achieved strong positive staff responses:
86% of questions received more positive responses than the APS average



We have a pro-integrity culture:
84% of staff agreed the culture in Finance supports people to act with integrity



We demonstrate stewardship:
83% of staff agreed the people in their workgroup demonstrate stewardship



We have a highly engaged workforce:
Finance recorded an engagement score of 75%

Finance is the Government’s lead adviser on the allocation and management of public resources with a broad remit of responsibilities that provide a wide range of opportunities for our staff. With a 93 percent participation rate and strong results across the board, our 2024 Census results shows that Finance is a great place to work.

We actively listen to our people’s views and experiences and **over the next 12 months**, we will focus on the following areas to further improve our employees’ experience:

Focus Area	Empowering Others	Health & Wellbeing	Inclusive Workplace
Goals	<p>Our people have access to the tools, training, and support to excel in their roles.</p> <p>Our people feel empowered to develop new and improved ways of working, and prioritise development to address capability gaps for improved outcomes.</p>	<p>Our people feel safe and respected at work, and are empowered to prioritise their health and wellbeing, knowing they have the support of their managers, peers and senior leaders.</p> <p>Our people are clear about their expectations on how, when and where work is to be performed.</p>	<p>Our people feel connected to Finance and its purpose, understanding and respecting diverse perspectives and backgrounds.</p> <p>Our people understand equity and inclusion are fundamental work practices and feel empowered to address inappropriate behaviour.</p>
Actions	<ul style="list-style-type: none"> • Our people are flexible. We draw on collective capability to meet our corporate objectives, including by developing new Communities of Practice. • Our teams work together to improve productivity through streamlining of administrative processes. Using clear communication and support activities to embed any new systems and processes. • Our managers regularly review decision-making authority to be at the appropriate level, balancing risk with effective processes, and clearly communicating expectations to their teams. • Our managers strengthen staff engagement through performance conversations to maximise development and career opportunities. • Our SES and EL leadership expectations are embedded through regular communication activities and capability development. 	<ul style="list-style-type: none"> • Our people proactively manage work pressures through ongoing performance conversations with their managers. • Our Senior Leaders role model healthy work practices and behaviours in line with our leadership expectations and the Secretaries Charter of Leadership Behaviours. • Our health and wellbeing programs and services are regularly reviewed to ensure they are evidence-based, and contribute to sustaining the health and wellbeing of our people. • Our existing health and wellbeing resources and activities are promoted through various channels to enable staff to select the support they want, when they need. 	<ul style="list-style-type: none"> • Our people seek out and participate in activities that increase their understanding of diversity and inclusion. • Our people role model inclusive behavior and understand their role in maintaining a safe, respectful and inclusive workplace culture. • Our managers and senior leaders promote and reinforce behavioural expectations to drive a culture of respect, where diverse views are actively sought. • Our tools and resources empower our people to develop an understanding of equitable work behaviour, and know where to seek support when needed.

The **Finance Census Action Plan** is further supported by divisional level action plans that address specific areas of focus relevant to their results.