

Finance Census Action Plan 2025-2028

Our staff said:

We are happy to go the 'extra mile' at work

Our supervisors support us to deliver

We suggest ideas to improve how we work

We are proud to work at Finance

SES promote cooperation within & between agencies

We demonstrate stewardship

In response to our Census results our three-year plan will provide immediate and long-term actions to support the way we work.

We are committed to:



Performing at our best



Fostering commitment and success



A safe and inclusive workplace

Our focus

Equipping our teams with the tools, resources, and opportunities to excel and working together to reduce barriers.

Our leaders remain committed to supporting growth and opportunity at all levels.

Understanding that attachment to the department is linked to staff being involved in decisions that contribute to how work is done and feeling valued.

Supporting all staff to thrive in a safe, inclusive, and respectful workplace.

What this looks like at all levels

1. Working together to clarify role expectations and support choice in how we do our work.
2. Embedding regular conversations about workloads, focusing on balance and flexibility.
3. Encouraging innovation to support the reduction of unnecessary layers and administrative burden.
4. Using tools and technology to explore efficiencies in the way we do our work.

5. Creating opportunities for staff to contribute meaningfully to change processes, with clear feedback loops and transparent communication.
6. Acknowledging the contributions and efforts taken to enable improvements.
7. Providing structured development, mentoring, and cross-team collaboration to build capability and confidence.
8. Setting clear expectations and behaviours, using feedback mechanisms to guide performance.

9. Ensuring respectful behaviour and inclusive leadership is part of our everyday work, development and performance expectations.
10. Supporting each other to report all unacceptable and inappropriate behaviour.
11. Ensuring staff are aware of the policies, channels and contacts that are available to report behaviour.
12. Business areas facilitate regular discussions to share progress and learnings about how they create a safe and inclusive environment in their work groups.

Our SES will support us to operationalise our shared commitments and evaluate how we are contributing, engaging and enabling a safe, supportive and high performing environment.