

2024 National Portrait Gallery Action Plan: APS Employee Census

The APS Employee Census is an annual survey which is used to collect confidential responses from APS employees on issues in the workplace.

It is an opportunity for APS employees to share their experiences of working in the APS. The NPG gains insights from the results and is committed to taking action to improve on our working environment. The NPG has developed three key priorities for the next 12 months. These areas will be tracked with a mid year review.

What we are doing well / What we are proud of / Things to celebrate

Leadership – Immediate Supervisor

Employees believe their immediate supervisors are effective communicators, invested in their development, ensure their workgroup delivers on responsibilities, provide autonomy and encourage innovation and continuous improvement in how we complete our work.

Performance

Employees feel their workgroup has the tools and resources needed to perform their roles to the best of their abilities and are supported to use these resources efficiently.

Areas where we could be doing more / Things we are focused on / Where we can pay attention

Communication and Change

Consistent and effective communication frameworks and change management processes are implemented across the gallery.

Employee Wellbeing

Optimise the psychological and physical health of employees through promotion and integration of wellbeing activities into daily routines.

Enabling Innovation

Create an environment where innovation is integrated into daily activities and projects where employees feel inspired and safe to continually improve the way we work.

How we are committing to action / How we are addressing issues

1. Communication and change

- Implement and embed communication framework to support new digital workplace resourcing.
- Proactively engage staff in change management processes and provide development opportunities for people managers.
- Employees commit to engage with the communication framework and channels to share relevant and appropriate information with team members.

2. Employee Wellbeing

- We commit to continually review and evolve the health and wellbeing program to ensure the program is fit for purpose.
- We will invest in learning opportunities to strengthen a culture of inclusion and respect.
- Employees commit to invest in and take primary responsibility for their wellbeing, engage with the activities made available and contribute to the success of wellbeing initiatives

3. Enabling Innovation

- Foster collaboration between sections to share insights and ideas that can lead to innovative solutions.
- Celebrate successes and recognise contributions to innovation.
- Implement regular feedback mechanisms to assess ideas and projects allowing for continuous improvement.
- Employees commit to take responsibility to look for ways to continually improve systems and the way we work.