

The 2025 APS Employee Census

The APS Employee Census is used as the primary method for collecting consistent data about our staff morale and workplace culture. It provides valuable insights into our staff's views about our workplace and, importantly, how we compare to the broader APS across the range of topics surveyed which allows us to undertake benchmarking. It also provides the Museum with an impartial way of establishing a collective view of common themes around what we do well and what needs improvement.

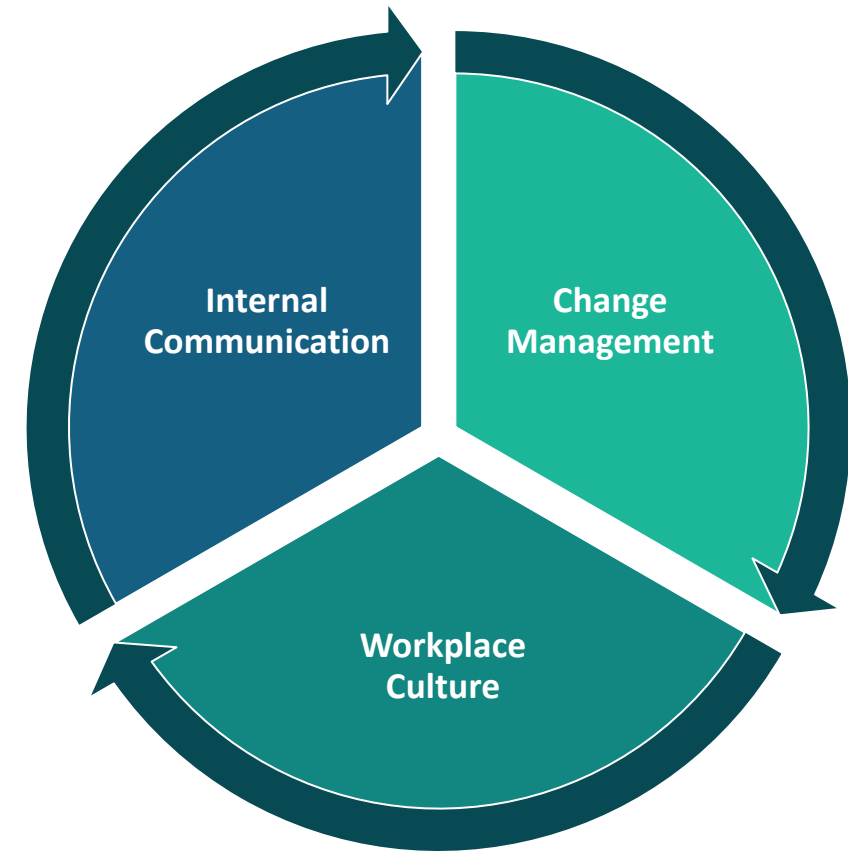
Areas to celebrate and continue to thrive

Our 2025 APS Employee Census results gave us a 67% response rate with 78% employee engagement. The results indicate the Museum is an inspiring and great place to work where our employees feel their development and wellbeing are a focus and they are willing to go the extra mile to deliver. The specific areas where we are truly making a positive impact are:

- My agency does a good job of promoting health and wellbeing
- I would recommend my agency as a good place to work
- My agency really inspires me to do my best work every day
- In the Museum, leaders communicate change in a timely manner
- Professional development is a priority at the Museum

Areas of focus

Our staff told us there are opportunities for renewed focus and action. To maintain our focus on continuous improvement we have identified three key priority action areas for the next 3 years.





Our Goal

Effective communication is vital for a positive, engaged, informed and productive workplace.

Our goal is to always communicate transparently, with clarity and openness, across all levels of the Museum, in ways that make our staff feel informed, engaged and valued.

Actions

1. Review, improve and enhance our internal communication channels and tools
2. Update onboarding and induction processes to promote access to Museum news, updates and key communications
3. Continue to develop leadership communication practices that are consistent, transparent and timely for all Museum staff

Key Success Indicators

- Increased take up of internal communication channels and tools
- Positive new starter feedback on onboarding experience
- Improved census index results for:
 - communication up from 66 to 70 by 2029
 - leadership - SES manager up from 69 to 71 by 2029



Our Goal

Change management is critical for promoting a collaborative, responsive and dynamic working environment.

Our goal is to implement a Museum-wide approach to change management that is people-focussed, consistent and effective.

Actions

1. Develop a suite of tools and resources, including targeted workshops, that supports our change management
2. Deliver capability uplift training for our leaders and managers to equip them to better lead change activities and support staff
3. Utilise our internal communication channels and tools to ensure that change is explained clearly and in a timely manner

Key Success Indicators

- Improved change management index results:
 - when changes occur, the impacts are communicated well within my workgroup – from 69 to 71
 - staff are consulted about change at work – from 50 to 53
 - change is managed well in my agency – from 44 to 49
- Staff participation in change management training



Our Goal

The census tells us our staff are proud to work at the Museum. We should all be proud of the workplace culture we've created.

Our goal is to continue building on the strengths of our workplace culture – by championing inclusivity; modelling acceptable behaviour; driving innovation; and empowering our staff..

Actions

1. Encourage innovation in a 'safe to fail' environment that prioritises and embeds processes for continuous improvement, testing and evaluating new ideas, and lessons learned
2. Identify opportunities to streamline approval processes and ensure decision making is at the appropriate level
3. Continue to set clear and unambiguous behaviour standards from the top down, taking action and accountability
4. Ensure our frameworks promoting inclusion and preventing all forms of unacceptable behaviour remain fit for purpose and clearly understood across the Museum

Key Success Indicators

- Increase enabling innovation index result from 66% to 69% by 2029
- Delivery against annual DEI&B action plan measures
- Improve unacceptable behaviour index result to zero by 2029