# Treasury 2024 Census Action Plan

Treasury’s 2024 APS Employee Census results are amongst the most positive across the APS, showcasing a workforce that is highly engaged and motivated, deeply committed to our purpose and dedicated to delivering outcomes for the Australian community. While we celebrate these achievements, it is important to recognise that there is always more to be done to improve staff wellbeing and uphold the Department’s commitment to continue this journey of growth.

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 Treasury’s *Strategic Workforce Plan 2024–2030.* Treasury’s Executive Board is the accountable authority for the delivery of this Action Plan.

| Goals | Key Actions | Stretch targets |
| --- | --- | --- |
| Supporting a culture of safety, integrity, and wellbeing. | * Encourage participation in the Compassionate Foundations training, to enhance leadership and management skills in supporting and responding to employee wellbeing needs.
* Extend the Bystander training in 2025, to encourage and support staff to come forward when seeing or hearing about unacceptable behaviour.
* Update and strengthen the Conflict-of-Interest policy aligned with cross government initiatives and provide resources and information to assist officials in understanding and meeting conflict of interest obligations.
 | * By 31 July 2025, 50% of SES and Executive Level staff engaged with Compassionate Foundations training.
* By 31 July 2025, 80% of SES and Executive level 2 staff participated in Bystander training.
* 1% increase in the 2025 Census on workforce perceptions of wellbeing policies, support, and culture, and indicators of integrity.
 |
| Embedding an inclusive workplace. | * Implement the Treasury Cultural Learning Journey Map to increase awareness and understanding of First Nations culture and encouraging participation in continuous learning.
* Develop guidance to support and encourage business areas to conduct disability and Indigenous affirmative measures recruitment processes.
* Develop a Respect@Wk in Treasury compendium that articulates all aspects of the behaviours we expect in the Department, including preventing, managing, addressing, and reporting bullying, harassment, discrimination, racism, and sexual misconduct in the workplace.
 | * By 22 January 80% of SES and Executive Level 2 staff completed the ‘knowing’ domain of the Cultural Learning Journey Map as required in Treasury’s Employment Agreement.
* 2% increase in the 2025 Census results on workforce perceptions of inclusion at work.
* By 30 April 2025, have a draft of the Respect@Wk in Treasury compendium for consideration by People and Inclusion Committee.
 |
| Building a productive work environment that supports retention and wellbeing. | * All First Assistant Secretaries to establish their first annual Divisional People Plan, incorporating their response to census results, and attraction, retention, and other workforce priorities, as part of the Divisional Business Planning process.
* Implement the enhanced Treasury Performance Development System including the setting expectations of deliverables, behaviours, people management, learning outcomes and work arrangements (including the right to disconnect).
* Build workforce understanding and manager awareness of new and updated employment policies and employment conditions relating to working hours such as flex time, TOIL, overtime, and restriction allowance, to engage in regular conversation about working hours, pressures and workload management and sustainably support the workforce during and after workload surges.
 | * 100% of Divisions have People Plans attached to their Business Plans.
* 80% of employees have a performance agreement in place for the start of the 2024/25 performance cycle.
* 2% reduction in the 2025 Census in reported levels of work stress, fatigue, and burnout.
 |