

Australian Research Council

2025 APS Employee Census

Agency Action Plan

Areas of focus		Action steps	Why?
1. Communication	Continue to strengthen genuine and effective consultation, communication, and change management.	1. Regularly highlight the value of the ARC’s key projects and programs.	Strengthening genuine consultation, communication, and change management ensures staff feel informed, valued, and involved in agency priorities. When employees understand the purpose and impact of key projects and programs, it builds trust, transparency, and engagement across the agency, leading to improved collaboration, innovation, and service delivery.
2. Leadership	Senior leaders demonstrate collaboration, respect, and empowerment by valuing and supporting their people.	2. Implement the SES Leadership Development Program in 2026 to strengthen leadership capabilities for Branch Managers. This includes introducing 360-degree feedback mechanisms and tailored development plans.	Effective, collaborative, and empowering senior leadership is key to building trust, creating a positive workplace culture, and making sure teams feel supported and connected to the ARC’s purpose. When leaders demonstrate respect, inclusivity and collaboration, it boosts engagement, improves decision-making, and helps staff understand how their work contributes to the agency’s priorities.
3. Building a culture of inclusion and wellbeing	Inclusion and Wellbeing	3. Provide training on inclusive leadership, respectful workplace behaviours and mitigating bias in decision-making.	An inclusive and supportive workplace drives engagement, innovation, and collaboration. By promoting diversity, gender equity, and wellbeing, the ARC fosters a sense of belonging.
		4. Enhance the visibility of wellbeing resources and inclusion, and further promote the support and resources made available by our Employee Assistance Program provider.	