



IPEA APS CENSUS ACTION PLAN 2023-2024

Focus Area	Goal Statement	Actions to be implemented
Flexibility	IPEANs are more satisfied with the flexible work arrangements.	<ol style="list-style-type: none"> 1. Review IPEA’s Flexible Work Policy as part of the implementation of the new Enterprise Agreement, in order to: <ul style="list-style-type: none"> • Clarify policies relating to compressed hours, job sharing, work from home, remote work, access to flex time within the bandwidth, etc • Provide additional reference information on IPEA’s intranet including information on the process for seeking a review of a management decision. 2. Provide additional communications relating to flexibility across IPEA to support staff to understand and access the available options. 3. HR to organise education sessions and/or publications to assist staff and managers when applying for and making decisions on flexible working arrangements.
Retention	Increase IPEA’s retention rate	<ol style="list-style-type: none"> 1. Understand the drivers of separation and why some staff are seeking external opportunities through reviewing exit forms and discussion with staff in exit interviews. 2. Improve employee connection and engagement through: <ul style="list-style-type: none"> • Developing a corporate calendar of events to celebrate wellbeing and diversity and opportunities for IPEANs to connect • Develop a rewards and recognition process to support retention and innovation • Promote and encourage more staff to access learning and development activities. Consider ways of supporting some training in areas which may not be directly related to their existing role or level. 3. Education and communication on flexible work actions identified.