Australian Government

Independent Parliamentary Expenses Authority

IPEA APS CENSUS ACTION PLAN 2025-2026

Focus Area	*Goal Statement* *What do we want to achieve?*	*Actions to be implemented*
SES working as a team	Continue building, and increasing visibility of, the cohesion and collaboration of SES cohort.	1. Regular updates from the CEO and Chiefs to increase visibility of SES cross over and share strategic priorities (for example, at fortnightly stand ups and planning/information sessions). 2. SES attend each other's branch meetings. 3. Include group SES-led sessions (and panel discussions) into planning days (for example, two Chiefs present a session together). 4. Introduce informal engagement opportunities "Chat with Chiefs" with SES and staff (for example, lunches and morning teas).
Communication and Change	Continue to improve and provide transparent, consistent and engaging communication during periods of change.	1. Undertake an agency survey on communication preferences. 2. Finalise and implement internal communications protocol for communicating change. 3. Continue to promote available supports to staff in the lead up to change for example, online learning (for example resilience training), EAP, mental health first aid officer. 4. Investigate what a change champion (or group) could look like.
Enabling Innovation	Continue to encourage staff to raise ideas and recognise innovation in their day-to-day work and thinking (for example, dealing with complex work, identifying new ideas/ways of working, using current and emerging technology effectively) Use consistent and supportive language when it comes to innovation	1. Innovation space on the intranet (Interactive page – what does innovation mean to you?) 2. Whole of agency to undertake AI fundamental training to establish a solid shared understanding. 3. Whole of agency 'innovation' planning session with guest speakers and practical examples of innovation in the workplace. 4. Implementing innovative ways of working and seeking feedback (for example, recording minutes, feedback through Slido, online forms).
Retention, Career Progression and Recognition	Support staff development activities and learning Recognise staff excellence Continue to monitor IPEA's retention rate and emerging themes of departure	1. Implement an annual staff recognition process (for example, formal staff awards in mid-December). 2. Continue to promote use of the internal (and external) mobility register for short-term acting opportunities, including staff being able to identify areas of interests 3. Managers to speak to their teams to identify and support informal cross skilling and learning opportunities.