Australian Government
Independent Parliamentary Expenses Authority

IPEA APS CENSUS ACTION PLAN 2026-2027

This action plan outlines the Independent Parliamentary Expenses Authority's (IPEA) response to feedback from the 2026 Australian Public Service (APS) Employee Census. The priorities and actions have been shaped through analysis of the results and consultation with employees through the Census Working Group, comprising of branch representatives. The plan has three focus areas for 2026–2027 - wellbeing and working from home, leadership and supervisor communication, and employee engagement - all working together to support maintaining and strengthening of a healthy, connected and capable workforce.

Focus Area	Goal Statement	Actions to be implemented
Wellbeing and working from home	Continue to build and maintain a healthy, connected and capable workforce	1. Promote wellbeing awareness and opportunities to support employee wellbeing and continue to explore innovative ways of working. 2. Promote the use of the internal mobility register and facilitate appropriate cross-skilling within branches and across the agency. 3. Strengthen employee and manager understanding of IPEA's working from home policy and relevant legislative requirements, to support practices that balance wellbeing and organisational needs. 4. Build employee and manager capability to maintain a psychologically safe, healthy and high-performing workplace, supported by the annual training calendar.
Leadership – supervisor communication	Continue to invest in employee and manager capabilities to confidently manage and receive performance, development opportunities and feedback	1. Continue to build connected and high-performing teams by building self-awareness, and strengthening communication, collaboration and working relationships within branches and across the agency. 2. Strengthen capability and accountability by equipping employees and managers with the confidence and practical skills to have constructive conversations abouts performance, development and feedback.
Employee engagement	Increase employee engagement and satisfaction	1. Introduce an agency-wide newsletter and regularly recognise individual and team achievements. 2. Provide employees with regular updates on the Census action plan's progress and outcomes through the Census Working Group representatives. 3. Establish two Harassment Contact Officer (HCO) roles, in alignment with the IPEA Enterprise Agreement 2024-27, to provide employees with an additional avenue to seek information and guidance on available services.