



# 2024 APS Employee Census | Aboriginal Hostels Limited Action Plan

The APS Employee Census is an annual survey which is used to collect confidential attitude and opinion information from APS employees on issues in the workplace. It is an opportunity for AHL employees to share their experiences of working in the APS. AHL gains insights from the results and is committed to taking action to improve on our working environment. Through consultation, AHL has developed key priorities, and these areas will be tracked with a final review.

## Our people said we are improving in these areas

More people feel:

- Committed to company goals  
(Employee Engagement: Say, Stay, Strive)
- Engaged supervisors that communicate well  
(Leadership)
- Clear change management communication  
(Communication and change)
- Recognition and fair remuneration  
(Working in the APS)
- Participation in job-related decisions  
(Working in the APS)
- Reporting corrupt behaviour  
(Unacceptable Behaviour)



## Our people said we need to do better in these areas

More people would like to see:

- Opportunities for enhanced job satisfaction and fostering strong employee attachment  
(Working in the APS, Employee Engagement: Say, Stay, Strive)
- Encouraging people to go the extra mile  
(Employee Engagement: Say, Stay, Strive)
- Boosting inspiration and supervisory encouragement  
(Employee Engagement: Say, Stay, Strive, Enabling Innovation)
- Strengthening leadership direction, communication, and support ideas  
(Leadership, Employee Engagement: Say, Stay, Strive)
- Recognising and rewarding innovation and improved workflows  
(Enabling Innovation, Working in the APS)
- Enhanced wellbeing policies and support systems  
(Wellbeing Policies and Support)
- Addressing negative behaviour systems, and a more inclusive environment  
(Unacceptable Behaviour, Wellbeing Policies and Support)
- Tackling of cronyism, nepotism, and conflict of interest for a fairer workplace  
(Unacceptable Behaviour)
- Less stress, better workload and flexible working arrangements  
(Wellbeing Policies and Support, Flexible Work)



## Together, we will work on improving these areas

In consultation, we will develop systems to:

- Encourage people to share their expertise to provide frank and fearless advice and feedback  
(Working in the APS)
- Better inform people about our direction and priorities  
(Leadership)
- Create an environment that enables people to deliver their best  
(Leadership; Enabling Innovation)
- Encourage innovation and creativity to improve our services  
(Leadership; Enabling Innovation)
- Promote an inclusive workplace culture  
(Wellbeing Policies and Support)
- Inspire people to share ideas and ways of doing things  
(Enabling Innovation; Employee Engagement: Say, Stay, Strive)
- Promote a feeling of safety when reporting workplace issues  
(Unacceptable Behaviour)
- Enhance workload management, flexible working arrangements and work environments to better suit personal and professional needs.  
(Enabling Innovation; Employee Engagement: Say, Stay, Strive)



From Australia's remote and regional outposts to bustling cities, our united efforts will drive positive change by turning our obstacles into steppingstones for a path toward excellence.