

# 2023 National Portrait Gallery Action Plan: APS Employee Census

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 APS employees to share their experiences of working in the APS. The NPG gains insights from the results and is committed to taking action to improve on our working environment. The NPG has developed three key priorities for the next 12 months. These areas will be tracked with a mid year review.

## What we are doing well / What we are proud of / Things to celebrate

### Employee Engagement

Employees feel a sense of pride working at the National Portrait Gallery, feel a strong personal attachment to the agency and are committed to agency goals.

### Inclusion

Employees receive respect from colleagues at work and believe the agency supports and actively promotes an inclusive workplace culture

## Areas where we could be doing more / Things we are focussed on / Where we can pay attention

### Workload

Employees are feeling overloaded and under pressure to meet required deadlines with current resourcing and schedules.

### Employee Wellbeing

Employees feel the agency could do more to promote and demonstrate its commitment to a positive health and wellbeing culture.

### Communication and Change

Employees feel that internal communication and change management could be more effective.

## How we are committing to action / How we are addressing issues

### 1. Workload

- Managers / Supervisors will conduct regular 1:1 meetings with each team member, prioritising achievable workplans and role clarity.
- We will review roles and structure to ensure collaboration and career pathways are in built.
- We will implement organisation-wide planning process to ensure transparent resource allocation against priorities.

### 2. Employee Wellbeing

- We commit to review current health and wellbeing strategies and actively promote workplace initiatives.
- We will invest in management capability to better support employee wellbeing.
- We will provide a dedicated resource to support program delivery and demonstrate commitment to employee wellbeing.

### 3. Communication and Change

- We commit to develop and implement an internal communications strategy.
- We will strengthen internal committees and working groups to ensure communication pathways are clear and accessible to all.
- We will invest in technology and resources to support how communications are managed across the organisation.