

# 2025 National Portrait Gallery Action Plan: APS Employee Census

The APS Employee Census is an annual survey which is used to collect confidential responses 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

### Engagement

Employees are proud to work at the agency, feel strongly committed to its goals and purpose, actively suggest improvements, and would recommend it as a great place to work.

### Employee Wellbeing

Employees report high satisfaction levels of the Gallery wellbeing program, supported by strong agency policies, clear communication of health benefits, proactive promotion of wellbeing activities, caring supervisors, respectful colleagues and an inclusive workplace culture.

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

### Communication and Change

Consistent and effective communication frameworks and change management processes are elevated across the gallery.

### Senior Leadership

Our senior leaders set a clear direction, foster collaboration, and create an environment where people feel supported, inspired, and empowered to deliver their best.

### Enabling Innovation

We cultivate a forward-thinking culture where creativity is encouraged, ideas are valued, and employees are empowered to innovate, take risks, and continuously improve how we work!

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

### Communication and change

Provide opportunities for staff input during change processes to improve transparency and trust.

Review and embed internal communications framework through an internal working group led by champions from all levels.

### Senior Leadership

Senior leaders actively promote continuous improvement through cooperation across teams and agencies, enhancing strategic alignment and shared outcomes.

Build leadership capability throughout the organisation.

### Enabling Innovation

Foster an inclusive environment for creativity and collaboration by encouraging input at all levels.

Celebrate and acknowledge staff who bring forward innovative ideas, fostering a culture where creativity is valued and rewarded.