



# Royal Australian Mint APS Employee Census Action Plan – 2023

The Royal Australian Mint (Mint) participates in the annual Australian Public Service (APS) Employee Census (Census). The Census surveys APS employees to collect information on important workforce issues, including job satisfaction, health and wellbeing, performance management, leadership, and general impressions of the APS.

## Introduction

After receiving the results from the 2023 APS Employee Census, the Mint has established an APS Employee Census Action Plan (Action Plan). The Action Plan aims to address important areas identified by our employees to improve and provides an accountability measure to assist in building a stronger culture of acting on results. The target areas included in this Action Plan align with the themes in the Mint's Workforce Plan. Continuing to implement the workforce plan will support this Action Plan and is our priority.

## Summary of the 3 target areas

| Target areas  | Actions  |
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| <p><b>Communication</b></p> <p>To have a communicative workforce that fosters collaboration, networking and diverse thinking while improving outcomes</p> | <ol style="list-style-type: none"> <li>1. Improve internal communication, through the implementation of recommendations in the internal communication review.</li> <li>2. Monitor and assess the effectiveness of the implemented strategies of the communication review.</li> </ol> |
| <p><b>Leadership – senior management</b></p> <p>To ensure quality leadership that enables high performance outcomes in the workplace</p>                  | <ol style="list-style-type: none"> <li>1. Implement strategies, supported by an external specialist, to improve the effectiveness of and collaboration between senior managers.</li> <li>2. Invest in building leadership capability and confidence through training.</li> </ol>     |
| <p><b>Clarity of priorities through business planning</b></p>   | <ol style="list-style-type: none"> <li>1. Clarify the priorities of the Mint by finalising and publishing a Mint Business Plan for 2023-2024.</li> </ol>   |

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| To publish clearly defined priorities for all employees | 2. Communicate regular updates of innovation projects and initiatives in line with the Mint's Business Plan. |
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The Mint will engage an external specialist to assist in the implement of these actions and to further consult with employees to ensure that proposed actions achieve improvements in the identified areas.

## Further actions

The Mint will:

- monitor the implementation on these actions with the support of senior managers and the Mint Consultative Forum
- report to employees the progression of these actions and consider employee feedback on their effectiveness
- allocate additional resources, where necessary, to achieve the future state targets.

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