



Australian Institute of Health and Welfare

2024 Census Action Plan

The AIHW continues to achieve excellent census results, with positive responses generally much higher than comparable agencies and the overall APS results. Highlights include that 92% of employees are proud to work at the AIHW, and 95% of employees would recommend the agency as a good place to work. Our 2024 results demonstrate that the AIHW is a supportive and inclusive workplace, where staff enjoy coming to work to do their best. We have developed our 2024 Action Plan in response to our results and aligned our goals to AIHW's Strategic Goals (SGs) and Strategic Initiatives (SI's).

Target area	Goals	Actions
 Communication & Collaboration	<p>We want to continue strengthening communication between our employees and SES leaders to ensure a strong level of engagement from our teams.</p> <p>We will proactively identify ways to work collaboratively across the institute on shared goals. (SI6)</p>	<p>SES leaders will implement tailored actions to improve communication within their Group.</p> <p>All staff will strive to identify and connect with teams working on similar work or shared goals to increase collaboration.</p> <p>We will improve visibility of collaboration by sharing success stories through Group and agency-wide forums.</p>
 Culture & Wellbeing	<p>We want to maintain our positive and inclusive culture where staff feel supported to be their authentic selves at work.</p> <p>We will continue to support employee wellbeing and promote a culture which focuses on employee health. (SG4.1)</p>	<p>SES and managers will proactively monitor and consider workloads and set clear expectations for their teams to reduce potential burnout.</p> <p>SES and managers will role-model self-care and encourage employees to make active contributions to their wellbeing.</p> <p>We will ensure our wellbeing support resources effectively meet employee needs and will increase staff awareness of wellbeing offerings.</p>
 Innovation	<p>We want to continue fostering and enabling an innovative environment, so our staff feel empowered to suggest innovative ways of working. (SI8)</p>	<p>We will share stories of successful and unsuccessful innovation initiatives, including through Institute Awards.</p> <p>SES leaders will implement an avenue for suggesting innovative ideas within their Group.</p> <p>We will develop an Innovation Framework and implementation plan for the agency.</p>
 Information & Communication Technology	<p>We want to continue strengthening and investing in our ICT capabilities to ensure AIHW achieves outcomes and adapts to the dynamic technology needs of our staff and stakeholders. (SI1 & SI2)</p>	<p>We will develop an ICT modernisation roadmap and investment plan.</p> <p>We will go to market to procure an enterprise data and analytics ecosystem.</p>