

# MUSEUM

AUSTRALIAN NATIONAL  
MARITIME MUSEUM

## APS Census Action Plan

FY 2024-25



# Overall Results

The APS Employee Census invited our employees to share their views and experiences of working in the Maritime Museum and the wider APS.

Our overall results show that the majority of staff believe strongly in the purpose and objectives of the Maritime Museum, are committed to its goals and are proud to work for the Museum.

In the Museum, employees feel they go the extra mile at work when required and can suggest ideas to improve our way of doing things.

The Museum results have improved from 2023 with increases in:

- Employee engagement,
- Leadership – both immediate supervisor and SES Manager and
- Communication and change.

Leadership and communication were two of the focus areas from the 2023 action plan, so it is pleasing to see the efforts that have gone into this reflected in our survey results. There are still significant areas of improvement available to the Museum in these and other areas and these will be the focus of our efforts over the current financial year.

# Celebrate

Things we can be proud of

- Dedicated and committed staff.
- Employees who believe strongly in the purpose and objective of the organisation and say they are willing to “go the extra mile” when required.
- Confidence and support for immediate supervisor and their commitment to inclusion and output in the workgroup.

# Opportunities

## Things we could do better

The below are areas where the Museum performed below the APS as a whole, similar size agencies and other National Cultural Institutions

### Leadership – SES Manager

- My SES manager creates an environment that enables us to deliver our best (48%)
- The SES clearly articulate the direction and priorities for our agency (42%)
- In my agency the SES work as a team (45%)

### Communication and Change

- Internal Communication within my agency is effective (35%)
- change is managed well in my agency (25%)

### Wellbeing Policies and Support

- My agency does a good job of promoting health and wellbeing (39%) and
- I am satisfied the policies/practices in place to help me manage my health and wellbeing (46%)
- My agency does a good job in communicating what it can offer in terms of health and wellbeing (44%)

### Rewards and Recognition

- I am satisfied with the recognition I receive for doing a good job (52%)
- I am fairly remunerated for the work I do (35%)

## Action Plan

### Leadership & Culture

Provide leadership development, conflict resolution and performance management training

Foster a culture of inclusivity & diversity including commitment to the APSC Diversity and inclusion strategies

Develop and implement a performance management framework

Enhance capability in giving and receiving feedback

Promote an understanding of policy, procedures and support systems in place for employees

Ensure managers and staff have the guidance needed to drive ethical decision making, integrity and appropriate behaviours

Clearly communicate the Museum's forward strategic plan including timings and dependencies of major museum projects.

### Communication & Change Management

Continue to develop and upgrade internal communication strategies and build on the work commenced in the 2023 action plan

Enhance the onboarding and induction process to ensure all new employees are supported and valued and get a comprehensive induction to the Museum

Encourage involvement of the Joint Consultative Committee in decisions and information

Early, frequent and genuine consultation with staff who might be impacted by proposed changes

Training and support for managers and employees on navigating changes

### Workload & Wellbeing

Implement the APS Mental Health Framework at the Museum

Reinvigorate the Museum's rewards & recognition program

Develop, promote and implement a wellbeing plan in consultation with employees and the Joint Consultative Committee

Maintain currency & commitment to WHS legislative changes and best practice

Workforce planning – ensure our workplace structure is optimal to support business outcomes

Invest in Leadership development to enable managers to engage with their staff on performance & output

Finalise review of position descriptions and work level assessments to ensure appropriate recognition of staff efforts