



CDPP

Australia's Federal Prosecution Service

2025 APS Employee Census Action Plan

Our 2025 APS Employee Census results indicate we are **purpose-driven, highly engaged and willing to go above and beyond** to achieve outcomes for government and the Australian community. Our Census Action Plan leverages opportunities to **strengthen communication, champion curiosity, innovation and prioritise wellbeing**.

Our Census Action Plan organises actions across three focus areas and outlines our **shared collective responsibility** to improve ways of working.
We all have a role to play.

We will foster and strengthen communication and leadership to drive trust, clarity and support effective change.

- ☒ We will embed two-way communication with staff at all levels by creating meaningful opportunities for dialogue, feedback and staff involvement in decision-making.
- ☒ We will strengthen cohesive leadership by fostering alignment, collaboration, and shared accountability among leaders to deliver on our strategic direction and drive a unified culture.
- ☒ We will drive effective and sustainable change by strengthening leadership capability, involving staff in shaping and implementing change, and guiding them through transitions to minimise disruption and maximise adoption.

We will champion curiosity and innovation to empower our people and continually improve how we work.

- ☒ We will promote a culture of curiosity and continuous improvement by empowering staff to explore new ideas, challenge existing ways of working and contribute to innovation at all levels.
- ☒ We will build psychological safety by creating an environment where staff feel supported to take risks, learn from mistakes, and share ideas without fear of blame.
- ☒ We will enhance digital capability across the CDPP by investing in tools, training and emerging technologies (including AI) to enable more efficient and effective ways of working.

We will continue to prioritise wellbeing to ensure our people feel supported, valued and are able to thrive.

- ☒ We will continue to foster a supportive work environment by promoting wellbeing resources and initiatives to address psychosocial risks and enhance resilience.
- ☒ We will proactively manage workloads through forward planning, resource sharing and targeted support, ensuring work is balanced and effort is shared across teams as needed.
- ☒ We will ensure all leaders consistently model the CDPP's values and expected behaviours through their actions and decisions and set standards for integrity, respect and high-performance across the workforce.