Australian Government
Clean Energy Regulator

2024 Census Action Plan

CLEAN ENERGY REGULATOR

Key Theme One: Engagement

Staff engagement is driving performance which is reflected in our strong scores.

Our goal is to maintain our strong engagement index score and overall ratings on performance.

Staff Engagement Action Summary

Our action steps to achieve these outcomes include:

1 Ensuring workgroup performance is continuously driven by efficient use of time and resources, through managing priorities and setting clear expectations on what can be delivered.

2 Ensure staff feel supported and empowered to provide frank and fearless advice in their area of expertise across the agency and with our external stakeholders.

3 Continuing our wellbeing program of works to ensure our employees are mentally and physically healthy, including being aware of psychosocial hazards and creating a respectful workplace.

4 Results from other action items within this plan will encourage and increase engagement

C E R CLEAN ENERGY REGULATOR

cer.gov.au

Key Theme Two: Leadership

Whilst our Leadership – Immediate Supervisor and Leadership – SES Manager index scores remain above the APS overall, we have identified some areas in which there are downward trends.

Our goal is to increase engagement between employees and their immediate supervisor, as well as increase engagement with the agency SES.

CLEAN ENERGY REGULATOR

Leadership Action Summary

Our action steps to achieve these outcomes include:

1 Gaining an understanding of what employees are looking for in their immediate supervisor and SES manager and encouraging our leaders to actively seek feedback to continually improve.

2 Using coaching principles to encourage a culture of capability development and encourage people managers to provide time and support for development activities.

3 Improving communication between business areas and enabling service areas to break down siloes and enable expectations and priorities to be managed effectively to reduce friction, with our leaders to lead by example.

4 Our SES will provide strategic guidance to support the delivery of the agency action plan, as well as branch and divisional level action plans. This guidance will support our goal of increasing the visibility of our SES within the agency on a day-to-day basis.

CER CLEAN ENERGY REGULATOR

cer.gov.au

Key Theme Three: Innovation

Our agency ranked 15 out of 104 APS agencies for the Innovation index. This culture of innovation drives our performance, productivity and work outcomes.

Our goal is to continue to foster our culture of innovation, but also shape thinking of what innovation is and acceptance of failure as part of innovation.

CLEAN ENERGY REGULATOR

Innovation Action Summary

Our action steps to achieve these outcomes include:

1 Releasing internal principles on creating an environment of innovation, including how to embrace continuous learning and learning from failure.

2 Changing the perception of innovation – innovation isn't just large-scale activities like the change program – it can be smaller items such as changes to internal processes to improve productivity or reduce possible points of failure.

3 Publishing internal case studies to highlight the range of non-technical innovations occurring on a regular basis across the agency and the process of innovation, including any setbacks.

4 Managing expectations of when innovation is appropriate and that our work should not be driven by innovation, that innovation should be occurring organically.

C E R CLEAN ENERGY REGULATOR

cer.gov.au

Thank you

Contact us

www.cer.gov.au

enquiries@cer.gov.au

1300 553 542

Follow us

CLEAN ENERGY REGULATOR