2026 Census Action Plan

Three priorities to strengthen leadership, sustainable performance and people capability

01 Leadership through change

WHY THIS MATTERS

Build on progress in senior leadership teamwork, agency direction, and how change is managed and communicated.

ACTION

1. Introduce a “you said, we did” feedback mechanism so staff can see how consultation has influenced decisions.
2. Regularly publish a summary of major agency changes, including status, expected impacts and next steps.
3. Use existing leadership and management forums to reinforce consistent messaging.

02 Sustainable performance and prioritisation

WHY THIS MATTERS

Maintain strong workgroup performance by keeping workloads, resourcing and organisational priorities sustainable and well balanced.

ACTION

1. Regularly publish whole-of-agency prioritization, allowing divisions and branches to identify significant new work and competing priorities.
2. Promote active workload discussions through team planning sessions and one-on-one meetings.
3. Undertake targeted workload reviews in areas reporting sustained capacity pressures.

03 People management and development

WHY THIS MATTERS

Strengthen the connection between learning, career development and day-to-day work, supported by quality feedback and development opportunities.

ACTION

1. Continue the Executive Shadowing Program quarterly and undertake an agency-wide survey to identify staff development priorities
2. Create short-term internal mobility and job shadowing opportunities between branches and divisions
3. Embed career conversations as a component of annual performance discussions.