

2025 Census Action Plan

MISSION

A better future for **industrial regions**, **communities** and **workers** in the net zero economy.

WHAT WE ARE DOING WELL



We are willing to go the extra mile at work and take responsibility in improving our ways of working.



We have a strong culture of flexible work practices.



We feel supported by our immediate supervisors.



We continue to improve managing change effectively and consult with staff through change within the authority.



SES Leadership

SES to continue to undertake a focused program of work, including to develop a shared understanding of what makes a high performing leadership team.

SES commit to:

- » Continuing to invest in leadership capabilities, including individual and collective engagement with risk, priorities and communications.
- » Establishing an SES Charter of Behaviours that aligns with the Secretaries' Charter (DRIVE) to be embedded within performance agreements.
- » Exploring, deciding an operating model and review quarterly to determine effectiveness.
- » Being held accountable for the implementation of census actions.



Goal Clarity

Strengthen our shared understanding of common purpose and clarity of expectations across all levels of the Authority.

- » Improving the focus of, and feedback from, internal decision and discussion forums on priorities identified in the Corporate Plan and business plans.
- » Developing a central job description library for roles across the NZEA that clearly link roles to the agreed vision and missions.
- » Further improving internal communication channels, including an interim intranet solution.



Job-Skills Match

Support our staff to use and further develop their skills in delivering against the Authority's priorities through clear guidance and expectations.

- » Managers to use performance conversations to capture current skills and skillset areas people are interested in developing to inform the Authority's learning and development calendar.
- » Designing and rolling out a leadership and management program in the first half of 2026 across the Authority, including to uplift capability in giving and receiving feedback and providing clear direction, including as part of performance cycle discussions.
- » Formalising and embedding the internal mobility process.



Supporting Positive Workplace Culture

Actively embed a supportive workplace culture that promotes health and wellbeing and tackles inappropriate behaviour.

- » Staff will reflect in their performance agreements their personal commitment to contribute to a positive workplace culture.
- » Managers will model the APSC's *speak up culture* to build confidence in our processes for reporting and tackling inappropriate workplace behaviours.
- » HR will continue to provide psychological and psychosocial safety training and support.
- » Additional commitments to support a positive workplace culture include: ongoing all staff face-to-face gatherings at least once a year, along with more regular face-to-face team and Branch-level efforts; actively promoting and supporting staff-led networks, and continuation of activities like 'coffee roulette'.

OUR AREAS OF FOCUS

OUR COMMITMENT TO ACTION



Feedback from employees, including pulse and exit survey data will be used to **measure** and **evaluate** the **success** of the above initiatives.