



# 2025–26 Agency Action Plan

The Bureau's 2025–26 Agency Action Plan outlines our commitment to fostering an organisational culture that is led and owned by our people, where integrity underpins everything we do. This plan provides visibility on the enterprise response to staff feedback from the 2025 APS Census and outlines the priority actions that will be delivered against each focus area.

## Highlights from the 2025 APS Census

We strongly believe in the Bureau's work and how it contributes to achieving outcomes for Australians

We feel well supported by our immediate supervisor and are clear on our duties and responsibilities

We actively engage in and promote activities that foster an inclusive work environment

## Our focus areas for 2025–26

### Leadership

Embed leadership behaviours to drive connection and purpose

### Learning

Foster a culture of continuous learning

### Communication

Enhance communication to engage our people

### Change

Enable our people to implement and adapt to change

## Actions

Implement and mature the Bureau's SES Performance Leadership Framework.

Implement a consistent approach for senior leaders to share information and provide transparency around key decisions.

Design and implement tools that enhance leadership capability, behaviours, and practice.

Implement the learning and development initiatives outlined in the Bureau Workforce Plan 2025–27.

Leverage insights from performance agreements to inform learning priorities and run a survey at mid-cycle to assess impact on capability development.

Develop a strategic communications plan for learning and development initiatives.

Prioritise storytelling that celebrates our people, anchored in our mission and values.

Regularly communicate progress against the Bureau Strategy objectives.

Apply learnings from the annual internal communications survey to drive greater impact.

Implement the new Enterprise Change Service Offer, including providing training and coaching for staff at all levels.

Provide change management support for identified projects.

Continue to deliver recommendations from the 2024 Change Maturity Audit, including uplifting the Bureau's change governance.