2025 ABS Agency Action Plan

Australian Bureau of Statistics

The APS Employee Census results provide the ABS with valuable data to reflect on what we are doing well and help inform planning decisions to ensure we concentrate effort where it is most needed. The ABS has four priorities we are focused on improving over the next 12 months. The actions we are committing to will be monitored with a mid year review.

What we are doing well

Integrity and psychological safety
We feel supported to act with integrity and raise problems and tough issues.

Innovation
We work hard to improve how we deliver our services.

Wellbeing
We look after each other and promote practices which support health and wellbeing.

Priorities we are focused on improving

Change	Leadership	Productivity	Capability
Our people feel change could be better managed at the agency level, making the journey smoother for everyone.	Our people are looking for clear and aligned communication from their SES leaders, shared regularly and in a variety of ways.	Our people find our changing technological environment challenging and want to know what to use, when, and how.	Our people want support to grow critical capabilities that will help them thrive as the workplace continues to evolve.

Actions we are committing to

Priority	Actions
Change	• Develop ABS' Organisational Change Framework to guide the organisation through future transformation initiatives. • Integrate a comprehensive suite of tools and training resources to deliver consistent and positive change experiences across the workforce.
Leadership	• Develop a toolkit to foster clear, open dialogue between senior leaders and their teams.
Productivity	• Provide clear, actionable guidance to help individuals and teams get the most out of ABS' new information management, communication, and collaboration tools. • Launch a self-service request tool to provide easy access to M365 Teams and SharePoint sites. • Pilot ABS' Internal Talent Marketplace using Viva Engage. • Streamline access to corporate information and resources through the ABS Intranet and SharePoint communication sites.
Capability	• Trial new learning experiences that reflect the diverse preferences, needs, and experiences of our people. • Develop learning resources and pathways to grow ABS data science capabilities with an increased focus on R and Python.