

# 2024 APS Employee Census: TEQSA action plan

The [APS Employee Census](#) is an annual employee engagement survey used to collect confidential attitude and opinion information from staff about their personal experiences in the workplace. It is an opportunity for all staff to share their experiences of working in TEQSA and for TEQSA to gain insights into its employees' experiences in the workplace. TEQSA is committed to taking purposeful action to respond to survey results and to strengthen our work environment and culture.

Through consultation with senior executives, managers and staff, TEQSA has confirmed its objective to strengthen the improvements already made in the below 3 focus areas, over the next 12 months.

## Focus areas

### Communication and change

Staff feel there is effective communication and consultation across levels and between senior executives, managers and staff, especially about changes at work.

**Goal:** Continue to increase staff engagement through organisational change with clear, regular communication.

### Inclusive workplace and flexible work

**Inclusive workplace:** Staff feel TEQSA's workplace is inclusive, diversity is celebrated, and inappropriate behaviour is addressed in a timely manner.

**Flexible work:** Staff feel they have reasonable access to working flexibly and that teams can balance their operational requirements across diverse ways of working.

**Goal:** Continue to ensure inclusive and flexible practices are supported and integrated into our work.

### Enabling innovation

Staff are willing and are able to be innovative and TEQSA provides a culture that is supportive of innovation.

**Goal:** Develop and support a culture where staff are inspired and encouraged to initiate improved ways of working.