



Australian Government
Clean Energy Regulator

OFFICIAL

2023 APS Census

Action Plan

October 2023

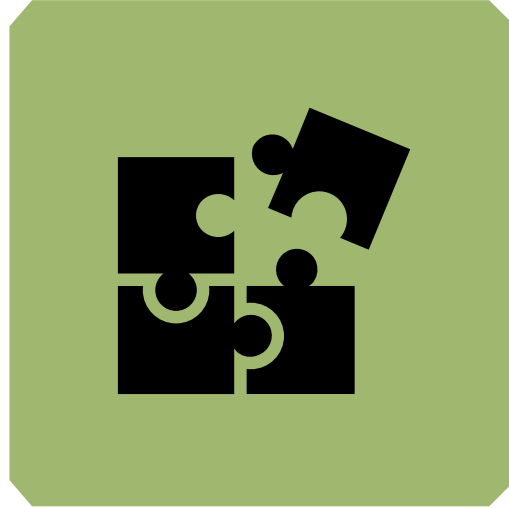


Key Metrics



76

Employee Engagement
index score



70

Enabling Innovation
index score



74

Communication and
Change index score

Key Theme One Staff Engagement

We have identified how staff engagement is driving performance, which is reflected by our strong scores.

Our goal is to maintain our strong engagement question scores and increase our retention.



Staff Engagement Action Summary

Our action steps to
achieve this goal include:

1

Impactful messaging from SES on the importance and value of engagement with other areas of the organisation

2

Development and implementation of an Employee Value Proposition to strengthen factors to maintain strong personal attachment to the agency

3

Results from other action items will encourage and increase staff engagement

Key Theme Two

Culture of Innovation

Our agency ranked 11 out of 100 APS agencies for the innovation index, and we have identified how this culture of innovation drives our performance, productivity and work outcomes.

Our goal is to identify and implement strategies to maintain this score.



Culture of Innovation

Action Summary

Our action steps to achieve this goal include:

1

Empower teams within and across different work groups to discuss and create innovations, considering different perspectives of what innovation is

2

Collate teams' ideas into the scoping on the next phase of how we use AI and machine learning within the agency

3

Encourage creative thinking to improve scheme participation and compliance outcomes in a more cost effective way that reduces regulatory burden.

4

Empower all staff to recognise local and team innovation, including recognising and acknowledging failure as a part of the process of innovation

Key Theme Three Communication and Change Management

We are often innovating and implementing change but we don't do enough of communicating with people on what we are implementing.

A focus on communication and change management will be important to target and build strategies for.



Communication and Change Management Action Summary

Our action steps to achieve this goal include:

1

Obtain feedback from staff on internal agency information communication

2

Human Resources and Communications working on a strategy to increase engagement with the intranet and other internal communication avenues

3

Continue with in-person and live streamed all staff events to ensure they are inclusive to staff no matter where their work location – for example major announcements and staff awards

4

Enhance internal communications about change occurring in the agency by encouraging internal guest speakers at branch or section level meetings to discuss changes and increase the awareness of the work occurring outside of that branch or section

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Thank you

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