2026 FSANZ Census Action Plan

FSANZ will focus on practical improvements in priorities and workload management, communication and change, and leadership cohesion, in response to the Census and Staff Experience Survey.

Target area	Goal	Existing work and supports	Actions
Organisational priorities and workload management	We align priorities and timeframes with available resources.	Existing agency planning, tracking of applications and proposals, flexible working, wellbeing supports and processes for raising workload concerns.	• Executive and Leadership Team formally review whole-of-agency workloads, capacity and pressures quarterly and communicate if any activities are to stop, pause, or change in response to resource pressures. • All staff raise workload and delivery pressures with their supervisor early, with clear escalation pathways to decision-makers as needed. Clear feedback on priorities, resources, and timeframes to be provided efficiently in return. • Monitor and promote wellbeing, maintaining pathways to escalate concerns.
Communication and change	We communicate decisions clearly, involve staff early, address feedback and clarify responsibilities and follow-through.	Existing communication channels and change management resources.	• Involve staff early in significant changes, explain decisions and how feedback has been considered, and identify a change lead where appropriate. • Share updates on the OneFSANZ Hub and Change Management SharePoint site. Update and promote practical change-management guidance. • Reinforce shared responsibility for clear, timely and open communication, encouraging all staff to share information, listen and seek clarification.
Cohesion and empowerment	We build trust through visible, consistent and accountable leadership, recognition of staff contributions and clear follow-through on commitments.	Established agency forums, quarterly CEO cohort meetings, branch meetings, weekly CEO updates and staff recognition.	• Report progress on agency commitments promptly and transparently on the OneFSANZ Hub. • Hold quarterly Ask the Exec sessions and report back on questions, commitments and progress. • Ensure opportunities and vacancies are highlighted