



# 2025–26 Census Action Plan

Our people are essential to delivering an efficient and effective Agvet chemical regulatory system. We are committed to developing, retaining and attracting talented individuals through inclusive communication and visible, accountable leadership.

In 2025, 84% of our workforce participated in the APS Employee Census. The results show we are purpose-driven, future-focused, and committed to delivering outcomes for government, Australian businesses and communities.

92% of our people believe in the purpose and objectives of our agency and 95% understand how their roles contribute to the public good.

Our Census Action Plan builds on these strengths by setting clear priorities, transforming how we work, and embedding inclusion to foster a respectful and empowering workplace.

## Actions

Unblock the system

Make careers real

Embed inclusion in every decision

## Goals

Streamline workflows, technology, and approval processes to enable more efficient and empowered ways of working.

Build visible and supported career pathways through broad banding, succession planning, and targeted development initiatives.

Support staff with disability, neurodivergence, and culturally diverse backgrounds through inclusive communication and visible, accountable leadership.

## Measures

- ✓ Align structures and workflows to reduce duplication and enable efficient collaboration.
- ✓ Upgrade the intranet to improve usability and streamline access to information.
- ✓ Implement a new managed service supplier for ICT services.

- ✓ Explore broad banding to support flexibility and career mobility and progression.
- ✓ Strengthen professional and leadership development to build future-ready capability.
- ✓ Implement a capability framework to support career pathways and skills development for a trusted transparent and fair regulator.

- ✓ Launch the refreshed Diversity and Inclusion strategy to strengthen inclusive culture and accountability.
- ✓ Deliver a phased rollout of APVMA Diversity Networks to embed inclusive practices across the agency.