

FEDERAL COURT OF AUSTRALIA (ENTITY) 2023 ACTION PLAN

CELEBRATE

Things we do well

- Dedicated and committed staff.
- Good communication and support at a team level.
- Social activities that build and grow relationships and connect teams.
- Employees who believe strongly in the purpose and objective of the organisation and say they are willing to “go the extra mile” when required.

INVESTIGATE FURTHER

Opportunities to explore

- How do we ensure all organisational communications are designed to have the appropriate impact on the employees.
- How can we improve the relevance, type and amount of training provided to managers and employees.
- How do we provide recognition of the work and effort that occurs across all areas.
- What can we do to help employees maintain a healthy work/life balance.

OPPORTUNITIES

Areas to focus on

- Systems to better support Team Leaders and Managers.
- Continue work to maintain and build employee Wellbeing.
- Create more inclusive change management processes.
- Further promote career pathways to assist employees build careers within the organisation & attract potential employees from outside the organisation.

AREAS FOR ACTION

People

- Develop our people through formal and informal learning & development activities to ensure they have the right knowledge and skills to achieve their work & career goals.
- Identify and publicise potential career paths across the FCA Entity for existing and potential employees.
- Recognise and celebrate the achievements of our employees.
- Engage with employees about the potential benefits of flexible working, where possible.

Communication & Change

- Develop appropriate communications guidelines & protocols to facilitate supporting employees’ work in a geographically dispersed organisation.
- Review existing communications tools to ensure employees can access current relevant information as required.
- Provide meaningful and relevant communications training within the organisation, with a particular emphasis on team leaders, managers and executive.
- Foster appropriate engagement with employees when change is being planned to assist in implementing that change effectively.

Wellbeing

- Emphasise existing health and wellbeing initiatives and increase the opportunities for employees to engage with them.
- Review existing work practices to promote work/life balance for all employees.
- Investigate and implement further wellbeing programs to encourage all employees to engage in activities designed to increase their wellbeing.
- Identify possible ways to break down barriers that may be created as a result of flexible working.