



2024 Employee Census Action Plan

Celebrate

What do we do well?

We are proud to be a workplace where:

- Employees feel supported by their immediate Supervisors.
- Inclusiveness and diversity are seen as integral to our culture.
- Significant improvements have been made on Wellbeing, Working Conditions, Communication and Recognition of Achievements.

Investigate further

What do we want to explore?

We want to identify how we:

- Develop a culture where employees feel connected to their workplace and more actively involved in decisions and actions.
- Further help employees develop resilience through targeted Wellbeing systems and activities.

Opportunities

What do we need to focus on?

We are committed to becoming a workplace where:

- Innovation is a key operating principle wherever possible.
- Communication & change are proactive and collaborative.
- Wellbeing continues to be prioritised as a key metric.

Innovation

Goals

A workplace where:

- All employees are provided with the support and opportunities to create better work process.
- Innovation is encouraged, recognised and rewarded.
- Changes to the work environment, are responded to proactively.

Actions

We will:

- Foster a culture where new ideas are welcomed and explored.
- Implement local processes that invite and celebrate innovation and 'new ways of working'.
- Assist Managers & People Leaders to develop their communications and change management skills.

Potential obstacles

We acknowledge:

- There may be a limited ability for some forms of innovation due to legal or legislative requirements in some parts of the Courts' work.
- Decision-making processes can sometimes be seen as barriers to innovation.

Owner

- Senior Executives
- Managers & People Leaders
- People & Culture
- Communications

Communication & Change

Goals	Actions	Potential obstacles	Owner
<p>A workplace where:</p> <ul style="list-style-type: none"> • Clear, consistent, and timely communication is an integral part of our culture. • Internal communication channels and processes are constantly improving and effective. • People understand changes happening in the organisation and their work areas. • Employees are appropriately consulted and understand the need for change. • Employees are supported through change. 	<p>We will:</p> <ul style="list-style-type: none"> • Continue to refine internal communications channels to provide employees with relevant and timely information. • Provide managers with formal & informal learning activities to develop communication and change management skills. • Provide tools to ensure that change is communicated in a way that provides employees with the information needed to understand change. • Work to develop a culture where change is truly collaborative. 	<p>We acknowledge:</p> <ul style="list-style-type: none"> • Our complex structure may make streamlined communication difficult to implement. • Multiple existing communications channels across the organisation can create confusion. • There are variable levels of experience across the organisation in terms of change management. • A level of change fatigue in some areas of the organisation. • Employees who have experienced some of the difficulties associated with change and how it has sometimes been implemented. • Employees who may be frustrated that change takes time. 	<ul style="list-style-type: none"> • Senior Executives • Managers & People Leaders • People & Culture • Communication

Wellbeing

Goals	Actions	Potential obstacles	Owner
<p>A workplace where:</p> <ul style="list-style-type: none"> • The importance of a holistic approach to wellbeing is always prioritised. • All employees recognise and act on their role in developing and maintaining organisational resilience. • Wellbeing Initiatives are people-centric and support employees at all levels. • Employees are fully aware of, and able to readily utilise wellbeing resources. 	<p>We will:</p> <ul style="list-style-type: none"> • Create more opportunities for Managers & People Leaders to develop the skills to have people focused conversations and check-ins with their team members. • Provide guidance on the creation of wellbeing activities for teams, work locations and all parts of the organisation. • Encourage all employees to be aware of their own overall wellbeing, its impact on themselves, others and to seek support when required. • Continue to build a culture where employee wellbeing is seen as central to organisational performance. 	<p>We acknowledge:</p> <ul style="list-style-type: none"> • A low level of employee awareness regarding wellbeing services and support systems. • Some perceived stigma associated with asking for support for some people. • Employees who may be unable or unwilling to discuss wellbeing with their Managers. • Managers who may need support to have meaningful conversations about wellbeing. • A workplace with high level workload demands in complex and sensitive settings. • Limited budget to fund additional roles to support the work of the organisation. 	<ul style="list-style-type: none"> • Senior Executives • Managers & People Leaders • People & Culture • Communications • All Employees