

2025 Employee Census Action Plan




The National Library of Australia's 2025 Census had a 76% participation rate. Key strengths to celebrate have been identified as have opportunities for improvement.

As we all have a role to play in taking steps to improve our workplace, the Library's Executive team have identified three areas to focus on in the year ahead. Staff have contributed to the development of the key actions.

The Library's 2025 Employee Census Action Plan is further supported by branch action plans that address specific areas of focus relevant to their results.

Key strengths to celebrate:

- teamwork and fostering strong working relationships
- providing high-quality services to the public and our stakeholders
- creating inclusive workgroups which are supportive of diverse people and diverse views
- enabling managers to support their teams with their health and wellbeing whilst delivering work

Theme	Purpose	Key Actions
<p>Equipping managers to manage high performing hybrid teams</p> 	<p>Managing people is both rewarding and challenging. Hybrid teams have different opportunities and challenges to manage.</p> <p>Ensuring our managers have the necessary tools to manage their hybrid teams will contribute to an effective and high performing organisation.</p>	<ul style="list-style-type: none"> • HR to investigate the viability of developing a Community of Practice (CoP) for managing hybrid teams. This will include seeking contributions from other branches who have found useful and successful approaches with hybrid teams. • HR will investigate socializing a rolling schedule of activities and learning 'spotlights' to build high performing hybrid teams, which will include the Speak up Culture 4C practices of Show Curiosity and Speak with Candour. • HR, Digital branch and the CoP to co-design an intranet page with resources on hybrid team management and fostering team cohesion. • HR to review and update the performance management documents to better support hybrid working arrangements.
<p>Wellbeing</p> 	<p>The Library's wellbeing index has improved significantly since 2020. Retaining focus on this for one more 'Action Plan' year will assist with strengthening our approach to wellbeing and aid to embedding it into existing practices.</p> <p>A workforce who knows that their wellbeing is a priority leads to a healthier and more engaged workforce.</p>	<ul style="list-style-type: none"> • HR to increase awareness of the Library's Health and Safety Representatives (HSR), Respectful Relationships Officers (RROs), Disability, Neurodiversity and Allies (DNA) Network and Employee Assistance Program (EAP). • HR, HSRs, RROs and DNA Network to codesign a wellbeing intranet page and explore other options including a calendar (to subscribe to) and the development of a wellbeing MS Teams channel. The focus will be on the PERMA theory of wellbeing (Positive emotion, Engagement, Relationships, Meaning and Accomplishment) plus health and will include reference to the Speak up Culture 4C practice of Listen with Compassion.
<p>Change management</p> 	<p>Change is constant. Having a continued focus on change management will enable our workforce to manage change effectively as active and informed participants.</p>	<ul style="list-style-type: none"> • PMO & Procurement to develop a guide and resources on 'Effective consultation' to be presented at the Project Management CoP. • PMO & Procurement and HR to codesign a learning 'spotlight' program which will include the Speak up Culture 4C practice of Act with Courage.