SIA Census Action Plan 2025-2026

Category/Theme	Proposed Actions
SES Visibility and Communication	1. Commitment from Executive to be visible and present to the workforce and find ways to provide timely recognition and gratitude (as per our **SIA Reward & Recognition Framework).** 2. Continue to identify ways to facilitate and mature the ways both general and '*need to know'* information, and decisions flow up, down and across the agency. This will include identifying and actioning a pragmatic and timely way to share with staff the decisions made by the Executive.
Knowledge Sharing and Innovation	3. Revamp key programs including the **SIA Induction Program**, enabling staff to build a network, from the beginning of their employment, and sustain momentum with the **Innovation Forum**, including a record of proposed innovations and resulting implementations. 4. Provide more opportunities for teams and non-executive staff to present at **All Staff Meetings** – rotation of hosting the All Staff around Branch's (who can build the agenda with Executive and use as a platform to share innovations/achievements/plans/aspirations etc. of their teams).
Strategic Thinking and Risk	5. Build risk and decision making capability and confidence through our **SIA L&D Program** and **SIA Leadership Programs** (underpinned by ongoing enhancements to our Risk Management Framework and resources) to equip and support staff to make risk-informed decisions and understand potential impacts. 6. As part of the annual delegations and policy review cycle, ensure decision making is at the lowest reasonable level, allowing teams to easily identify decisions that sit with them.
Values based behaviour	7. Ensure all staff, including senior leaders and managers, are aware of the expectation to role model and act in positive and values based ways, including promoting opportunities to build positive workplace culture (including with our **Days of Significance**). 8. Deliver targeted communication and learning (via **SIA L&D Program)** to equip staff and leaders with the skills to call out negative behaviour, praise positive behaviour and understand reporting processes, privacy and confidentiality.