



**Australian
BORDER FORCE**

2023 Census Action Plan ABF

Actions will be supported by a Senior Leader 'Advocate', to ensure effective implementation and success of the Plan

Employee Engagement and Wellbeing



Celebrate staff achievements across the ABF and personally thank staff for their efforts

Leadership



Develop an ABF SES leadership commitment statement on culture

ABF SES to be more visible and accessible through regular engagement with their staff

Innovation



Develop an ABF specific definition of 'innovation'* and what it means to be innovative

Showcase examples of innovation in ABF, with a particular focus on smaller workplaces and ways of working

Workplace Conditions and Performance



Review workforce policies to improve mobility and placement opportunities, retention and operational outcomes

Workplace Culture



Implement and embed ABF Respect@Work Framework

Promote and support positive workplace behaviour

Change Management



Explain reasons for change and genuine consultation

*in conjunction with similar work being undertaken by the Department

Empower our Culture

3,922 responses received from **6,119** staff