

National Library of Australia's 2024 APS Census Action Plan

The National Library of Australia took part in the 2024 APS Employee Census. Our results provided valuable insights to reflect on our successes and identify opportunities for improvement. We have identified three key priority areas to focus on for the next 12 months.

What we are doing well

Inclusive

We have an inclusive culture where our workgroups are supportive of diverse people and diverse views.

Delivering for Australians

We are proud to work at the Library and go the extra mile. Staff also have a strong understanding of how their role contributes to achieving outcomes for the Australian Public.

Areas where we could be doing more

Internal communication and change

We need to continue to improve the way we communicate with each other and how we manage change across the Library.

Wellbeing and workloads

Understanding workload pressures and improving how we prioritise our work is important in supporting our wellbeing.

Enabling innovation

Even though we have ideas for new ways of doing things, we can do more to support a culture of innovation across the Library.

How we are committing to action

We will continue to embed the Library's Change Framework and build change management capability across the Library.

We will conduct a post-implementation review of myNLA (our new intranet) to identify improvements to continue to support staff to find the information they need.

We will support managers and supervisors to cascade important information to assist our staff in understanding change.

We will examine internal communication channels across the Library to identify opportunities for improvement.

We will continue to support staff to prioritise their own wellbeing by regularly promoting wellbeing resources and wellbeing initiatives.

We will strengthen workforce planning and business prioritisation capability across the Library.

We will better align business planning and individual performance plans (plans on a page) and encourage staff and supervisors to have regular conversations to identify and manage workload pressures.

We will review the Director-General's Excellence Awards and consider how we recognise and celebrate innovation.

We will engage with diversity of thoughts and ideas from across the Library (and beyond) when we are problem solving or seeking fresh ideas.

We will continue to support capturing Lessons Learned for enterprise projects and encourage leveraging lessons for innovation and improvement.

We will regularly review and address administrative pain points to support innovation and improve efficiency.

We will develop a Library-wide approach to building staff capability for the use of AI including awareness and ethical use of AI.