

Action Plan – our roadmap to success

	GOALS	ACTION STEPS	CURRENT IMPLEMENTATIONS
1	SETTING UP TEAMS FOR SUCCESS The NFSA commits to providing supervisors with the support and skills required to effectively lead employees within their teams.	<ol style="list-style-type: none"> 1. Provide leadership development training to staff at EL1 and EL2 levels. 2. Ensure Management Group meetings provide supervisors with clear communications to relay to staff. 	<ul style="list-style-type: none"> • PDMD conversations have begun with increased emphasis on aligning with Work Level Standards. • Providing staff with appropriate professional expectations.
2	IMPROVE WORKFORCE DEVELOPMENT The NFSA commits to providing staff with the resources needed to optimise performance.	<ol style="list-style-type: none"> 1. Development of a Workforce Plan to identify existing challenges and to implement workforce solutions. 2. Identifying targeted opportunities for learning and development. 	<ul style="list-style-type: none"> • NFSA has commenced development of its workforce plan
3	COMMUNICATE CHANGE MANAGEMENT EFFECTIVELY Census results suggest we can improve how we communicate change. Proactively involving staff in change management processes will contribute to engagement in these processes.	<ol style="list-style-type: none"> 1. Institute a high-level program steering group comprising EL and Senior Executive staff to guide and plan for change. 2. Introduce new shared planning tools to assist with planning and communicating change. 	<ul style="list-style-type: none"> • Regular scheduling of all staff meetings to provide consistent strategic updates has occurred. • Messaging is also provided via a broad spectrum of channels to reach staff including; email, Yumalundi (newsletter), Yammer, intranet.
4	INCREASING AWARENESS AROUND WELLBEING OFFERINGS Staff wellbeing is paramount at the NFSA, and increasing the visibility and access to wellbeing programs is our priority.	<ol style="list-style-type: none"> 1. Increase the visibility and accessibility to wellbeing programs, P&C to continue highlighting on intranet 2. Continue to encourage staff to participate in diversity and cultural awareness training and to participate in activities to strengthen respect and sensitivity in communications. 	<ul style="list-style-type: none"> • Regular email and Intranet communication of wellbeing initiatives is occurring, and programs are being offered on a regular basis.
WATCHING BRIEF	CONTINUE TO ENGAGE STAFF As an employer of choice, the NFSA strives to create an environment where all staff find satisfaction in their work.	<ol style="list-style-type: none"> 1. Research intrinsic motivators for staff members and incorporate these findings into workforce planning to assist in developing optimal workforce solutions. 2. Increase the visibility of available education and development opportunities to maintain staff engagement. 	<ul style="list-style-type: none"> • The identified Actions aim to reinforce the workforce system and contribute to staff engagement.