

NATIONAL FILM AND SOUND ARCHIVE OF AUSTRALIA - 2025 APS CENSUS ACTION PLAN

The NFSA tells the national story by collecting, preserving & sharing audiovisual media, the cultural experience platform of our time.

Areas we are doing well

Connection to Mission

Staff believe strongly in and understand how their role connects to the mission of the NFSA.

Innovation

Staff believe innovation is encouraged and that innovation is a core element of their role

Inclusivity

Staff believe that the NFSA is an inclusive workplace in which individual talent and skills are valued.

Areas we need to be doing more – Improvement Goals

Commitment to quality leadership

We will aim to embed confidence and skill in leadership across the organisation, with a focus on supporting and developing staff with supervisory duties.

Better promotion of Well-being initiatives

While staff well-being levels are increasing across the Agency, we will increase awareness and promotion of well-being initiatives in the Agency to improve these results even further.

“Living” the Australia Public Service Values

We will engage staff across the Agency in an exercise to contextualise the APS values for the NFSA operating environment.

Psychosocial Safety

We will aim to be at the forefront of psychosocial safety management in the cultural sector, keeping ahead of a critical and rapidly developing workforce issue.

Change Management

Continue to plan, manage and communicate reasons for change in a time of intense delivery of the NFSA agenda.

Actions we are committing to do

Commitment to quality leadership

Action: Design and deliver a leadership course for APS level managers, to uplift their capability and build confident, ethical and capable people leaders.

Promotion of well-being activities

Action: Enhance the promotion of well-being initiatives and services to further enhance holistic well-being and adapt to the changing needs of our staff.

“Living” the Australian Public Values

Action: Engage staff to collectively contextualise the APS values for working in an NFSA context.

Change Management

Action: In the current time of significant delivery and implementation of change, ensure change is closely managed, prepared for and communicated to staff.

Psychosocial Safety:

Action: We will continue to implement the NFSA distressing content policy and procedure while learning from and adapting to ongoing developments in the field.