Australian Government
Australian Fisheries Management Authority

AFMA 2026 **Census Action Plan**

What we heard

Our 2026 APS Employee Census highlighted AFMA's strengths while identifying opportunities to better support our people. Staff expressed a desire for greater access to learning and development, increased awareness of health and wellbeing support, clearer communication during periods of change, and continued investment in supervisor capability.

What we will do

In response to our Census results we have committed to three 2026 - 2027 focus areas:

Performing at our best - Develop more targeted, tailored learning and development pathways across all levels and roles.

Our people first - Foster a safe and healthy workplace for all staff through awareness, communication and greater access to support and resources.

A collaborative workplace - Communicate and equip our teams with tools and opportunities to create a collaborative, streamlined and supported working environment.

Performing at our best

1. Invest in high-quality, tailored learning opportunities for all staff across all roles.
2. Increase access to leadership, technical and professional development programs.
3. Update administrative processes to enable more streamlined and efficient ways of working and reduce unnecessary layers.
4. Promote clear learning pathways for staff to access development opportunities relevant to their career goals.

Our people first

5. Regularly promote health and wellbeing policies, channels and support and how staff can access them.
6. Deliver wellbeing-focused learning, and engagement activities across all offices.
7. Increase visiblity of mental health, psychosocial safety and workplace wellbeing initiatives.
8. Engage with staff to understand what health and wellbeing means to them.

A collaborative workplace

9. Increase opportunities for two-way feedback across all levels of the agency.
10. Create opportunites for staff to contribute to change processes, with clear feedback loops and transparent communication.
11. Improve digital environment to support employee engagement.
12. Better connect staff across all AFMA locations and business areas through various communication channels.