



Focus Area	Leadership	Mental Health & Wellbeing	Inclusion & Diversity	Technology
Goal	Enhance leadership and change management capabilities across the department	Improve the department's processes in response to psychosocial risk factors and issues	Improve inclusion and diversity across the department	Increase employee satisfaction with technology
Actions	<ul style="list-style-type: none"> Start implementing the APSC's SES Performance and Leadership Framework. This framework incorporates the assessment of behaviour into the SES performance appraisal process. Develop and implement a revised consultation policy. The policy will clarify when consultation on workplace change is required and the various forms it may take. Increase uptake in leadership and management training through a communication campaign highlighting the broad suite of courses available to DFAT staff. 	<ul style="list-style-type: none"> Build on the early success of the DFAT Mental Health & Wellbeing Strategy 2023–26 by continuing to implement actions, including: <ul style="list-style-type: none"> increasing the Mental Health and Wellbeing Officer Network across the overseas network increasing training in management of psychosocial risks embedding psychosocial risks into Division and Post WHS risk registers. Release an internal WHS procedure on risk managing psychosocial hazards (such as job demands, traumatic events etc). Support this with further initiatives to embed psychosocial controls into WHS systems across the department. Roll out the People@Work survey tool across the department to provide greater insight into psychosocial issues affecting the workforce. Develop and implement a new policy on unacceptable behaviour, incorporating the outcomes of the review of existing anti-bullying, harassment, and sexual harassment policies. Explore specific areas of concern across diversity cohorts and consult widely. 	<ul style="list-style-type: none"> Finalise and implement DFAT's Inclusion and Diversity Strategy. The strategy will develop a holistic approach to building inclusive workplaces and promoting diversity across the DFAT network, including commitments that cut across all diversity cohorts as well as commitments specific to each cohort. Launch a new Reconciliation Action Plan (RAP) to embed positive, respectful relationships with First Nations communities and people. Conduct a communication campaign to encourage employees to update their diversity information in the newly revised 'My Diversity' tab in PeopleSoft. 	<ul style="list-style-type: none"> Implement actions outlined in DFAT's ICT Strategy 2023–25. Its three key priorities focus on improving the sustainability, user experience and security of DFAT's ICT. Develop and deliver a faster and more intuitive intranet with improved data access and information search technology. Expand the network of Regional Technical Officers overseas to improve ICT support and responsiveness for Posts. Update the user interface and user experience of ODIN into a single, unified, modern, browser-based interface.