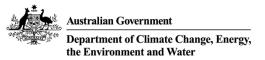


# **Russell Response Plan**

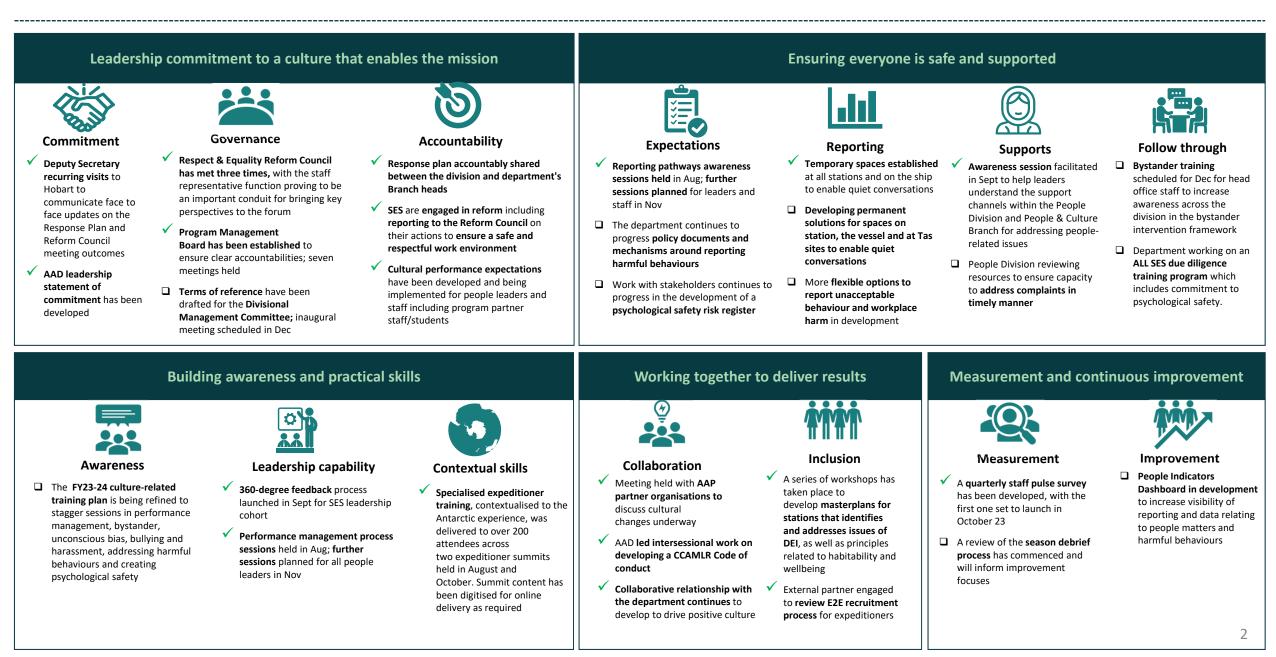
Quarterly Report – September 2023

**Emma Campbell** Division Head, Australian Antarctic Division





# **Russell Response Dashboard**





4C

5B

Australian Government

<sup>\*\*</sup> Department of Climate Change, Energy, the Environment and Water

# Key achievements

2B

# Key achievements against the recommendations outlined in the Response Plan

#### Expeditioner Summit

A great deal of work was undertaken across the division to prepare for our first Expeditioner Summit. Specialised expeditioner training, contextualised to the Antarctic experience, was delivered to almost 100 attendees at the inaugural expeditioner summit in August.

The summit is a new way of delivering mandatory, pre-departure training which captures some – but not all – of the training and orientation our expeditioners are expected to complete before heading south. Importantly, the summit reinforces our focus on culture, safety and respect, and bringing together groups of people to form a community.

Positive feedback was received and taken on board to ensure the second summit in October is equally as successful.

#### Census Results

A total of 288 AAD staff responded to the 2023 APS Employee Census, a 71 per cent response rate. 29 per cent said they reported unacceptable behaviour, up by 10 percentage points since 2022; and four per cent said it was reported by someone else, up four percentage points since 2022.

Whilst we would like to see all instances of inappropriate behaviour reported, the increase in reporting outlined in AAD's Census results is also reflected in an increase in complaints made by staff to the Department's Professional Ethics and Standards Section. This is a positive step and suggests some AAD staff are feeling more comfortable in reporting inappropriate behaviour.

# Cultural Performance Expectations

Cultural Performance Expectations have been introduced and incorporated into performance agreements for all staff who participate in the AAD or AAP performance review process.

A series of qualitative and quantitative metrics serve as guideposts, helping align our behaviours and expectations with the psychologically safe and inclusive culture we are collectively working to foster. They create a feedback loop that allows staff to gauge how effectively they are contributing to cultural reform, and identify areas for improvement. The expectations have been developed with input from staff representatives through the Reform Council, and tailored for staff with people leader responsibilities.

# Leadership Capability

The Professional Ethics and Standards and People Support Sections have delivered workshops to people managers during August. The training was designed to enhance leaders' ability to recognise and respond to bullying, harassment, and discriminatory behaviour, including how to access departmental tools and support.

Future Performance Management and Behaviour workshops are planned, along with additional workshops on Psychological Safety and Trauma Informed Response.

# Flexible Reporting Options

Progress being made to move to a more person-centric approach to response mechanisms. This includes through the development of more accessible reporting options such as mobile-compatible webforms, and delivery of reporting mechanisms awareness sessions to increase understanding in the reporting process.



#### SES 360-degree Feedback Process

In September, the 360-feedback process was launched for the AAD's SES. Facilitated by Artemis Partners, this assessment is based on the Leadership Circle Profile, a data-driven tool that helps leaders gain insights into how their leadership is perceived in the workplace, supporting their development. Insights have shaped the focus on development areas addressed through ongoing 1:1 coaching the SES is participating in.

# Key dates

## October 2023

- □ **2-6 October** 2<sup>nd</sup> Expeditioner Summit
- 19 October 3<sup>rd</sup> Respect and Equality Reform Council meeting

## November 2023

- 9-10 November Professional Ethics and Standards and People Support training in reporting process, reporting mechanisms available and the department's internal performance management processes.
- □ **14 November** three-year planning workshop

## December 2023

- 2-6 December MATE Bystander training
- 5 December 4<sup>th</sup> Respect and Equality Reform Council meeting
- Mid-December Inaugural Divisional Management Committee Meeting

