Australian Government
Climate Change Authority

2026 Authority Census Action Plan

CLIMATE CHANGE AUTHORITY

This Action Plan brings our values to life, particularly our commitment to valuing our most valuable asset: our people. Its actions aim to create a clearer, more supportive and inclusive workplace where staff can contribute, develop and perform at their best.

Focus areas	Actions we will take
New focus	
Role clarity and workload realignment	• Finalise and implement the Strategic Workforce Plan – particularly actions to strengthen role clarity and decision rights. • Support staff to raise competing demands so workloads can be reviewed and aligned.
Change management	• When planning and implementing change, leaders engage with staff to clearly communicate the rationale, timing and impacts and seek input and feedback. • Continue to build manager capability through practical training and resources in change leadership and continually encourage peer learning and knowledge sharing.
Collaborative leadership	• Strengthen collaboration among SES and between leaders of all levels to support a cohesive, one-CCA approach. • Clearly communicate Authority-wide priorities, and who is accountable for leading work. • Continue to improve matrix management, including how staff are allocated across projects.
Maintain	
Priority actions from our 2025 Census Action Plan	• Investing in staff capability and expertise, by supporting a wide range of learning and professional development opportunities. • Supporting employee wellbeing through the implementation of the Mental Wellbeing Action Plan. • Embedding the APS Speak Up culture.