



Australian Government  
Australian Radiation Protection  
and Nuclear Safety Agency



# WORKFORCE PLAN 2021-2022

Draft working document

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COVERING THE PERIOD 2021-22 TO 2024-25





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# ARPANSA Strategic Workforce Plan 2021-25

Change and risk drivers	Workforce impacts	Priorities 2021-23	Outcomes
<p><b>ARPANSA Corporate Plan</b></p>  <p><b>ARPANSA Act Capability Review</b></p>  <p><b>Nuclear Submarine Regulatory Capability</b></p>  <p><b>ARPANSA Centre of Dosimetric and Measurement Excellence</b></p> <p><b>Australian Radioactive Waste Agency</b></p> <p><b>COVID-19: Mental health and workplace flexibility</b></p>  <p><b>Diversity Equity and Inclusion commitments</b></p>  <p><b>Leadership transition</b></p>  <p><b>APS Workforce Strategy</b></p>  <p><b>ARPANSA Workforce</b></p> 	<p><b>Organisational capabilities</b></p> <p><b>Employee skills and knowledge</b></p> <p><b>FTE and ASU</b></p> <p><b>Budget</b></p> <p><b>Structure and teams</b></p> <p><b>Investment prioritisation</b></p> <p><b>Scenario planning</b></p>	<p><b>A Learning Organisation</b></p>  <p><b>Career Pathways</b></p>  <p><b>Change skills</b></p>  <p><b>Diversity Equity and Inclusion</b></p>  <p><b>Mental health</b></p> 	<p><b>An improved employee experience that attracts, retains and engages high performing people</b></p> <p><b>Employer of choice</b></p> <p><b>Sustainable capability</b></p> <p><b>The right people with the right skills and knowledge in the right roles to deliver continuity of service to internal and external stakeholders</b></p> <p><b>Strategic alignment</b></p> <p><b>Clear line of sight between our roles and ARPANSA's purpose</b></p>

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## Nuclear Submarine Regulatory Capability

The announcement of Australia's greater need for regulatory advice and assessment came about when on 16 September 2021, the Prime Minister of Australia, the Prime Minister of the United Kingdom and the President of the United States of America, announced an enhanced trilateral security partnership between Australia, the UK and the US (AUKUS). The Government agreed to the establishment of a multi-agency Nuclear-powered submarine taskforce to establish a pathway for Australia to acquire nuclear-powered submarines over an 18 month period. A key element that the taskforce will be responsible for is establishing stewardship arrangements that meet both Australian Government expectations and those of Australia's strategic international partners. ARPANSA as the federal regulator has significant experience of

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direct relevance to the work of the taskforce, and has already made a significant workforce contribution to support this work. s 33 - security

The demand for increased capability to respond to the regulatory requirements for nuclear submarines only adds to the existing drivers deriving from the ARPANSA-initiated Integrated Regulatory Review Service (IRRS) mission to Australia, and the resulting recommendation that we 'ensure that all parties having responsibilities for safety of facilities and regulatory activities have the necessary competence and resources to carry out their responsibilities'. While early work has commenced on a range of artefacts to support competency assessment and the gathering of data on staff skill proficiency levels and role requirements against the international regulatory competency framework<sup>2</sup>, s 33 - security

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<sup>2</sup> [IAEA Methodology for the Systematic Assessment of the Regulatory Competence Needs \(SARCoN\) for Regulatory Bodies of Nuclear Installations](#)

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