










## ARPANSA 2025 Census Agency Plan

#	Target area	Type of goal	Goal	Planned actions across 2025
1	 <b>Leadership</b>	Key focus 2024/5	To ensure all people managers across the agency, at every level of leadership, have the leadership knowledge and capabilities to act at level, in accordance with their accountabilities to ensure their teams can perform optimally.	<p>Executive Group to continue with regular leadership workshops to strengthen leadership team effectiveness and individual leadership capabilities broadly.</p> <p>CEO to hold a half-day leadership forum in February 2025 for the senior leadership cohort and to set the direction of the Agency for 2025. Senior leadership cohort to meet with the CEO to discuss changing agencies priorities, 2-3 times across the year.</p> <p>A core leadership program to be identified/curated for all people leaders in the agency. A pilot cohort to be identified and engaged in a program over the next 12 months.</p>
2	 <b>Innovation</b>	Key focus 2024/5	To intentionally increase the use of innovative technologies, methodologies and practices in projects and regular business as usual work across the agency.	<p>Form a cross-agency innovation team to review innovative projects, actions and systems with the objective of encouraging a culture of innovation and improvement.</p> <p>Continue with Innovation Awards annually, ensuring stories are shared about innovative work.</p> <p>Continue to showcase innovative projects at CEO Check-in meetings.</p> <p>Conduct an innovation activity that encourages ideation and innovation.</p>
3	 <b>Change management</b>	Key focus 2024/5	That all managers and employees have the necessary resources, information and skills to navigate change within the agency.	<p>Develop change management tools that guide people and teams through change and integrate into the change management framework.</p> <p>Conduct specific change management workshops as needed to support change across the agency.</p>
4	 <b>Wellbeing</b>	Key focus 2024/5	To ensure that employees across the agency have a manageable workload aligned with their role in the agency.	<p>Conduct a cross agency focus group to understand some of the key issues causing high job demands and implement actions that are effective in managing job demands.</p> <p>Run a Manager Connect session on effective job demand strategies.</p> <p>Use internal communication channels to provide employees with guidance on tactics to manage job demands.</p>

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5	 <b>Communication</b>	Key focus 2024/5	That managers and employees across the agency feel informed and listened to on key issues impacting their work.	Conduct a focus group to identify strategies to improve internal communication.
				Conduct 2-3 sessions on effective communication in Manager Connect sessions during 2025.
				Managers to conduct timely staff briefings to share messaging around changing areas for work focus.
6	 <b>Inclusive culture</b>	Sustain from 2023/4	That all employees feel respected and connected to the agency goals and values.	Uplift the remit and role of the Diversity Equity and Inclusion (DEI) Working Group to ensure it enables better delivery against DEI plan metrics.
				Progress Reconciliation Action Plan throughout 2025.
7	 <b>Connection to ARPANSA purpose and objectives</b>	Sustain from 2023/4	That employees remain closely aligned with the purpose and key objectives of the agency.	Share quarterly performance updates at the CEO check-in.
				All staff event to include a focus on deeper connection to agency purpose and priorities opportunities for dialogue and exploration in workshops.