



Australian Government
Australian Radiation Protection
and Nuclear Safety Agency



ARPANSA Annual Report **2024-25**

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Preliminary pages

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Distribution

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The publication should be attributed as *Annual Report of the Chief Executive Officer of ARPANSA 2024–2025*.

Acknowledgement of Country

From our scientists to the world's first scientists, we respectfully acknowledge Traditional Owners and First Nations communities and their rich cultures. We recognise, respect and continue to learn from Indigenous sciences, and the deep understanding and observations of land, waters and sky carried and shared by First Nations peoples over thousands of years.

Reader's guide

ARPANSA's *Annual Report 2024–2025* has been prepared in accordance with the Department of the Prime Minister and Cabinet's Resource Management Guide No. 135, *Annual Reports for Non-corporate Commonwealth Entities*, updated in May 2025. The guide sets out ARPANSA's annual report obligations under section 46 of the *Public Governance, Performance and Accountability Act 2013* and the Public Governance, Performance and Accountability Rule 2014.

This year's annual report has been prepared to inform Parliament about ARPANSA's performance and activities in 2024–2025.

The report is available online at www.arpansa.gov.au/annual-reports as well as on the Australian Government Transparency Portal at www.transparency.gov.au

PART 1: CEO foreword	Forward of the CEO, Dr Gillian Hirth AO.
PART 2: Agency overview	An overview of ARPANSA, including its role and functions, and organisational structure.
PART 3: Report on performance	ARPANSA's Annual Performance Statement, report on financial performance and key performance highlights.
PART 4: Management and accountability	Information about ARPANSA's governance, external scrutiny, fraud and risk management arrangements, workforce planning and human resources. Part 4 also contains information about workplace health and safety, and Freedom of Information.
PART 5: Financial statements	Contains ARPANSA's audited financial statements and a report by the Auditor-General.
PART 6: Appendices	This section includes the <i>Australian Radiation Protection and Nuclear Safety Act 1998</i> requirements, including details of advisory bodies and staffing statistics.
PART 7: Reference material	Comprises an abbreviations list, glossary, reporting requirements and alphabetical index and annual report requirements.

Letter of transmittal



Australian Government
**Australian Radiation Protection
and Nuclear Safety Agency**



The Hon Rebecca White MP
Assistant Minister for Health and Aged Care
House of Representatives
Parliament House
CANBERRA ACT 2600

Re: 2024–2025 Annual Report of the Australian Radiation Protection and Nuclear Safety Agency (ARPANSA)

Dear Minister

I am pleased to present to you the 2024–2025 Annual Report for ARPANSA pursuant to section 46 of the *Public Governance, Performance and Accountability Act 2013*, which requires that an annual report be given to you as ARPANSA's responsible Minister for presentation to the Parliament, and section 59 of the *Australian Radiation Protection and Nuclear Safety Act 1998* (the ARPANS Act).

As required by the ARPANS Act, this report provides details on:

- the activities of the Chief Executive Officer (CEO), ARPANSA, the Radiation Health and Safety Advisory Council (the Council), the Nuclear Safety Committee (NSC), and the Radiation Health Committee (RHC)
- any directions given to me by the current or previous responsible Ministers under section 16 of the ARPANS Act and any breach of licence conditions by a Licensee, of which I am aware
- all reports I have received from the Council on matters related to radiation protection and nuclear safety or the NSC on matters related to nuclear safety and the safety of controlled facilities
- any directions I have given as CEO under section 41 of the ARPANS Act and improvement notices that ARPANSA inspectors have given under section 80A of the ARPANS Act.

I also certify as the accountable authority for ARPANSA that, in compliance with section 10 of the Public Governance, Performance and Accountability Rule 2014, the agency has included fraud risk assessments in its Enterprise Risk Management Framework and developed and implemented fraud control plans; has in place appropriate fraud prevention, detection, investigation and reporting mechanisms that meet the agency's specific needs; and I have taken all reasonable measures to appropriately deal with fraud relating to the agency.

Yours sincerely

Dr Gillian Hirth AO
CEO of ARPANSA

ARPANSA snapshot

Talk to a Scientist

enquiries *for 2024–25*



Website statistics

for 2024–25



Staff location *as at 30 June 2025*



Our services *for 2024–25*



UV swing tags *for 2024–25*



Australian Clinical Dosimetry Service audits *for 2024–25*



Licences *as at 30 June 2025*



Media mentions *for 2024–25*



Part 1: CEO foreword

CEO Foreword – Annual report 2024-25

I am proud to present the Annual Report for the Australian Radiation Protection and Nuclear Safety Agency (ARPANSA) for the period 1 July 2024 to 30 June 2025.

During 2024-25, ARPANSA embraced a broad program of work, steered by priorities in Australia's nuclear-powered submarine program and changing responsibilities in national emergency management frameworks.

ARPANSA continues to meet its mandate of protecting the Australian people and the environment through understanding risks and supporting best-practice regulation, research, policy, services, partnerships and engaging with the community.

This period has seen further extension of ARPANSA's contribution to regulation and stewardship for Australia's nuclear-powered submarine enterprise as the current sole Commonwealth radiological and nuclear safety regulator. During this period, ARPANSA was also formally appointed as the lead agency for radiological and nuclear incidents under the Australian Government's Crisis Management Framework (AGCMF).

In parallel to this elevated program of critical work, the agency has also experienced continued workforce challenges as ARPANSA competes to retain and attract expertise from the small but in-demand talent pool of radiation and nuclear specialists.

This foreword reflects on the past year, providing updates on some key areas of effort and sharing our successes and challenges, as we delivered on our purpose.

Radiological and nuclear preparedness and response

In September 2024, ARPANSA officially took on the role of sector lead agency for radiological and nuclear incidents under the AGCMF and its relevant plans. The agency has a long history of working with a range of stakeholders across Commonwealth and state and territory governments to contribute to effective emergency management, and during this period ARPANSA's role in this space was elevated and formalised.

In addition to development of the interim Australian Government Radiological and Nuclear Events Plan (AUSRNEPLAN), during 2024-25, ARPANSA led and participated in a range of exercises and continued to provide support on domestic and international incidents.

Alongside the change in formal responsibilities, ARPANSA continued to provide radiological monitoring capability during visits from foreign nuclear-powered warships to Australian ports. This support is provided through engagement with the Department of Defence's Visiting Ships Panel (Nuclear).

ARPANSA's engagement with Australia's nuclear-powered submarine enterprise

During 2024-25, ARPANSA continued to provide expert advice to Government on regulatory and environmental monitoring matters to support the development of a system of regulation that would meet Australian needs, while upholding the highest standards of nuclear safety and radiation protection.

The Government has announced its intention to establish a new Australian Naval Nuclear-Power Safety Regulator (ANNPSR) to oversee nuclear safety of Australia's nuclear-powered submarine enterprise. The Bill to establish ANNPSR was passed in Parliament on 10 October 2024 and the draft Australian Naval Nuclear Power Safety regulations published for public consultation in June 2025. ARPANSA continues to hold interim regulatory authority for radiological activities relating to Australia's nuclear-powered submarine enterprise until ANNPSR is established, which is expected to be on 1 November 2025.

On 8 July 2024, ARPANSA issued the Australian Submarine Agency (ASA) a licence to prepare a site for the prescribed radiation facility known as the 'Controlled Industrial Facility' (CIF). The proposed CIF will provide low-level waste management and maintenance services to support the Submarine Rotational Force – West program, which is planned at the existing HMAS *Stirling* Navy Base, Garden Island in Western Australia.

On 6 December 2024, ARPANSA received an application from ASA for the next licence stage for the CIF, which is for construction. As with the siting stage, ARPANSA elected to undertake a period of public consultation, which commenced on 11 June 2025. A decision on the application is expected in the second half of 2025.

On 1 April 2025, ARPANSA received an application for a siting licence from Australian Naval Infrastructure for the Nuclear-Powered Submarine Construction Yard at Osborne in South Australia. The application was submitted in phases with additional material due to be submitted in quarter one of 2025-26. ARPANSA has undertaken a preliminary assessment of the information that was provided in the licence application and continues to work closely with the Department of Defence's Nuclear Powered Submarine Regulatory Design team, to support effective regulatory transfer when they transition to ANNPSR from 1 November.

Engaging communities and advancing reconciliation

I have observed firsthand some of the challenges the Government's nuclear agencies are facing in communicating with the broader range of stakeholders interested in Australia's changing nuclear landscape.

While Australia has a long history of high standards of radiation protection and nuclear safety, our footprint is small, and community awareness and nuclear literacy are not well developed in a consistent manner across the nation. This is a challenge faced by ARPANSA and the Australian Government more broadly as we work to demonstrate stewardship underpinned by protection of the environment, workers, patients and communities.

During 2024-25, I am pleased to note that ARPANSA launched our first Reconciliation Action Plan. In September 2024, Reconciliation Australia endorsed this foundational document, which aims to strengthen relationships with Aboriginal and Torres Strait Islander communities and embed reconciliation into everything we do.

As the Australian Government's primary authority on radiation protection and nuclear safety we are committed to learning more from the philosophy and approaches of Aboriginal and Torres Strait Islander ways of doing and being, and support meaningful engagement and learning across our operations.

Part 1: CEO foreword

ARPANSA's performance and financial results

For the financial year ending 30 June 2025, ARPANSA reported an overall operating deficit of \$8.7 million. This is due to depreciation and amortisation expenses of \$5.8 million that do not require appropriation, coupled with additional expenditure in employee benefits and supplier expenses necessitated by the accelerated involvement supporting the Australian nuclear-powered submarine enterprise. Detailed financial performance for ARPANSA during 2024–25 is provided in Part 5: Financial Statements.

The deficit is in line with budget expectations, excluding the impact of depreciation and amortisation expenses and including the carry forward surplus relating to the AUKUS program from last financial year of \$2.8m to fund suppliers. This demonstrates the extensive additional effort ARPANSA has contributed through regulatory, advisory and scientific input to Australia's nuclear-powered submarine enterprise. The agency continued to face workforce and recruitment pressures, which impacted our progress in some areas.

ARPANSA's non-financial performance during 2024–25 is reported on in detail in Part 3: Report on Performance. This showcases the critical work of the agency and the value delivered as the Australian Government's primary authority on radiation protection and nuclear safety. Our analysis outlines the successful delivery of our key activities measured through the performance measures in our Corporate Plan 2024–25.

I hope you find the report informative as we reflect on the varied and important work ARPANSA undertakes to protect people and the environment from the harmful effects of radiation.



Dr Gillian Hirth AO
Chief Executive Officer of ARPANSA

Part 2: Agency overview

ARPANSA at a glance

Our purpose

Our purpose is to protect the Australian people and the environment from the harmful effects of radiation.

Key activities

- Initiate, maintain, and promote frameworks for protection and safety
- Undertake research and provide expert evaluations, advice and services
- Ensure effective and risk-informed regulation
- Enhance organisational innovation and capability

Our outcome and programs

ARPANSA has a single outcome as set out in the Portfolio Budget Statements (PBS):

Outcome 1:

Protection of people and the environment through radiation protection and nuclear safety research, policy, advice, codes, standards, services and regulation.

- **Program Objective – Program 1.1: Radiation protection and nuclear safety**

Protect the Australian people and the environment from the harmful effects of radiation through effective, risk-informed regulation and delivery of services under the ARPANS Act. Scientific knowledge and international best practice are applied to promote awareness of the effects of radiation and a nationally uniform approach to radiation protection of people (the public, workers and patients undergoing medical procedures using radiation) and the environment.

- **Program 1.2 – Nuclear-Powered Submarines**

Support delivery of nuclear-powered submarines capabilities through radiation protection and nuclear safety research, policy, advice, codes, standards, services and regulation.

- **Linked Program – other Commonwealth entities that contribute to Outcome 1**

The Department of Health, Disability and Ageing (Health) Program 1.8: Health Protection, Emergency Response and Regulation

The Department of Health, Disability and Ageing has strategic regulatory policy and national leadership responsibility for radiation protection and nuclear safety, with particular regard to the regulatory framework and health system emergency preparedness and response arrangements. This includes best practice for health technologies related to radiation and nuclear safety.

Role of ARPANSA

ARPANSA, on behalf of the Australian Government, protects the Australian people and environment from the harmful effects of radiation by performing the following functions:

An independent regulator	A health advisor	A service provider
We are the independent regulator of Commonwealth entities that use or produce radiation. Using a risk-informed regulatory approach, we ensure that licensees take responsibility for protection of people and the environment from the harmful effects of radiation.	We build and maintain expertise in the measurement of radiation and assessment of health impacts, including the assessment of risks and responses to radiation incidents. We provide high quality advice to the government and the community.	We offer high quality services for the purpose of protection against the harmful effects of radiation.

Accountable authority

Established by the ARPANS Act, ARPANSA commenced operations on 5 February 1999. ARPANSA replaced the Nuclear Safety Bureau and the Australian Radiation Laboratory.

The CEO, Dr Gillian Hirth AO, is the accountable authority of ARPANSA for the 2024–2025 reporting period.

Responsible Ministers and portfolio

ARPANSA sits within the Department of Health, Disability and Ageing portfolio.

Prior to 13 May 2025, portfolio responsibility for ARPANSA sat with the Hon Ged Kearney MP, Assistant Minister for Health and Aged Care.

As of 13 May 2025, portfolio responsibility for ARPANSA sat with the Hon Rebecca White MP, Assistant Minister for Health and Aged Care.

Location

ARPANSA has offices in Victoria (Yallambie) and New South Wales (Miranda) as well as a small presence in Adelaide and Canberra. The majority of our staff are located in the Victorian office.

Our staff

As of 30 June 2025, ARPANSA had 152 ongoing staff, 26 non-ongoing staff and one statutory appointment.

Organisational structure

Chief Executive Officer

Dr Gillian Hirth AO has held the position of Chief Executive Officer (CEO) since March 2022.

The CEO's functions, as set out in the ARPANS Act, include:

- regulating Commonwealth radiation sources and facilities
- promoting uniformity of radiation protection and nuclear safety policy and practices across jurisdictions of the Commonwealth, the states, and the territories
- providing advice on radiation protection, nuclear safety and related issues
- undertaking research and providing services in relation to radiation protection, nuclear safety and medical exposures to radiation
- monitoring and reporting on the operations of ARPANSA, the Radiation Health and Safety Advisory Council (the Council), the Radiation Health Committee (RHC) and the Nuclear Safety Committee (NSC).

Executive Group

The CEO is supported by the Executive Group (EG), which is comprised of 3 Branch Heads and 3 Office Heads. This group provides the CEO with high-level policy and strategic advice, and reports on matters relating to their individual business groups. Together, the CEO and EG form the leadership team for day-to-day management of ARPANSA.

ARPANSA business groups

ARPANSA has 6 business groups that deliver components of the agency's strategies and services. Figure 1. 'Organisational chart' shows ARPANSA's organisational structure as of 30 June 2025.

Regulatory Services Branch

Regulatory Services Branch provides an independent regulator service to Commonwealth entities that use or produce radiation. Using a risk-informed regulatory approach, we ensure that licensees take responsibility for the protection of people and the environment from the harmful effects of radiation. This branch comprises 4 sections: Source Safety and Security; Facility Safety; Waste, Decommissioning and Transport; and Safety Systems. The branch:

Part 2: Agency overview

- assesses licence applications, issues authorisations, performs compliance inspections and promotes best practice
- assesses and issues import and export permits for radioactive material
- assesses transport plans and grants approvals for transport of radioactive material
- promotes national uniformity in radiation protection policies and practices
- works to achieve the security of radioactive material.

The branch currently oversees 32 facility licences and 55 source licences. The costs for regulatory services are recovered from licence holders and applicants through annual charges and application fees.

Radiation Health Services Branch

The Radiation Health Services Branch provides expertise, specialised resources and services to support the protection of the public, workers and the environment from the hazards of both ionising and non-ionising radiation. We undertake a range of scientific activities and services to characterise sources of radiation exposures, assess the risks to people and the environment from exposure to radiation, and reflect this understanding into advice and guidance to our stakeholders. This branch comprises 4 sections: Radiation Protection Services; Radiation Research and Advice; Modelling, Assessment and Emergency Preparedness; and Monitoring and Emergency Response; and 3 teams: Environmental Protection; Defence Engagement; and Emergency Management.

The branch undertakes a range of national initiatives, including ultraviolet radiation monitoring and services, the Australian National Radiation Dose Register and the radiation monitoring network (established under the terms of the Comprehensive Nuclear Test-Ban Treaty). Emergency preparedness and response systems for field, network and laboratory measurements and information management and decision-support systems are maintained by the branch and aligned with national planning. This branch is responsible for the delivery of the enhanced Electromagnetic Energy (EME) program, as well as research across all modalities of radiation to underpin our advice. It provides a range of commercial services that includes provision of the Personal Radiation Monitoring Service to support Australian workers occupationally exposed to radiation. The branch also provides significant support to the Department of Defence (Defence) and across government for Australia's nuclear-powered submarine enterprise.

Medical Radiation Services Branch

The Medical Radiation Services Branch provides calibration and auditing services and provides advice on the safe and accurate use of radiation in medicine for all Australians. The branch has 3 sections: Medical Imaging; the Primary Standards Dosimetry Laboratory (PSDL); and the Australian Clinical Dosimetry Service (ACDS). The Medical Imaging section is responsible for dose data collection and advice on patient safety within diagnostic imaging and nuclear medicine. The PSDL maintains the Australian Primary Standard for absorbed dose and, by calibrating the equipment hospitals' use to measure radiation against the primary standard, ensures that the radiation equipment

used by a hospital operates accurately. The ACDS performs dosimetric audits of linear accelerators used by radiotherapy providers in Australia and New Zealand. The audits verify that the detectors calibrated by the PSDL team have been correctly implemented into the clinic and that the complex radiation treatment plans of patients undergoing treatment are delivered correctly.

Office of the CEO

The Office of the Chief Executive Officer (OCEO) facilitates, coordinates and supports the activities of the CEO. The OCEO comprises 5 key areas: Security and Insider Risk (Counter Fraud and Corruption); Governance and Strategic Engagement; National Uniformity Policy and Secretariat; Communications; and Work Health and Safety (WHS). The OCEO leads collaboration and communication with the public and government, coordinates international engagement, supports effective risk and compliance management (including maintenance of the ARPANSA Management System) and drives our engagement with states and territories to improve consistency of regulation nationally. The OCEO also provides advice to the agency and government on emerging and strategic issues.

Office for Business Support

The Office for Business Support (OBS) is home to several enabling services and works closely with all branches and offices across the agency to support their operations. The OBS is responsible for 4 key areas: Finance; Digital Technology; Human Resources; and Facilities and Engineering. The office is continuing to modernise the delivery of customer-centric enabling services to the wider agency by finding opportunities to: enhance business partnering; uplift strategic workforce management and planning; progress strategic infrastructure projects to enhance the safety, security and experience of key office sites; and adopt new technologies and continually review our business models to ensure the agency remains fit-for-purpose to deliver its key activities.

Office of the General Counsel

The Office of the General Counsel (OGC) provides legal advice and strategic support to staff regarding all aspects of the agency's operations and assists the CEO in achieving her statutory mandate. OGC provides legal services to support staff to perform their functions and to ensure that in doing so they are compliant with relevant Government policies and legislation. OGC also performs Freedom of Information and privacy functions on behalf of the agency.

Organisational chart

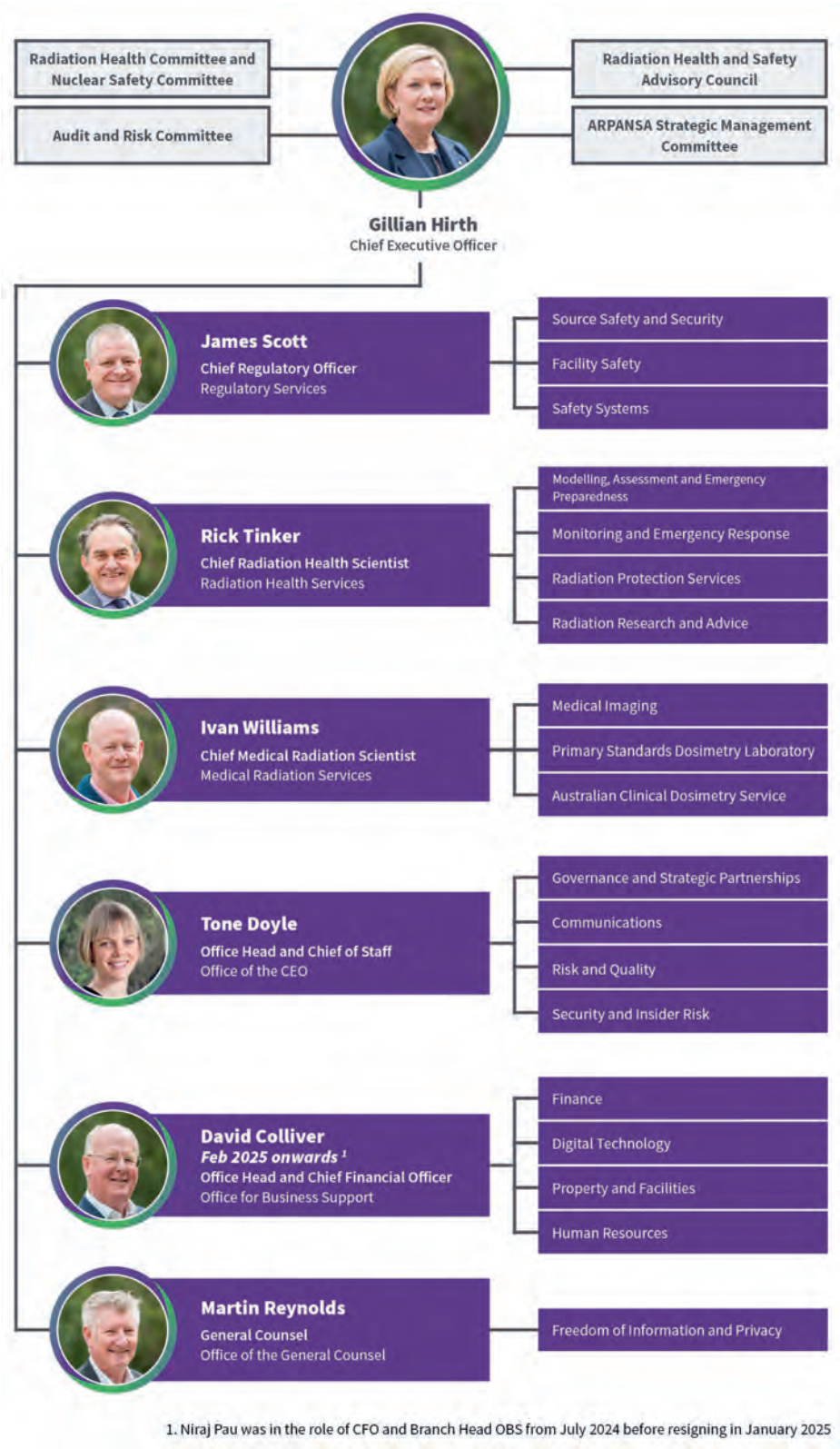


FIGURE 1: ORGANISATIONAL CHART

Part 3: Report on performance

Annual performance statements

Introductory statement

I, as the accountable authority of the Australian Radiation Protection and Nuclear Safety Agency, present the 2024–2025 Annual Performance Statement of ARPANSA, as required under paragraph 39(1)(a) of the *Public Governance, Performance and Accountability Act 2013 (PGPA Act)*. In my opinion, this annual performance statement is based on properly maintained records, accurately reflects the performance of the entity, and complies with subsection 39(2) of the PGPA Act.



Dr Gillian Hirth AO
CEO of ARPANSA

Purpose

ARPANSA's purpose is defined in section 3 of ARPANSA Act – to protect the health and safety of people, and to protect the environment, from the harmful effects of radiation.

As Australia's primary authority on radiation protection and nuclear safety:

- We are the independent regulator of Commonwealth entities that use or produce radiation. Using a risk-informed regulatory approach, we ensure that licensees take responsibility for protection of people and the environment from the harmful effects of radiation.
- We build and maintain expertise in measurement of radiation and assessment of health impacts, including the assessment of risks and responses to radiation incidents.
- We offer high quality services for the purpose of protection against the harmful effects of radiation.

Performance framework

Our framework provides an overview of what we did and how it supported the achievement of our purpose.

Our outcome, as set out in the PBS, is to protect people and the environment through radiation protection and nuclear safety research, policy, advice, codes, standards, services and regulation. This is specifically measured by our performance measures, which have been correlated to 4 key activities representing significant areas of work:

Part 3: Report on performance

- 1. Initiate, maintain, and promote frameworks for protection and safety.
- 2. Undertake research and provide expert evaluations, advice and services.
- 3. Ensure effective and risk-informed regulation.
- 4. Enhance organisational innovation and capability.

Our performance measures include a mix of effectiveness and output targets, which enables us to assess how our key activities have supported the achievement of our purpose and outcome. For the 2024–25 reporting period, the agency identified 21 performance measures, 16 of which were developed under the Corporate Plan, and 5 established under the ARPANSA PBS 2024–25. To allow for transparent monitoring of measures with contributions from multiple branches/offices, PBS 1 and PBS 3 were divided into result components and assigned to their respective contributors. For annual reporting purposes, targets and planned performance results are assessed to determine if the correlated measure has been achieved, partially achieved, or not achieved.

Corporate Plan performance measures are referenced numerically as they appear in the 2024–25 Corporate Plan, while PBS measures are distinguished with the PBS prefix. All measures assessed in this report can be cross-referenced in the 2024–25 Corporate Plan and 2024–25 Health PBS.

ARPANSA has evaluated each measure based on the following (Table 1: evaluation criteria).

TABLE 1: EVALUATION CRITERIA

Achieved	The agency has succeeded in reaching the agreed target/planned performance result and work has been completed effectively and to the required standard.
Partially achieved	The agency has not succeeded in meeting the anticipated target/planned performance result, however significant progress has been made. Work will remain ongoing until completion (>3 to <6 months).
Not achieved	The agency has not succeeded in meeting the anticipated target/planned performance result, and significant progress (> 9 months’ work remaining) has not been made to assess performance of this measure. The agency will review the resourcing around delivery of this performance measure and undertake a review to assess impact on our purpose.

Overarching entity-wide analysis of performance against ARPANSA’s purpose

The 2024–25 annual performance statement reflects on how ARPANSA has delivered against its purpose of protecting the Australian people and the environment from the harmful effects of radiation.

Radiation protection and nuclear safety is a highly specialised, technical field – one which presents a complex environment with longstanding and emerging challenges. To ensure we meet our purpose, the agency takes a risk-

based approach in strategic decision-making, ensuring radiation protection and nuclear safety standards are maintained.

Over the past financial year, the implementation of the Australian Government's nuclear-powered submarine program, a changing global nuclear landscape and advances in technology have impacted the agency's workload and resourcing. However, despite this shifting operational context, we have worked diligently to deliver on our purpose, with 2 out of 4 of our key activities successfully achieved, and 2 partially achieved.

The agency's resilience and ability to adapt to new challenges is reflected in our 2024–25 results and the delivery of 16 performance measures out of 21 (76%). These results are largely consistent with our last reporting period, notwithstanding our expanded remit. The following factors have broadly impacted the entity's performance:

Infrastructure uplift

The additional capital and operational funding ARPANSA received to support the Australian nuclear-powered submarine enterprise has enabled the agency to lay the groundwork for a more modern, functional and scalable work environment for our people. With an additional 36 non-ongoing staff joining the agency in 2023-24, a range of capital projects was rolled out at both sites to support flexible ways of working, expand seating capacity, update ageing facilities, replace end-of-life equipment and upgrade physical security systems.

During FY 2024-25, 31% of total projects related to the refurbishment program. This work required extensive project management from the Facilities and Engineering team, as well as dedicated support from the Work Health and Safety (WHS) team to ensure contractors and sub-contractors were compliant with Commonwealth regulations. Although supply chain challenges, poor weather and the dynamic nature of contract work resulted in delays and budget variations, 3 of the 8 infrastructure projects were successfully delivered during the financial year, with the remainder due for completion in early FY 2025-26.

Overall, effective planning and change management of these building works minimised the impact on staff productivity. The Miranda office was planned to shut down for 2 months while building works were underway, however, this was extended due to some project scope changes. While staff worked predominantly from home, regular work meetings and social gatherings helped maintain wellbeing and connection. A workshop was also held with Miranda staff as they navigated the change process of returning to work. Learnings from this project were subsequently applied to the Yallambie refurbishment. A staged approach to renovations at the larger site also helped to minimise disruptions. Both offices now offer staff a significantly more comfortable, secure and modern work environment.

The summary of active projects for 2024-25 in the projects section of this report provides more insights into the breadth of this work.

Digital compliance and uplift

Supporting a secure and sustainable digital environment which maintains strict compliance with Commonwealth standards is mandatory. Alongside improvements to our physical footprint, external technology trends and whole-of-government (WoG) mandates compelled the agency to modernise its digital foundation, and mature governance structures around digital risk, safety and security.

Part 3: Report on performance

The uplift positively impacted the operations of the entire agency. Data quality gained momentum through maturity assessments, roadmap development, and system upgrades. Business productivity was enhanced through modernised devices, audiovisual upgrades, cloud migration, and infrastructure support for critical systems. Heightened cyber threats also intensified the need for robust, risk managed and well-resourced cyber capabilities across the agency.

A particular highlight of the reporting period was the Commonwealth endorsed roll out of Copilot for Microsoft 365 as part of a new Artificial Intelligence (AI) program. ARPANSA took a structured and forward-looking approach to AI adoption, balancing innovation with governance and risk management. The integration of this new technology was guided by an internal AI policy and aligned with the Digital Transformation Agency's interim guidance. To ensure responsible use, ARPANSA implemented strict controls and staff training. Throughout this work, the agency recognised the need to keep pace with Government and industry AI adoption, while safeguarding against risks such as bias, data breaches, and over-reliance on AI-generated content. These efforts have positioned ARPANSA to harness AI's benefits while maintaining public trust and operational integrity.

This extensive digital uplift stretched the agency, and – notwithstanding additional AUKUS funding – our budget and small head count placed pressure on individual areas to resource these additional overheads. Not surprisingly, this had a particular impact on some of the agency's proactive digital initiatives, resulting in some delays and budget variations. Building a more strategic and risk-informed approach to managing critical digital projects has ameliorated some of these risks, although further work is required to embed these controls.

Resourcing

The culmination of existing and future support to Australia's conventionally armed, nuclear-powered submarine enterprise continued to place significant resourcing and operational pressures on ARPANSA. Over the past 2 financial years, the injection of operational and capital funding linked to this program enabled the agency to hire additional highly specialised roles to deliver a larger remit and respond to the changing risk profile that AUKUS presents. As part of the Australian Government's budget process, the funding for these roles was extended for a further 12 months and is now set to end 30 June 2026.

Balancing short- and long-term funding is a continuing priority to ensure we can retain the specialised workforce needed for the agency to deliver on its purpose at both an operational and strategic level.

The agency has prioritised employee health and wellbeing, with the principal aim of developing a workforce that is resilient and responsive in a rapidly changing regulatory, scientific and technical environment. The risk of agency knowledge loss through retirements, contract cessations and departures has triggered a greater focus on succession planning.

The ongoing need to attract and retain staff in a period of increased demand for nuclear sector skills and capabilities has impacted productivity for specialist areas such as the Regulatory Services Branch (RSB). Several significant regulatory applications during the year placed additional resourcing pressures on staff, prompting a re-prioritisation of activities. Recruitment and the finalisation of significant regulatory assessments in the latter half of the financial year helped relieve resourcing pressures, and it is anticipated that this positive trend will continue in 2025-26.

While ARPANSA's role with respect to AUKUS will change with the establishment of the Australian Naval Nuclear Power Safety Regulator (ANNPSR), the agency's continued involvement in the AUKUS program through regulatory technical support to ANNPSR and the establishment of the AUSRNEPLAN will continue to demand specialised resources. The funding and ASL investment over the last 2 years has allowed us to uplift in a range of areas, positioning ARPANSA well to face these challenges. The agency is working with government stakeholders to achieve a long term, stable funding model, so that we can continue to deliver support and expertise to these critically important areas.

The following statements provide more detailed analysis of ARPANSA's performance results.

TABLE 2: SUMMARY OF RESULTS

Key activity	Measure achieved	Measure partially achieved	Measure not achieved	Percentage Achieved
1. Initiate, maintain, and promote frameworks for protection and safety	6			100%
2. Undertake research and provide expert evaluations, advice and services	5	1		83%
3. Ensure effective and risk-informed regulation	3	2		60%
4. Enhance organisational innovation and capability	2	2		50%
Summary	16	5		76%

Performance results for Key Activity 1: Initiate, maintain and promote frameworks for protection and safety

ARPANSA developed scientific knowledge to support the frameworks for radiation protection and nuclear safety. These frameworks sit across various sectors, nationally and internationally, and provide guidance that facilitates optimisation of protection against radiation exposure and any associated health impacts. ARPANSA has successfully initiated, maintained and promoted frameworks for protection and safety, with 6 out of 6 performance measures achieved.

TABLE 3: KEY ACTIVITY 1 PERFORMANCE MEASURES

Number	Measure	2024-25 Target	Outcome
1	Number of Diagnostic Reference Level (DRL) surveys per category are sufficient to infer national characteristics per annual survey period.	>2,520 surveys per reporting period.	Achieved
2	Radiation doses of occupationally exposed workers indicate optimisation of radiation protection.	Worker radiation dose trends, published annually in the 'ANRDR in Review', indicate optimised radiation protection.	Achieved
3	Influence international radiation protection, nuclear safety and security to facilitate compliance with related agreements and treaties.	ARPANSA reviews 100% of national reports allocated within the country group that Australia is assigned to, for the review meetings of the Joint Convention and Convention on Nuclear Safety. ARPANSA will respond to 100% of the questions asked of Australia before the Convention deadline. Annual Count: ARPANSA will review IAEA safety standards put out for member state comment and facilitate public consultation/input for Australia, as appropriate, within the stipulated timeframes	Achieved
4	Provide dosimetry support and measurement services to radiotherapy clinics.	54 audits delivered according to schedule.	Achieved
PBS-1	Provide high quality advice to government and the community on health, safety and environmental risks from radiation.	At least 12 advisory documents are reviewed in line with international literature and, if required, updated, annually. Annual count of engagement activities with domestic and international stakeholders furthers EME knowledge exchange and advancement: • Domestic • Various stakeholders • International • International Commission on Non-Ionizing Radiation Protection	Achieved

		- World Health Organization Annual count of engagement activities with the community promotes health and safety and addresses misinformation about EME: Community - Media coverage and social media posts - Events - Talk to a Scientist questions about EME Research - Development of technical reports, guidelines and standards to ensure public health policies are based on the most up-to-date information.	
PBS-2	Provide emergency preparedness and response systems for a radiological or nuclear incident.	Participation in 6 training drills and exercises held internationally, nationally (cross-jurisdictionally) and within the agency to enhance response readiness. Emergency preparedness and response, information management and decision support systems are maintained to 95% availability during port visits and planned events.	Achieved

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Performance measure 1: Number of Diagnostic Reference Level (DRL) surveys per category are sufficient to infer national characteristics per annual survey period.

Target: >2,520 surveys per reporting period.

Source: ARPANSA Corporate Plan 2024-25

How was this performance assessed?

Examination of survey data submitted to the National Diagnostic Reference Level Service (NDRLS). This helps avoid excess radiation dose associated with diagnostic imaging to patients.

Result: Achieved

Analysis: ARPANSA's NDRLS received 4,906 surveys of patient dose in CT scans during the 2024-25 financial year, successfully achieving the target. NDRLS surveys, completed by participating imaging facilities, collect patient dose data from ionising radiation in diagnostic imaging, particularly for computed tomography (CT). The NDRLS operates on a calendar year: 4,921 surveys were received in 2024, compared to 4,387 in 2023. The data received includes surveys from around 500 to 700 scanners for the 8 scan categories covered by the DRL program.

Survey numbers are dependent on the submissions provided to ARPANSA. At a minimum, ARPANSA believes 2,520 surveys is sufficiently representative to be a good basis for periodically updating the DRLs. Based on the submissions, ARPANSA is satisfied that the data is a suitably representative sample to calculate and establish DRLs for common types of CT scans in Australia. In 2024-25, ARPANSA engaged with professional and industry groups to review data collected through the NDRLS to revise the national DRLs for CT. The updated DRLs were announced on ARPANSA's website in June 2025 and took effect from 1 July 2025.

Performance measure 2: Radiation doses of occupationally exposed workers indicate optimisation of radiation protection.

Target: Worker radiation dose trends, published annually in the 'ANRDR in Review' indicate optimised radiation protection.

Source: ARPANSA Corporate Plan 2024-25

How was this performance assessed?

The Australian National Radiation Dose Register (ANRDR) database collects and stores worker dose information. Radiation doses for a range of dosimetric quantities and exposures will be assessed on a quarterly basis. The data will be used to generate annual statistics and exposure trends, that will improve safety for occupationally exposed workers in Australia.

Result: Achieved

Analysis: The annual publication for the statistical summary of doses held in the ANRDR was completed for the 2023 calendar year and published on the ARPANSA website in October 2024. With the assistance of additional internal resources, an updated methodology for the development of the statistical summary was completed during this

process. The summary shows that occupational radiation exposures in Australia are well controlled and continue to be below the annual dose limit.

ARPANSA has progressed a project to rebuild the existing ANRDR, and incorporate the submission of dose records from dosimetry service providers. A vendor has been selected and work commenced on the project in early 2025. This system will incorporate dashboard reports of data in the ANRDR to ensure that this performance measure is processed automatically and available shortly after an internal review.

Performance measure 3: Influence international radiation protection, nuclear safety and security to facilitate compliance with related agreements and treaties.

Target: ARPANSA reviews 100% of national reports allocated within the country group that Australia is assigned to, for the review meetings of the Joint Convention and Convention on Nuclear Safety. ARPANSA will respond to 100% of the questions asked of Australia before the Convention deadline.

Annual Count: ARPANSA will review IAEA safety standards put out for member state comment and facilitate public consultation/input for Australia, as appropriate, within the stipulated timeframes.

Source: ARPANSA Corporate Plan 2024-25

How was this performance assessed?

This was determined through preparation and submission of National Reports and participation in the peer review activities and other meetings associated with the Joint Convention on the Safety of Spent Fuel Management and on the Safety of Radioactive Waste Management (Joint Convention), the Early Notification of a Nuclear Accident and Assistance in the case of a Nuclear Accident or Radiological Emergency Conventions (ENAC) and the implementation of the Code of Conduct on the Safety and Security of Radioactive Sources. This measure will also establish a baseline to track contributions that influence international safety frameworks and active engagement in the international radiation and nuclear safety sector.

Result: Achieved

Analysis: ARPANSA led the Australian delegation to the Eighth Review Meeting of the Joint Convention on the Safety of Spent Fuel Management and on the Safety of Radioactive Waste Management (Joint Convention, or JC), which ran from 17-28 March 2025. Three challenges remain open from the 7th Review Meeting and are related to: national decommissioning policy; establishment of the National Radiation Waste Management Facility; and national policy and strategy for disposal of intermediate level waste. Australia will need to address these challenges at the 9th Review Meeting in 2028.

Australia received one Area of Good Performance, which related to:

‘The Australian Government has made a substantial ongoing commitment and investment of resources and funding into Australia’s radioactive waste management program across the Commonwealth regulatory body (ARPANSA), operator (Australian Nuclear Science and Technology Organisation) and newly-established waste management organisation (Australian Radioactive Waste Agency), which is mandated to develop a comprehensive national waste policy and strategy which is fit for purpose for Australia’s changing operating landscape.’

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Australia received one Good Practice which was:

‘ARPANSA has taken steps to apply the World Health Organization’s (WHO) definition of health (‘Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity’), when considering health protection of individuals and communities. These steps include applying this definition of health in the ARPANSA Code for Disposal Facilities for Solid Radioactive Waste and the publication of the supporting Advisory Note that provides guidance on how the level of health protection (as defined by the WHO) should be optimised when siting a waste disposal facility.’

Basis: Many countries’ legislation indicates the need to consider broader aspects of health, but the WHO definition gives more explicit standard guidance on applying at a more operational level, for example considering psychosocial aspects.

During the financial year, ARPANSA facilitated consultation through our website on 5 different IAEA documents that were issued for Member State Comment and provided contributions to a range of draft documents over the course of the year through our representation on the Safety Standard Committees.

Performance measure 4: Provide dosimetry support and measurement services to radiotherapy clinics.

Target: 54 audits delivered according to schedule.

Source: ARPANSA Corporate Plan 2024-25

How was this performance assessed?

Measured progressively and reported quarterly based on signed audit reports. The national radiation oncology dosimetry audit program ensures the safety of cancer patients receiving radiation therapy treatment across Australia and New Zealand.

Result: Achieved

Analysis: ARPANSA's clinical dosimetry auditing service (ACDS) is a powerful quality control tool and provided a system to measure the accuracy and precision of radiotherapy treatment for over 80,000 Australians during 2024-25. ACDS audit services align with the key activity of ARPANSA in promoting the safe and effective use of medical radiation and patient safety, ultimately enabling clinicians and treatment staff to further drive improvements in contemporary treatment techniques and technology.

The ACDS also performed additional audits for new linacs, specialty techniques and following up unexpected audit outcomes. These additional audits totalled 4 remote and 31 on-site. In addition, 10 on-site field trials were performed. This resulted in a total of 21 remote and 79 on-site audits for 2024-25. Audit reports and certificates were issued to participating facilities upon completion of dosimetry measurements and subsequent data processing.

The number of ACDS audits decreased in 2023-24 due to the entry of a private audit service provider into the market. However, no further decrease was seen in 2024-25. The audit total in 2021-22 was 157; in 2022-23 the total was 170; in 2023-24 the total was 99; and in 2024-25 we conducted 100 audits.

PBS measure 1: Provide high quality advice to government and the community on health, safety and environmental risks from radiation.

Source: ARPANSA PBS 2024-25

How was this performance assessed?

ARPANSA's collaboration with a range of international partners contributes to the evolution of the international radiation protection and nuclear security and safety framework. This enables ARPANSA to provide expert and technical advice to the Australian Government and community.

Overall Result: Achieved. Advice has been provided when requested, and communications on key topics published on social media.

Planned Performance Result: Identify, assess and communicate health, safety and environmental risks from radiation to the Australian Government and community through research, communication, provision of radiation protection services, and community consultation and awareness activities.

Target: International literature is reviewed and at least 12 advisory documents are reviewed and if required, updated, annually.

Result: Achieved

Analysis: ARPANSA provided high quality advice to government and the community on health and safety and environmental risks from radiation. A total of 14 fact sheets/FAQs were updated on the ARPANSA website during the financial year.

The provision of high quality advice is significant, as it underpins the basis for decision-making in the protection of the public and the environment. Providing the public with a solid scientific basis provides an assurance that the public and environment are being protected from the harmful effects of radiation.

Planned Performance Result: Provide information, advice and standards on electromagnetic energy (EME) and health to the Australian Government and community through exposure assessment, research, facility upgrades and engagement with international health authorities.

Target: Annual count of engagement activities with domestic and international stakeholders furthers EME knowledge exchange and advancement:

Domestic: Various stakeholders.

International:

- International Commission on Non-Ionizing Radiation Protection
- World Health Organization

Annual count of engagement activities with the community promotes health and safety and addresses misinformation about EME:

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Community

- Media coverage and social media posts
- Events
- Talk to a Scientist EME queries

Research

Development of technical reports, guidelines and standards to ensure public health policies are based on the most up-to-date information.

Result: Achieved

Analysis: ARPANSA successfully achieved this planned performance result through the provision of information, advice and standards on electromagnetic energy and health to the Australian Government and community. Activities included exposure assessments, research, facility upgrades and engagement with international health authorities.

The EME team has undertaken engagement activities with the following key stakeholders:

Domestic

- Australian Mobile Telecommunications Association
- Australian Communications and Media Authority
- Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

International

- World Health Organization
- International Commission on Non-Ionizing Radiation Protection (ICNIRP)

Community

Significant community engagement has also occurred, with media coverage and other communications activities:

- Key media in the last quarter included ARPANSA being quoted in an article in news.com.au about research into the adverse health effects of energy based cosmetic procedures. We also provided our scientific assessment of the WHO commissioned systematic review into animal cancers to a Dutch newspaper.
- In the April to June 2025 quarter, we posted 9 social media posts about our EME program. That content highlighted our Talk to a Scientist service, radiofrequency EME measurements, and public health advice on electronic wearable devices.
- ARPANSA received 955 TTAS enquiries in FY 2024-25, approximately 60% of which were written correspondence and 40% of which were phone calls.

Key research collaborations with universities remain ongoing, and ARPANSA is currently contributing to the development of the WHO Environmental Health Criterion Monograph, and the new Low Frequency Guidelines under development at ICNIRP.

PBS measure 2: Provide emergency preparedness and response systems for a radiological or nuclear incident.

Source: ARPANSA PBS 2024-25

How was this performance assessed?

Based on data collected via network and laboratory measurements, as well as information management and decision support systems.

Planned Performance Result: Emergency preparedness and response systems are operational and available to respond to an incident in alignment with the national planning framework.

Target: Participation in 6 training, drills and exercises held internationally, nationally (cross-jurisdictionally) and within the agency to enhance response readiness.

Emergency preparedness and response, information management and decision support systems are maintained to 95% availability during port visits and planned events.

Result: Achieved

Analysis: ARPANSA surpassed the previous reporting period's KPIs for this measure, participating in 9 training activities, 9 exercises, and 8 operations. In the previous reporting period, ARPANSA participated in 11 training activities, 9 exercises and 4 operations for the financial year. Support systems uptime for planned events exceeded 95%, which was consistent with previous years. This increase is linked to the implementation of the Australian Government Crisis Management Framework (AGCMF); requests for support resulting from rising global conflicts involving radiological or nuclear concerns (such as the Iran-Israel, Pakistan-India, and Russia-Ukraine conflicts); and more visits by nuclear-powered warships (NPW) to Australia.

Highlights of activities during the 2024-25 reporting period include:

- Supporting DFAT to protect Australians in the Middle East by providing technical advice on radionuclide spread from targeted nuclear facilities during the Iran-Israel conflict. This included activating the Radiological Emergency Coordination Centre for 8 days.
- Supporting the jurisdictions to monitor 3 NPW visits over 32 days in 2 ports, as well as supporting port verification exercises for 3 ports.
- Developing the NPW Emergency Playbook to support the coordination of Commonwealth agencies should a NPW emergency occur.

ARPANSA's implementation of its responsibilities under the AGCMF, particularly its function as the Australian Government Coordination Agency for radiological and nuclear events (including coordinating a Commonwealth response to support jurisdictions), has increased engagement with other government bodies. The activation of ARPANSA's Radiological Emergency Coordination Centre during the Israel-Iran conflict demonstrated ARPANSA's capacity to deliver sustained advice. These activities contribute to Australia developing a more consistent approach to managing radiological and nuclear emergencies.

Performance results for Key Activity 2: Undertake research and provide expert evaluations, advice and services

ARPANSA provided accessible, evidence-based, and risk-informed advice to the Australian Government, industry, and the public through our research advice and services. Our aim is to promote continuous improvement and provide useful and current information to a broad range of audiences, so practices can be optimised. ARPANSA has successfully delivered this key activity, with 5 out of 6 performance measures achieved. One measure was assessed to be partially achieved, as it was delivered after the agreed time.

TABLE 4: KEY ACTIVITY 2 PERFORMANCE MEASURES

Number	Measure	2024-25 target	Outcome
5	High quality research in radiation protection, nuclear safety and medical exposures to radiation is undertaken to improve understanding of radiation and its effects among professionals and the public.	ARPANSA to publish >7 peer-reviewed publications.	Achieved
6	Operation of the Comprehensive Nuclear-Test-Ban Treaty Organisation (CTBTO) International Monitoring System (IMS) radionuclide stations to meet Comprehensive Nuclear-Test-Ban Treaty (CTBT) targets for data availability.	Stations operational and reporting verified data to the CTBTO at >95% average per reporting period.	Achieved
7	Operation of the ultraviolet radiation (UV) monitoring network with a high level of data availability to the public	UV monitoring network data available to the public > 95% of the time.	Achieved
8	High quality and efficient radiation protection services are provided to customers.	> 85% satisfied with the quality of our service.	Achieved
9	Engagement with the Australian public through the ARPANSA Talk to a Scientist (TTAS) service.	80% of TTAS enquiries from the public are responded to within 5 business days.	Achieved
PBS-3	Promote, measure and report patient radiation safety in radiotherapy and diagnostic radiology.	The ACDS annual report is published to the ARPANSA website by 31 March 2025.	Partially achieved
		Publication of Diagnostic Reference Level data on the ARPANSA website by 31 March 2025.	

Performance measure 5: High quality research in radiation protection, nuclear safety and medical exposures to radiation is undertaken to improve understanding of radiation and its effects among professionals and the public.

Target: ARPANSA to publish >7 peer-reviewed publications.

Source: ARPANSA Corporate Plan 2024-25

How was this performance assessed?

Peer reviewed publications determined by emerging issues and of public interest will be published online progressively.

Result: Achieved

Analysis: This is the third year that ARPANSA exceeded this target, delivering 17 publications in the 2024-25 period. The peer review process mandated for articles published in international journals serves as an independent mechanism of oversight for ARPANSA's work, ensuring that its research and investigations are evaluated for their significance and suitability for dissemination to the global scientific community. Acceptance for publication therefore independently validates ARPANSA's research as being of a high standard and contributing to the improvement of radiation safety internationally. The publications, submitted to respected journals, also maintain our reputation as experts in the radiation protection, nuclear safety and medical fields.

Performance measure 6: Operation of the Comprehensive Nuclear-Test-Ban Treaty Organisation (CTBTO) International Monitoring System radionuclide stations to meet Comprehensive Nuclear-Test-Ban Treaty targets for data availability.

Target: Stations are operational, and reporting verified data to the CTBTO at > 95% average per reporting period.

Source: ARPANSA Corporate Plan 2024-25

How was this performance assessed?

Data collected from International Monitoring Systems stations maintained by ARPANSA located in Australia and its territories, Fiji and Kiribati.

Result: Achieved

Analysis: ARPANSA-operated CTBT stations met all KPIs, achieving data availability in excess of 99.4% across all monitoring stations for the quarter to 30 June 2025 and 98.5% for the year, demonstrating an extremely high standard of service. The performance is derived from published data availability as reported in the CTBTO's International Data Centre metrics portal. The network performance is consistent with historical averages and covers periods of testing, maintenance and repairs. The latter has impinged upon a perfect availability metric because of detector quality problems requiring additional maintenance, as well as some minor operational issues. Notwithstanding, ARPANSA was able to address such matters in a timely fashion, utilising skilled staff to repair and affect improvements.

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The information collected throughout the CTBT monitoring networks spanning Kiribati and Fiji in the Pacific Ocean, the Australian mainland and her external Territories, are a fundamental pillar of the Treaty verification system. It serves as a source of valuable data, allowing ARPANSA to provide timely advice through modelling and analysis, while acting as a deterrent to nuclear weapons development and testing by ensuring that no nuclear weapons test goes undetected. Through these and collaborative activities, ARPANSA contributes robustly to supporting the Comprehensive Nuclear Test Ban Treaty.

Performance measure 7: Operation of the ultraviolet (UV) radiation monitoring network with a high level of data availability to the public.

Target: UV monitoring network data available to the public > 95% of the time.

Source: ARPANSA Corporate Plan 2024-25

How was this performance assessed?

Data extracted from UV network monitoring system and analysis based on average network availability over the year.

Result: Achieved

Analysis: ARPANSA's UV monitoring network achieved data availability for the final quarter of 99.6%, meeting the minimum 95% KPI. Furthermore, this was achieved consistently through the reporting period. The data was made available via the ARPANSA website and updated every minute in real-time for the 17 sites around the country and Antarctica. The quarterly performance was largely unaffected by any significant issues and the stations have been performing well.

The network is an essential tool in providing the Australian community with relevant information about UVR exposure levels, as the data presented serves as an indicator to UV exposure on human skin. Taking into account UV intensity and exposure duration, a dose can be determined as a metric of the exposure. Accompanying advice is provided to highlight the added risks of risks to exposure. The data is also made freely available and is utilised by third-party developers, extending its reach. UV exposure remains a leading cause of skin cancer in Australia and the high quality data provided by ARPANSA's UV monitoring network aims to minimise this risk through education and real time tools, which enable individuals who are outdoors to manage the risks of UV exposure.

Performance measure 8: High quality and efficient radiation protection services are provided to customers.

Target: > 85% satisfied with the quality of our service.

Source: ARPANSA Corporate Plan 2024-25

How was this performance assessed?

Use of customer service satisfaction surveys to show we have improved our service delivery. The data is obtained from surveys of the following services: Australian Clinical Dosimetry Service, Personal Radiation Monitoring Service,

Radioanalytical Services, CTBTO Radionuclide Laboratory, Ultraviolet Radiation Services, Radio Frequency Calibration and meter hire customers.

Result: Achieved

Analysis: The ARPANSA customer survey was issued to 2024-25 customers and closed April 2025. In line with expectations, the survey had 352 responses and an overall net promoter score of 56. This target focused on the overall 'Quality of the service', for which we achieved a rating of 90%.

Surveying our customers in a consistent format has provided a point of comparison between services and information as to how the agency can foster continuous improvement and continue to operate sustainably. Maintaining high customer quality satisfaction levels is important to delivering this key activity and a practical way to measure our success.

Performance measure 9: Engagement with the Australian public through the ARPANSA Talk to a Scientist (TTAS) service.

Target: 80% of TTAS enquiries from the public are responded to within 5 business days.

Source: ARPANSA Corporate Plan 2024-25

How was this performance assessed?

Analysis of monthly reports from the TTAS system to determine average availability.

Result: Achieved

Analysis: The Talk to a Scientist program provides a unique opportunity for members of the public to speak to a scientist, either over the phone or via email, to address any questions or concerns they have relating to radiation. In 2024-2025 there were 955 enquiries to this service. Of these, approximately 60% were email correspondence and 40% phone calls. Overall, 85% of these enquiries were responded to within 5 business days. Since TTAS was introduced in 2016, there have been about 800 enquiries each year. There was a spike in enquiries in 2019 and 2020 due to the introduction of 5G, but this has since decreased due to both community concerns subsiding over time and increased communication efforts on our part.

As the Australian Government's primary authority on radiation protection, ARPANSA has an obligation to provide clear and accurate information to the public about their radiation risk. Not only does our TTAS program allay community concerns, but it serves as an opportunity to educate the community about their real radiation risks, such as exposure to ultraviolet radiation from the sun. It is important that we continue to engage the public using as many methods of communication as possible, including the Talk to a Scientist program, to ensure the public know to turn to ARPANSA for clear and reliable information on radiation risks.

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PBS measure 3: Promote, measure and report patient radiation safety in radiotherapy and diagnostic radiology.

Source: ARPANSA PBS 2024-25

How was this performance assessed?

Measured through a combination of annual publications and evaluations based on data collected from the Australian Clinical Dosimetry Service (ACDS) and Diagnostic Reference Level (DRL) programs. This work helps communicate best practice to the user community and ensure a rigorous expert review of their practices.

Overall Result: Partially Achieved.

Planned Performance Result: Report annually on significant deviations and trends discovered through the Australian Clinical Dosimetry Service (ACDS).

Target: The ACDS annual report is published to the ARPANSA website by 31 March 2025.

Result: Partially Achieved

Analysis: The ACDS provides clinical dosimetry audits to radiotherapy treatment facilities throughout Australia and New Zealand. Auditing helps identify specific issues in radiotherapy systems which, if unidentified, would have significantly impacted patient treatment. The annual report provides a review of all suboptimal outcomes, however, due to resourcing constraints the report will be published in September 2025, resulting in this target's partially achieved outcome.

Significant deviations and trends in audit results are reported in the ACDS Australia and New Zealand audit result datasets, the ACDS Year in Review and the Clinical Advisory Group (CAG) Report. All are published on the ARPANSA website. All audit outcomes not meeting tolerance are followed up with the respective clinics and reported to the CAG. ACDS audit results, including significant deviations, are maintained and monitored through the ACDS ANZ Data Set (ANZDS). As reported in previous years' ACDS annual reports, trends in audit outcomes have not changed significantly, with outcomes affected by beam modelling, treatment planning system utilisation and image guidance. ACDS audit results, including significant deviations and outcome trends, are a valuable resource to the radiotherapy community in ensuring radiotherapy treatment quality and patient safety. Reporting ACDS audit results aligns with ARPANSA's initiative to promote the safe and effective use of medical radiation.

Planned Performance Result: Publication of summary data collected through the Diagnostic Reference Level (DRL) program will be made available on the ARPANSA website.

Target: Publication of DRL data on the ARPANSA website by 31 March 2025.

Result: Achieved

Analysis: Summary data for the National Diagnostic Reference Level Service (NDRLS) for 2024 has been published on the ARPANSA website. The data includes the distributions of dose metrics for the 8 scan categories covered by the NDRLS and the trends of these distributions over time. The data show that the medians and third quartiles of

the dose distributions have continued to decline over time, demonstrating that radiation doses to patients from common computed tomography imaging procedures are well controlled and continuing to decline.

The DRLs are used by imaging facilities as a point of comparison, so they can benchmark their practice with that of their peers. This encourages imaging facilities to review their practice and ensure an appropriate balance of benefit and risk for patients. Ultimately, this helps to avoid excessive radiation dose to patients from medical imaging.

Performance results for Key Activity 3: Ensure effective and risk-informed regulation

As the regulator of Commonwealth entities, ARPANSA took a graded, risk-informed approach to regulation of radiation sources, radiation facilities and nuclear installations with regulatory activities including licensing, compliance, inspection and enforcement. ARPANSA has assessed that we have partially achieved this key activity, with 3 out of 5 performance measures achieved.

TABLE 5: KEY ACTIVITY 3 PERFORMANCE MEASURES

Number	Measure	2024-25 Target	Outcome
10	Regulated entities, licence applicants and key stakeholders are consulted on major licence decisions and key ARPANSA initiatives.	Annual count: stipulated consultation processes are used 100% of the time.	Achieved
11	ARPANSA provides assurance to the public that environmental discharges and radiation dose rates near major nuclear installations meet regulatory requirements.	ARPANSA publishes annual reports summarising the results of independent monitoring and verification activities to confirm environmental discharges and radiation dose rates near major nuclear installations (offsite) meet regulatory requirements.	Partially achieved
12	Implement and enhance regulatory activities in accordance with the Australian Government Regulator Performance Resource Management Guide (RMG 128).	An annual review of regulatory performance is undertaken and demonstrates conformance (>75%) with RMG 128.	Partially achieved
PBS-4	Ensure protection of people and the environment through efficient and effective regulation.	A scalable strategic plan for the Radiation Protection Series, as part of the national framework to support national uniformity in radiation regulation, is developed.	Achieved
PBS-5	Provide support to the implementation of the optimal pathway to establish an Australian nuclear-powered submarine capability.	Agreement on interfaces and boundaries between ARPANSA and other regulatory bodies is established. The national framework for radiation and nuclear safety standards and guidance is suitable for nuclear-powered submarines. ARPANSA contributes to the harmonisation of legislation for regulation of nuclear-powered submarines.	Achieved

Performance measure 10: Regulated entities, licence applicants and key stakeholders are consulted on major licence decisions and key ARPANSA initiatives.

Target: Annual count: stipulated consultation processes are used 100% of the time.

Source: ARPANSA Corporate Plan 2024-25

How was this performance assessed?

Analysis of records associated with formal consultation activities. This process will also provide awareness as to which mechanisms (e.g. public forums, the ‘Have your say’ webpage, national advertisements, etc) are being used.

Result: Achieved

Analysis: ARPANSA uses a risk-informed regulatory approach to ensure that licence holders take responsibility for protection of people and the environment from the harmful effects of radiation. It does this transparently, through a range of measures ranging from encouragement and advice on regulatory expectation, through to formal enforcement action. Consultation is an important aspect of an effective regulatory system and ensures all stakeholders have a clear understanding of regulatory expectations and requirements.

ARPANSA consults with key stakeholders, especially licence holders and applicants, to promote safety through efficient regulatory processes that balance policy impacts. Over the year, ARPANSA held 40 information-sharing meetings and conducted 19 site visits. These meetings focused on ongoing projects and initiatives, addressed safety and business needs, and help set regulatory priorities. Site visits offered oversight of licence compliance and facilitated information exchange without requiring formal inspections. Discussion topics included planning, organisational changes, improvement updates, technical project details, regulatory guidance development, and security requirements and arrangements.

Performance measure 11: ARPANSA provides assurance to the public that environmental discharges and radiation dose rates near major nuclear installations meet regulatory requirements.

Target: ARPANSA publishes annual reports summarising the results of independent monitoring and verification activities to confirm environmental discharges and radiation dose rates near major nuclear installations (offsite) meet regulatory requirements.

Source: ARPANSA Corporate Plan 2024-25

How was this performance assessed?

Analysis of Australian Radiation Monitoring System (ARMS) gamma dose rate data, captured via an automated cloud-based system. The Australian Nuclear Science and Technology Organisation’s (ANSTO) environmental radiation levels are independently verified in ARPANSA’s radiochemistry laboratory and compared to confirm that the majority of the radionuclides released to the environment are at levels below the detectable level.

Result: Partially achieved

Analysis: The 2023-2024 Annual Report was published on the ARPANSA website in June 2025. Duplicate samples for Q4 radioanalysis on Building 88 for this year were not provided by ANSTO to ARPANSA, as the reactor was in long

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shut down between March until September 2024. Therefore, there were no airborne discharges from Building 88 between March and June 2024. Gamma monitoring of the site was maintained throughout the year. All analysed samples and monitoring data indicated ANSTO met regulatory requirements. The results showed that ANSTO's operation at Lucas Heights had negligible impact on the environment.

Performance measure 12: Implement and enhance regulatory activities in accordance with the Commonwealth Regulator Performance Guide.

Target: An annual review of regulatory performance is undertaken and demonstrates conformance (>75%) with the Australian Government Regulator Performance Resource Management Guide (RMG 128).

Source: ARPANSA Corporate Plan 2024-25.

How was this performance assessed?

An annual review of regulatory performance is undertaken and demonstrates conformance with Commonwealth Government guidance for regulatory functions.

Result: Partially Achieved

Analysis: RMG 128 outlines performance expectations for Commonwealth regulators through 3 principles of best practice, which are:

1. Continuous improvement and building trust
2. Risk based and data driven
3. Collaboration and engagement

Although the guidance does not apply to Commonwealth entities whose regulatory function is only to regulate Commonwealth agencies or employees (such as ANSTO), the agency applies this guide to demonstrate best regulatory practice. ARPANSA uses 6 metrics that are aligned to the 3 principles of regulatory best practice to gauge its performance against the Commonwealth Government guidelines for regulator performance.

Throughout the year, ARPANSA successfully met 3 out of 6 metrics, partially met 2 and did not meet one. During the reporting period, ARPANSA received a high volume of complex applications which resulted in resource constraints. Recruitment of staff was also challenging, and impacted ARPANSA's ability to achieve all its desired objectives. Under these circumstances, the outcome is considered reasonable.

Continuous improvement and building trust

ARPANSA's inspection processes identify non-compliances with the ARPANS Act ('the Act'), areas for improvement (AFI), and good practices. Non-compliance with the Act must be addressed by the license holder. AFIs are typically identified when best practices are not applied or the operator is not meeting its own internal requirements. While it is not a requirement of the Act to remediate these, in 37% of cases, ARPANSA found that these were addressed promptly by licence holders. This result is below ARPANSA's target of 50%, which may reflect a lack of follow-up by inspectors who are under pressure to complete other tasks. The recently implemented Regulatory Administration Database (RAD) – which is designed to enhance data analysis and reporting – will ultimately streamline the follow-up process, making data for this measure timely and detailed. This measure of ARPANSA's regulatory influence is

important, since addressing AFIs can improve radiation protection and reduce the likelihood of incidents and accidents.

ARPANSA has worked well with other regulators that regulate ARPANSA licence holders, particularly Comcare and the Australian Safeguards and Non-Proliferation Office (ASNO). During the reporting period, ARPANSA met with national regulators on 14 occasions to share information and keep each other informed of our regulatory interests and priorities. ARPANSA has also worked closely with the Nuclear-Powered Submarine Regulatory Design Office (NPSRD) to support the design and development of the regulatory framework that will provide stewardship for the AUKUS nuclear submarine program and the establishment of the Australian Naval Nuclear Power Safety Regulator (ANNPSR) on 1 November 2025.

Outside of Australia, ARPANSA was actively involved in consultation and cooperation with international regulators, either directly or through organisations such as the International Atomic Energy Agency (IAEA) and the Organisation for Economic Cooperation and Development's Nuclear Energy Agency. ARPANSA was represented at all IAEA safety standards committees and the Commission on Safety Standards, while supporting IAEA missions and consultancies on several occasions during the year. ARPANSA held both virtual and face-to-face meetings with a number of international nuclear and radiation safety regulators to share experiences, challenges and lessons learned. This included organisations from Canada, Finland, the Netherlands, New Zealand, Norway, Singapore, the United Kingdom and the United States of America.

ARPANSA sets an inspection frequency for individual sites and facilities based on various factors, including inherent hazard, the level of control, and the safety performance of the licence holder. This year, ARPANSA maintained its inspection program status quo from previous years, although it did not meet its target of 75%. To meet this, ARPANSA needs to increase the number of inspections it undertakes above a normal 'maintenance' level. However, this was not possible, due to a combination of other demands and capacity constraints, compounded by a challenging and competitive specialist employment market.

Currently, there are 88 sites or facilities in the inspection program, of which 46% have been inspected within the required frequency (down from 52% the previous year).

ARPANSA was required to reallocate some experienced regulatory resources to support the Government's nuclear-powered submarine program. While some positions have been backfilled, new staff take time to learn the regulatory craft and become fully effective. Consequently, ARPANSA shifted some focus from inspections to other forms of regulatory oversight and interactions, including site visits and meetings. The backlog of inspections is currently being addressed through recruitment and training, as well as a review of inspection, review, and assessment processes to identify efficiency savings.

During the year ARPANSA implemented a major IT project to introduce the aforementioned RAD. This modern business intelligence system is already introducing significant benefits for efficiency and regulatory effectiveness for both ARPANSA, applicants and licence holders.

Risk-based and data driven

RAD features in-built workflows that manage work processes and enable the input of performance data, which can be analysed more effectively and efficiently. This system enhances ARPANSA's regulatory oversight by highlighting safety issues for investigation through its analytical capabilities. Additionally, RAD includes a licence holder portal

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for regulatory communications, application submissions, and progress tracking. ARPANSA has been assisting licence holders with the transition to RAD and conducted a training workshop in Canberra as part of its annual licence holder forum.

Collaboration and engagement

ARPANSA integrates consultation into its regulatory management system for all licence decisions and inspection reports. Throughout the year, there were 40 information-sharing meetings with licence holders and other stakeholders. In addition to working-level meetings, executive-level meetings were held with major licence holders such as ANSTO, the Commonwealth Scientific and Industrial Research Organisation (CSIRO), the Department of Defence, as well as important stakeholders such as the Australian Radioactive Waste Agency (ARWA). These meetings covered a range of regulatory topics and operational priorities to minimise disruption to the licence holders.

ARPANSA consulted with ANSTO when developing regulatory guidance and forms for changes with significant safety implications. This consultation improved the understanding of regulatory expectations and consistency of service by ARPANSA. The documents were then issued to all licence holders for consultation before being published on the ARPANSA website.

In May, ARPANSA held its annual licence holder forum in Canberra, which was attended by 80 representatives of licence holders. This small conference provided information on safety and regulation and offered an opportunity for licence holders to network and learn from each other.

ARPANSA's website serves as an important information source for all stakeholders, including the public. The website is regularly updated with minor updates to webpages, guides, and operating manuals. It provides information on why, how, and who ARPANSA regulates. ARPANSA has paused publishing inspection reports while the Branch develops a new format, and reviews how to publish reports in the future. ARPANSA also publishes its reasons for issuing major licences and consults with the public during the assessment of major applications. Public consultations were undertaken for the Australian Submarine Agency construction licence application for a controlled industrial facility at HMAS *Stirling* in Western Australia and the site preparation licence of an ANSTO Nuclear Medicine Manufacturing Facility in Sydney. In December, the CEO published the statement of reasons for issuing a decommissioning licence to ANSTO for the High Flux Australian Reactor (HIFAR) research reactor.

Further details on ARPANSA's assessment of its regulatory performance can be found on the ARPANSA website, including past self-assessments, at www.arpansa.gov.au/about-us/corporate-publications/regulator-performance

PBS measure 4: Ensure protection of people and the environment through efficient and effective regulation.

Source: ARPANSA PBS 2024-25

How was this performance assessed? A plan is developed, in consultation with the Executive Group (EG) and the Radiation Health Committee (RHC), which demonstrates how the agency will maintain the Radiation Protection Series (RPS) as a key part of the national framework to protect people and the environment through efficient and effective regulation.

Planned Performance Result: Demonstrate national leadership in engagement with jurisdictions on national uniformity issues and exploring opportunities for progressing greater consistency of radiation safety regulation in Australia

Target: A scalable strategic plan for the Radiation Protection Series, as part of the national framework to support national uniformity in radiation regulation, is developed.

Result: Achieved

Analysis: This was a new measure for FY 2024-25. Throughout the year, ARPANSA undertook multiple activities which demonstrated both national leadership in engagement with jurisdictions on national uniformity issues, and which provided opportunities for progressing greater consistency of radiation safety regulation in Australia.

ARPANSA sought input from state and territory radiation regulators and other external stakeholders regarding the prioritisation of required updates to the RPS through the RHC and Radiation Health and Safety Advisory Council ('the Council'). This included mapping the existing RPS against the operating landscape in Australia (this included consolidating state and territory input against the agency's other strategic priorities), and a RHC 2025 Workplan. As a planning product framed by resources availability, the RHC 2025 Workplan defined the limits and formed a cornerstone of ARPANSA's strategic commitment to the RPS. The Workplan (which will support a scalable strategic approach) was presented and endorsed at the RHC meeting on 19 November 2024. ARPANSA then engaged with state and territory regulators regarding cost sharing arrangements for drafting / revising additional RPS documents. It was agreed this approach would be applied to 2 new RPS documents on radiation waste and X-ray equipment.

Drawing on the information from the RPS mapping activity, the prioritisation approach of the RHC Workplan, and the agreements secured for a cost-sharing arrangements with the states and territories, ARPANSA developed a scalable RPS Strategy based on a recurring annual process of mapping, prioritisation and agreement at RHC. The strategic goals and objectives of the plan are to:

- maintain a collaborative approach – one which considers the priorities of all regulators who make up the national framework for radiation protection
- take a risk-based approach to safety – one which is informed by our operating context and ongoing efforts to align risk-based approaches between regulators nationally
- prioritise a top-down approach to maintaining the hierarchy of documents in the RPS to ensure that ARPANSA's expert resources are allocated to maintain core codes primarily
- while acknowledging the above priorities, to be adaptable, understanding of, and responsive to emerging technologies or new potential risks to continuously improve the RPS.

ARPANSA's EG approved this scalable strategic plan for the RPS at its June 2025 meeting.

PBS measure 5: Provide support to the implementation of the optimal pathway to establish an Australian nuclear-powered submarine capability.

Source: ARPANSA PBS 2024-25

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How was this performance assessed?

Measured through a combination of technical work to support a system for regulation for nuclear-powered submarine capability, uplift to the agency's infrastructure, the development of a strategic plan for a national framework, and contributions to the drafting of new legislation and regulations.

Overall Result: Achieved

Analysis: In 2024-25, ARPANSA continued to provide sustained support to the nuclear-powered submarine enterprise. The main focus of this support was the provision of regulatory oversight of early stage nuclear and radiological facilities associated with submarine maintenance and construction. ARPANSA remains the only nuclear safety regulator for the nuclear-powered submarine enterprise until ANNPSR is established. This is expected to occur by 1 November 2025.

On 8 July 2024, ARPANSA issued the Australian Submarine Agency (ASA) a licence to prepare a site for the prescribed radiation facility known as the 'Controlled Industrial Facility' (CIF). The proposed CIF will provide low-level waste management and maintenance services to support the Submarine Rotational Force – West program, which is planned at the existing HMAS Stirling Navy Base, Garden Island in Western Australia.

On 6 December 2024, ARPANSA received an application from ASA for the next licence stage for the CIF, which is for construction. As with the siting stage, ARPANSA elected to undertake a period of public consultation, which commenced on 11 June 2025. A decision on the application is expected in the second half of 2025.

On 1 April 2025, ARPANSA received an application for a siting licence from Australian Naval Infrastructure for the Nuclear-Powered Submarine Construction Yard at Osborne in South Australia. The application was submitted in phases with additional material due to be submitted in quarter one of 2025-26. Working closely with the Department of Defence's Nuclear Powered Submarine Regulatory Design team, ARPANSA has undertaken a preliminary assessment of all information provided as part of the licence application. It is expected that the final assessment of the licence application, including material provided in further phases, will occur under the jurisdiction of the new regulatory authority, ANNPSR when they are established from 1 November.

ARPANSA continues to assist the NPSRD to establish the new regulator. This has included the provision of workshops on regulatory assessment and inviting Regulatory Design team members to attend ARPANSA inspections of licence holders. ARPANSA and NPSRD established a formal information sharing forum to align regulatory practices and prepare for the transition of licences on the commencement of ANNPSR. Both ARPANSA and NPSRD commenced working to a common framework for training regulators and a common workforce strategy. ARPANSA has also shared its Regulatory Administration Database with NPSRD, which provides a common platform for regulatory processes and decisions between the 2 agencies. ARPANSA also continues to work closely with NPSRD to ensure that any licences granted by the CEO of ARPANSA can be recognised by the Director-General of ANNPSR through the Australian Naval Nuclear Power Safety (Transitional Provisions) Act 2024.

The head of NPSRD is an invited observer on the RHC and the Nuclear Safety Committee (NSC). This assists in providing transparency to the development of ANNPSR, as well as providing various mechanisms for achieving as much uniformity as possible between the civilian and military nuclear safety frameworks.

ARPANSA provided NPSRD with advice concerning the development of the Australian Naval Nuclear Power Safety (ANNPS) Regulations, which will provide additional structure to the framework to regulate the nuclear-powered submarine enterprise.

ARPANSA's role within the Australian naval nuclear-powered enterprise following the establishment of ANNPSR remains an evolving process. This includes the definition of boundaries and interfaces between ARPANSA and ANNPSR. ARPANSA has been working with NPSRD to determine which technical and scientific support services from ARPANSA can assist ANNPSR with its regulatory function.

The culmination of existing and future support to Australia's naval nuclear-powered submarine enterprise continues to have significant resource implications for ARPANSA, and has put pressure on other operations of the agency.

Performance results for Key Activity 4: Enhance organisational innovation and capability

By enhancing our organisational innovation and capability, ARPANSA ensures that systems, assets, and staff effectively support and efficiently deliver on our purpose. ARPANSA has assessed that we have partially delivered this key activity, with 2 out of 4 performance measures achieved, and 2 partially achieved.

TABLE 6: KEY ACTIVITY 4 PERFORMANCE MEASURES

Number	Measure	2024-25 Target	Outcome
13	Efficient implementation of a whole of agency information technology roadmap to support the modernisation of services provided.	Essential digital technology initiatives to enhance service delivery, improve customer experience and streamline internal processes are implemented in accordance with the Digital Technology Program of work.	Partially achieved
14	Implement the ARPANSA Workforce Strategy and develop a Knowledge and Learning Management Plan	Deliver the Workforce Strategy as per the program plan schedule.	Achieved
15	Proportion of employees that feel willing and able to innovate at ARPANSA.	ARPANSA's 'Enabling Innovation' index Australian Public Service (APS) census results indicate a positive variance compared to similar-sized APS agencies.	Achieved
16	The agency demonstrates robust management of psychosocial risk.	ARPANSA Census results for the following areas indicates a positive variance when compared to the previous year's results. 1. Workload 2. Change management 3. Wellbeing policies and support	Partially achieved

Performance measure 13: Efficient implementation of a whole of agency information technology roadmap to support the modernisation of digital services.

Target: Essential digital technology initiatives to enhance service delivery, improve customer experience and streamline internal processes are implemented in accordance with the Digital Technology Program (DTP) of work.

Source: ARPANSA Corporate Plan 2024-25

How was this performance assessed?

Analysis of project records – comparison between projected and actual milestones and budget for the information technology (IT) roadmap program of works.

Result: Partially Achieved

Analysis: The aim of the prioritised whole of agency IT program was to enhance business delivery and support future growth. The program commenced in 2021-22, and in 2024-25 the following was completed:

Cybersecurity program summary

The agency's cybersecurity project focused on delivering the Australian Government's 2023 Essential 8 controls. While the majority of controls have been successfully implemented at Maturity Level 2 (ML2), 6 have remained unmet, thus impacting the overall maturity rating.

By Quarter 3, it became evident that pursuing maturity levels based on the 2023 control set was no longer fit-for-purpose for the agency. As a result, the project was formally closed in May 2025 with endorsement from the Executive Group (EG), and this work was transitioned into Business-as-Usual (BAU) operations. In June, the EG endorsed the establishment of an ongoing cybersecurity capability.

Moving forward, the program will adopt a fit-for-purpose approach aligned with the latest Essential 8 controls (currently June 2025) and prioritised Information Security Manual controls identified as agency-specific risks. While the previous project laid a strong foundation, this new direction ensures that cybersecurity efforts remain current, risk-relevant, and focused on achieving appropriate maturity levels. Notwithstanding this shift in focus, Multifactor Authentication (MFA) remains a high risk Essential 8 control requiring agency focus.

Artificial Intelligence program summary

In January, the agency published its external AI Usage Transparency Statement, reinforcing its commitment to responsible and transparent AI practices. This newly established BAU program was initiated in alignment with whole-of-government (WoG) frameworks. The agency has also successfully adopted Copilot for Microsoft 365, with rollout continuing to additional users as part of its broader digital enablement strategy. This foundational work sets the stage for ongoing AI capability development across the agency.

Information and data program summary

The agency's focus on data quality has continued to strengthen, both internally and across the WoG landscape. Building trust in data remains an ongoing journey, but 2 recent maturity assessments have accelerated the need to uplift our data quality practices.

Key initiatives this year included:

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- development of high-level data quality roadmaps to support ongoing uplifts
- a focused effort to improve the quality of data stored in SharePoint
- a commitment to upgrade key systems, including the library software, records management system, and the Information Asset Register.

These actions represent significant progress in embedding data quality as a strategic priority for the agency.

In parallel, Digital Technology Services (DTS) played a critical role in enabling business productivity by supporting the implementation of essential business systems. This includes the implementation of Secure by Design software development pipelines, which continue to mature, and which aided the successful delivery and closure of several major, business-critical application projects. These efforts were underpinned by the DTS Digital Support Group, operating as part of the Digital Information Advisory Group (DIAG).

Business productivity and infrastructure summary

Throughout the year, DTS delivered significant infrastructure and productivity enhancements across the agency. Key achievements included the following:

- Modernisation of devices: upgrades were rolled out to contemporary mobile phones, laptops, and desktop devices, improving user experience and performance.
- Audio-visual (AV) enhancements: the majority of large meeting rooms received AV system uplifts, with further upgrades planned for the coming year.
- Cloud transition and resilience: major hardware and software deployments were completed, including the implementation of cloud backup solutions and the migration of on-premises virtual servers to the cloud, strengthening the agency's data resilience and scalability.
- Infrastructure support for business systems: the infrastructure team played a pivotal role in supporting and implementing critical business systems, ensuring secure and reliable platforms for agency operations.

In 2024–25, the agency made strong progress across key digital initiatives, positioning the agency for secure, efficient, and future-ready operations.

Performance measure 14: Implement the ARPANSA Workforce Strategy and develop a Knowledge and Learning Management Plan.

Target: Deliver the Workforce Strategy as per the program plan schedule.

Source: ARPANSA Corporate Plan 2024-25

How was this performance assessed?

Analysis of project records – program plan milestones are met according to the agreed schedule.

Result: Achieved

Analysis: There has been a significant advancement in all programs across the ARPANSA Workforce Strategy in the last year. Specifically, focus was given to uplifting leadership capability at various levels across the agency. At the most senior level, this involved leadership workshops. Informed by 360 assessment data, these sessions aimed to enable the growth of a leadership collective that will drive a whole-of-agency strategic agenda. At a frontline

leadership level, the monthly manager webinars (Manager Connect) continued to offer leaders across the agency the opportunity to gain knowledge and insights on key management and leadership topics, including effective meetings, privacy obligations, delegation of work, quality management systems and many other key manager accountability topics. Face-to-face training consolidated this management program, with sessions on courageous conversations, creating respectful workplaces and an overview on navigating portals that support key people processes – including payroll, recruitment and training.

The development of graduate capability continued to be a key focus within the agency, with 2 graduates currently on a 2-year development program. Additional graduates are expected to rotate into the agency later this year through the Australian Submarine Agency Nuclear Graduate program.

The automation of the Annual Performance Development System (APDS) continued to offer managers and employees an efficient way to discuss work performance and outcomes. Feedback on the useability of the system has also enabled further changes and enhancements.

Wellbeing programs continued to be offered to all staff in the agency, taking a strength-based approach rather than just an Employee Assistance Program (EAP) focus. These were well attended and received by all participants. The Reconciliation Action Plan (RAP) was formally launched in this reporting period, which was a major milestone for our agency, as it is the first ever RAP. Implementation is progressing well, with the assistance of an informed and engaged workplace committee, and actions that are largely connected to existing work programs.

Overall, the areas of greatest advancement in the Workforce Strategy in the last 3 years have been in building expertise and capability of our workforce while also ensuring change, health and wellbeing programs meet the needs of the workplace. While a Diversity Equality and Inclusion agenda is in place at a fundamental level, further work in these areas is necessary in the next agency Workforce Strategy. This will be presented later in 2025.

Performance measure 15: Proportion of employees that feel willing and able to innovate at ARPANSA.

Target: ARPANSA's 'Enabling Innovation' index APS census results indicate a positive variance compared to similar-sized APS agencies. A case study of the winner of Innovation Award in the annual ARPANSA Awards to be reported in the Annual Report.

Source: ARPANSA Corporate Plan 2024-25

How was this performance assessed?

Quantitative – APS employee census (innovation) results, which addresses innovation through a set of dedicated questions, are used to obtain an index score, which is compared to other small sized APS agencies.

Qualitative – a case study on the winner/s of ARPANSA's annual innovation award process.

Result: Achieved

Analysis: The 2024 APS Census results for ARPANSA highlight a positive experience with innovative work practices within the agency over the past 12 months. Our overall score remains at 67, which is 2 points higher than both the APS average and the small agency average.

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A particularly positive outcome was the significant improvement in the Innovation Index related to 'inspiring employees to come up with new ways of doing things.' This score has increased by 3 points since last year, and now exceeds the APS average by 6 points. The result demonstrates the agency's ongoing commitment to fostering a culture of innovation and creativity within ARPANSA.

Some notable areas of innovation in the last reporting period included the rollout of the AI software Microsoft Copilot. Already, staff are benefiting from the increased efficiencies this technology provides. Innovative approaches were also considered to improve the marketability of our products and services.

To recognise innovative efforts, our annual agency awards include an Innovation category, which showcases exceptional creativity, problem solving skills, and the willingness to trial an innovative approach or technology. This award provides an opportunity to formally highlight innovative work examples across the agency to staff. Further information about the winners of the 2024 award are available in the Case Study segment of this Annual Report.

Performance measure 16: The agency demonstrates robust management of psychosocial risk.

Target: ARPANSA Census results for the following areas indicates a positive variance when compared to the previous year's results.

1. Workload
2. Change management
3. Wellbeing policies and support

Source: ARPANSA Corporate Plan 2024-25

How was this performance assessed?

APS Employee Census results were assessed to gauge the agency's perception of workload; change management; wellbeing policies; and support. Actions taken to manage these factors were reported against the performance measure.

Result: Partially achieved

Analysis: Psychosocial hazards were formally introduced into WHS Regulations in 2023, making this a relatively new focus area for the Australian Public Service. Although standards and responsibilities aimed at managing this area are still evolving, the agency is committed to lifting awareness and management of psychosocial risks.

In 2023-24, ARPANSA undertook a Psychosocial Hazard Assessment Survey to establish a baseline of hazards. Management of the top 3 is now being tracked via the APS Census results and form the basis of this target.

The 2024 Census result indicated the following results:

1. Workload: 'At capacity – about the right amount of work to do'

This metric had a positive variance of 2% when compared to 2023 Census results.

2. Change Management: 'Change is managed well in my agency'

This metric had no variance when compared to 2023 data.

3. Wellbeing policies and support index

There was no change in the index associated with the policies and practices to help manage health and wellbeing.

The combined results for the 3 hazards indicate the agency partially met the target for this performance measure. However, efforts are ongoing to strengthen the agency's management of psychosocial hazards. In 2024-25, the agency implemented a range of programs to raise awareness and help mitigate risks – such as workload stress – at their earliest point of emergence. For our managers, monthly Manager Connect training sessions, intranet posts, and APDS staff feedback processes were particularly successful training and education tools focused on how to best support staff with robust change management processes, feedback and communications. Psychosocial risk was also managed and monitored by the Executive Group, WHS and HR teams.

Additional approaches for all agency staff included:

- documentation of psychosocial risks on the agency's Enterprise Risk Register
- implementation of identified risk treatments for psychosocial hazards.
- implementation of role descriptions for additional duties to improve clarity and visibility of an individual's workload.

The Employee Assistance Program (EAP) – which aims to support staff health and wellbeing – was also updated with a wide array of webinars. Subjects included financial planning, nutrition and meditation, among others. The Resilience Project was another successful initiative, offering a focus on gratitude, empathy and mindfulness. As with the webinar series, this program was well received and attended by the workforce.

ARPANSA case studies

The following case studies provide a holistic view of our performance across key areas of work and highlight some of the agency's achievements in 2024–25.

Case study 1: Defying physics - making the invisible, visible

Communicating about radiation can be a challenge. In part, this is because it is odorless, intangible, and mostly invisible. At ARPANSA, we want to encourage an interest in science so that the community can better appreciate radiation and therefore make risk informed decisions about exposure. To achieve this, we rely on different communication approaches to make radiation relevant and relatable to our audience. During 2024-25, we employed a range of tactics to support public understanding of radiation and spark interest and engagement in science careers.

Media



Image: ARPANSA UV expert, Dr Stuart Henderson, is interviewed by a news journalist in Brisbane, September 2024

Traditional media remains an important way to share scientific information with a lot of people from different audience demographics. We proactively engaged the media during the last financial year on some of our key activities. Highlights include the following:

- Holding a press conference at Southbank, Brisbane (pictured above) to coincide with the 6th International Conference on Ultraviolet Radiation and Skin Cancer Prevention. Our experts spoke to the media about their work measuring how reflective surfaces like sand can increase a person's UV exposure. The story was featured on SBS World News, Channel 10, Channel 9 and the ABC. This news reached over one million Australians.
- ARPANSA's A/Prof Ken Karipidis led a World Health Organization commissioned systematic review that found mobile phones are not associated with brain cancer. By issuing a media release and holding a press conference, we were able to share this news with about 9 million Australians. Headlines about mobile phones not being associated with brain cancer were printed in every major Australian masthead and featured in radio and television broadcasts across the country. Concerns about mobile phones causing brain cancers have persisted for a long time. This was reassuring news to many Australians.

These examples highlight traditional media's ability to reach large audiences. This is why we continue to pursue media engagement as part of our communication strategy to inform people about their radiation risks.

Social media

Social media provides us with an opportunity to maintain regular communication with our audience. We post content multiple times a week to share the work our scientists do, as well as to provide Australians with the UV forecast each weekend. Social media allows us to maintain the community's visibility of who we are and what we do, so that when there are topical radiation concerns or incidents, people know they can turn to us for clear and accurate information.

Public engagement



Image: Students interacting with ARPANSA's radiotherapy phantom at a National Science Week event at Parliament House, Canberra, August 2024

National Science Week is an important celebration for ARPANSA each year. Since 2021, we've expanded our public engagement during Science Week. Over the years we've created positive associations with thousands of Australians through face-to-face engagements at schools, parks, and lecture theatres. In 2024, we attended the Australian Government Scientists Group Exhibition at Parliament House in Canberra (pictured above). We joined other scientific workplaces to let thousands of students know about STEM careers in the APS.

While audiences for public engagements tend to be much smaller than those reached by sharing news on broadcast or social media, it gives us the opportunity to have a two-way conversation with the community. Public engagement also builds the community's trust in the work that we do protecting them and the environment from the harmful effects of radiation. Equally importantly, it provides a platform to inspire the next generation.

Case study 2: Australia's global role in nuclear safety and security

During 2024–25, ARPANSA continued its international engagement and education, including efforts to improve global radioactive waste management and support Australia's role in the Comprehensive Nuclear-Test-Ban Treaty.

Advancing international standards in radioactive waste management and transport

Australia's participation alongside 1,000 delegates from 77 countries, in the 8th Review Meeting of the Joint Convention on the Safety of Spent Fuel Management and on the Safety of Radioactive Waste Management, reaffirmed its commitment to international nuclear safety obligations.

The Australian delegation, comprising ARPANSA, the Australian Nuclear Science and Technology Organisation (ANSTO), and the Australian Radioactive Waste Agency (ARWA), presented Australia's 8th National Report to the Joint Convention on the Safety of Spent Fuel Management and the Safety of Radioactive Waste Management at the International Atomic Energy Agency (IAEA) headquarters at Vienna in March 2025.

The Joint Convention acknowledged Australia's regulatory approach as good practice, particularly ARPANSA's integration of the World Health Organization's broader definition of health in its guidance for radioactive waste disposal. This approach reflects a comprehensive strategy to protect individuals and the environment from the harmful effects of radiation.

Australia's ongoing investment in the development of a responsible and sustainable radioactive waste management program was also recognised. The program supports long-term solutions for the safe disposal of radioactive materials and Australia's commitment to maintaining high safety standards.

Since the establishment of the Joint Convention in 2003, ARPANSA has consistently contributed to international efforts to improve safety in radioactive waste and spent fuel management. Through active engagement in regulatory, operational and technical discussions, the agency continues to support a global culture of increased international safety standards and greater accountability.



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Image: ARPANSA staff represented Australia at the International Atomic Energy Agency (IAEA) Joint Convention 8th Review Meeting, bringing 77 countries to Vienna in March 2025.

In addition to representation at the Joint Convention, ARPANSA also hosted an IAEA-led Regional Workshop on the Safe Transport of Radioactive Material in Sydney in April 2025. The event brought together 18 participants and 4 observers from 14 Asia-Pacific countries to improve our region's knowledge and collaboration.

As part of the week-long workshop, ARPANSA experts delivered presentations on the Australian regulatory framework and best practice safety and security in the transport of radioactive material.

The training workshop made an important contribution to improved international collaboration for the safe transport of radioactive material.



Image: ARPANSA staff joined IAEA representatives to deliver the Regional Workshop on Safe Transport of Radioactive Material in Sydney, 7-11 April 2025.

Enhancing the network for the international monitoring system

ARPANSA plays a pivotal role in global nuclear test monitoring through its management of 9 radionuclide stations located across Australia, Antarctica and the South Pacific. These stations form part of the third-largest International Monitoring System (IMS) network globally, contributing to a worldwide system of more than 300 facilities that detect nuclear explosions. This extensive infrastructure underscores Australia's strong commitment to the Comprehensive Nuclear-Test-Ban Treaty (CTBT), which prohibits all nuclear test explosions.

To further support Australia's role in the CTBT, ARPANSA hosted a radionuclide workshop in collaboration with the Australian Safeguards and Non-Proliferation Office (ASNO) in June 2025. The 3-day event brought together stakeholders from government, academia and technical operations to deepen understanding of the IMS and its critical function in nuclear test detection.

Presentations from ARPANSA, ASNO, Geoscience Australia and the Comprehensive Nuclear-Test-Ban Treaty Organization (CTBTO) provided a comprehensive overview of radionuclide monitoring technologies and data analysis processes. Attendees gained valuable insights into the technical operations of IMS stations and the broader significance of Australia's contributions to international nuclear non-proliferation efforts. The workshop concluded with a laboratory tour of ARPANSA's Yallambie site, showcasing how data is collected and analysed from the IMS network.

ARPANSA's collaboration with ASNO and Geoscience Australia ensures that data collected from the monitoring stations is reliably transmitted to the CTBTO in Vienna, reinforcing global efforts to uphold nuclear non-proliferation and enhance international security.



Image: Representatives from ARPANSA and ASNO at the CTBT Radionuclide Station Operators Workshop held in Melbourne, June 2025.

Case study 3: Fostering digital innovation at ARPANSA

At ARPANSA, innovation is a cornerstone of continuous improvement, underpinning both scientific advancement and operational excellence. By encouraging fresh perspectives and creative approaches, the agency enhances its effectiveness and efficiency.

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To further embed this culture, an ‘Innovation Award’ recognises staff-led contributions that demonstrate originality in problem-solving and deliver tangible improvements to workplace practices.

ARPANSA’s Regulatory Administration Database

Winner of an ARPANSA Innovation Award, the Regulatory Administration Database (RAD) is now fully operational and is transforming how regulatory activities are managed.

RAD is streamlining compliance with regulatory requirements for licence holders with access to a secure online portal. This allows users to lodge applications, update inventory and submit periodic reports directly. Internally, RAD is used extensively by ARPANSA’s Regulatory Officers to manage inspections, assess licence applications and monitor compliance. The system supports automated reminders, real-time tracking of submissions, and pre-filled reporting templates, reducing administrative burden and improving data accuracy.

Information, including areas for improvement (AFIs) and breaches, are categorised using a brand-new custom holistic safety model, which helps identify trends and target areas where safety can be enhanced. By tracking these findings and ensuring follow-up through RAD, consistent data-driven regulatory action and timely resolutions are supported.

Training sessions and workshops have been held across Australia to support adoption, with overwhelmingly positive feedback from users. Interest in RAD has grown beyond ARPANSA, with several radiation regulatory bodies across Australia expressing strong interest in the system’s capabilities, including one jurisdiction currently implementing the RAD solution. Internationally, it has been recognised as a leading example of modern regulatory technology.

Reflecting ARPANSA’s commitment to innovation and safety, the system continues to evolve through iterative development, with new features and enhancements released periodically.

APRANSA’s Personal Radiation Monitoring System

An Innovation Award also went to the team that delivered a new customer portal for APRANSA’s Personal Radiation Monitoring System (PRMS).

In response to valuable customer feedback, the new portal has streamlined account management and improved service delivery. It gives customers convenience and control to independently manage their accounts, access services and securely access reports – functions that previously required direct support from the customer service team.

By improving online services and simplifying processes, the portal has brought significant benefits to ARPANSA. Automating routine tasks reduces manual workload, freeing customer service staff to redirect their focus to more strategic and high-value tasks.



Image: ARPANSA's PRMS provides an important service to industry and healthcare workers. Innovation is critical to effective delivery of services to support worker safety.

This initiative directly supports Key Activity 2 of ARPANSA's Corporate Plan, which prioritises the delivery of high-quality services and strong customer satisfaction. The successful implementation of the portal marks a significant step forward in modernising personal radiation monitoring services and improving customer engagement practices for greater efficiency.

Case study 4: Reflecting on ARPANSA's reconciliation journey



Image: Artist Natalie L. Simmons and ARPANSA CEO Dr Gillian Hirth AO standing in front of her artwork at the launch of ARPANSA's Reconciliation Action Plan.

Reconciliation for ARPANSA begins with Country. Aboriginal and Torres Strait Islander peoples, the world's first scientists, have always held knowledge of how to care for land, water and sky. This wisdom continues to guide us today, reminding us that reconciliation is not just words on paper; it is a commitment to fostering a relationship grounded in truth, respect and responsibility.

In September 2024, Reconciliation Australia endorsed ARPANSA's first *Reflect Reconciliation Action Plan* (RAP). This foundational document marks a key milestone in ARPANSA's journey, setting the stage for future initiatives that strengthen relationships with Aboriginal and Torres Strait Islander communities and embed reconciliation into agency operations.

Anchored in Reconciliation Australia's framework of relationships, respect and opportunities, the Reflect RAP aligns ARPANSA's reconciliation goals with its strategic objectives. These efforts support the 5 dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance. For ARPANSA, this means not only embedding reconciliation into our operations, but weaving cultural integrity into the way we make decisions, share knowledge and build partnerships.

With guidance from our First Nations Cultural Advisor, Jennifer Reilly, ARPANSA's reconciliation journey has been shaped with local cultural authorities – from developing the plan through to embedding it in practice.

Wiradjuri/Wailwan artist Natalie L. Simmons created and shared a powerful artwork with ARPANSA to accompany the RAP. Her painting speaks of land, water and sky, which are symbols of connection and the shared journey of

ARPANSA and Aboriginal and Torres Strait Islander communities moving forward together. Natalie unveiled her artwork at the October 2024 launch of the RAP, where staff enjoyed a didgeridoo performance by musician Ganga Giri, followed by a Welcome to Country and Smoking Ceremony by local Wurundjeri Elder Uncle Perry Wandin.

ARPANSA's reconciliation journey is grounded in respect for Aboriginal and Torres Strait Islander knowledge and traditions, which have long informed sustainable practices in caring for Country. The agency acknowledges the enduring wisdom of Traditional Owners, including the Maralinga Tjarutja people, whose cultural authority continues to guide scientific work.

Since the 1980s, ARPANSA, in partnership with the Department of Industry, Science and Resources, has worked alongside the Maralinga Tjarutja community to assess and rehabilitate Country impacted by radioactive contamination. Early assessments found the land was not yet safe to be handed back to the Traditional Owners, leading to the Royal Commission into nuclear tests in Australia and the site's clean up during the 1990s. Nearly 30 years on, this partnership is built on trust, resilience and intergenerational knowledge – a relationship as much about truth and healing as it is about science. ARPANSA continues to walk alongside the Maralinga Tjarutja people, supporting the safety of the region through regular site visits and radiation testing led by a new generation of staff.

Implementing the RAP involves building relationships with Aboriginal and Torres Strait Islander organisations to support improved economic and social outcomes. These commitments include increasing opportunities for Aboriginal and Torres Strait Islander businesses, and strengthening pathways for employment and professional development within ARPANSA. They are not transactional; they are part of ensuring equity and respect flow into the agency's everyday work.

For National Reconciliation Week 2025, ARPANSA distributed resources and hosted events, including a planting activity at the Yallambie site, aimed at honouring Country and creating space for reflection. Throughout the year, reconciliation was further promoted through staff updates, stakeholder engagement and partnerships with like-minded organisations. Cultural learning was supported across the agency through internal e-learning training modules.

The Reflect RAP is a proud and purposeful beginning. More than a first step, it is a promise to keep listening, learning and acting with integrity, walking alongside mob with respect and responsibility into the future.

Case study 5 – Progressing consistent radiation regulation during a period of national transformation

ARPANSA regulates Commonwealth entities that use or produce radiation and plays a leading role in promoting consistent radiation regulation across Australia.

During 2024-25, ARPANSA continued to provide support and guidance to the Department of Defence's Nuclear Powered Submarine Regulatory Design team while continuing a full program of regulatory oversight of Commonwealth radiation and nuclear activities.

Significant regulatory milestones and activities during the financial year to 30 June 2025 include:

- **July 2024:** ARPANSA issued a licence to the Australian Submarine Agency (ASA) to prepare a site for the prescribed radiation facility known as the 'Controlled Industrial Facility'. The proposed Controlled Industrial Facility is intended to provide low-level waste management and maintenance services to support the Submarine Rotational Force – West program. The approved site is at the existing HMAS Stirling Navy Base, Garden Island, Rockingham, Western Australia.
- **July-September 2024:** ARPANSA provided regulatory oversight for ANSTO's planned long shutdown of the OPAL multi-purpose reactor. The significant maintenance and upgrade program included replacement of both the First Reactor Protection System (FRPS) and Cold Neutron Source (CNS). ARPANSA worked closely with ANSTO to oversee safety and security during this complex work.
- **December 2024:** ARPANSA issued a licence to ANSTO approving the first stage of decommissioning of Australia's original nuclear research reactor – the High Flux Australian Reactor (HIFAR) at Lucas Heights, NSW. The licence issued is for limited decommissioning only and was granted following thorough review, public consultation and assessment.
- **February 2025:** ARPANSA publicised its intention to make a decision on a licence application from the Department of Defence relating to the replacement of an industrial X-ray machine (called a linear accelerator) that uses electricity to generate the X-ray beams to image materials and equipment, located at Port Wakefield, South Australia.
- **April 2025:** ARPANSA and ASNO concluded the review of the Periodic Safety and Security Review (PSSR) of the OPAL reactor, with recommendations provided to ANSTO for ongoing improvements in safety and security. ARPANSA also conducted public consultation on a licence application received from ANSTO seeking to prepare a site for a nuclear installation. The proposed ANSTO Nuclear Medicine Manufacturing Facility is intended to manufacture nuclear medicines at Lucas Heights, NSW for the treatment of Australians. Public consultation opened on 16 April and closed on 28 May 2025.
- **May 2025:** ARPANSA's annual Licence Holder Forum was held in Canberra on 30 May 2025. The event brought together current and future licence holders for a day of collaboration and dialogue with the regulator to support knowledge sharing and advance safe and effective uses of radiation.
- **June 2025:** ARPANSA commenced public consultation on a licence application received from ASA to commence construction of the proposed Controlled Industrial Facility at HMAS Stirling Navy Base in Western Australia. The consultation submission deadline was 17 July 2025.

Further information about licensing activities is available in Appendix 1.



Image: ARPANSA's annual Licence Holder Forum, held in Canberra on 30 May 2025, is an important opportunity for information sharing and process improvement to support fit-for-purpose radiation regulation.

Against the backdrop of these significant and complex regulatory activities, extensive work continued to support national frameworks for radiation protection and promote consistent radiation protection across all jurisdictions. National uniformity of radiation regulation is a critical role of ARPANSA and is supported by strong ties with state and territory regulatory authorities coordinated through the Radiation Health Committee (RHC). A cornerstone of the national uniformity program is the Radiation Protection Series, which is the current national directory of standards, codes and guidance underpinning Australia's radiation protection and nuclear safety.

During 2024-25, the RHC endorsed, and ARPANSA published, 2 standards and one code designed to support consistent compliance, dosimetry services and dental radiation protection at a national level. Work is continuing on a range of updated guidance and codes to support medical safety, waste management, imaging and exemptions.

This work and continued engagement with current and future regulators across jurisdictions is critical to the health and safety of our nation's environment, workers and communities, ensuring effective stewardship for generations to come.

ARPANSA projects

ARPANSA’s Executive Group (EG) monitors all strategic projects to ensure the agency’s priorities are managed and resources transparently utilised. All our projects have been aligned to a key activity, ensuring the work underpins the delivery of our purpose. Below is a summary of projects that were active in 2024-25.

TABLE 7: PROJECT ACTIVITY IN 2024-25

Key activity	Project	Overall status	Annual Summary of 2024-25 project progress
1	Australian National Radiation Dose Register (ANRDR) data assimilation	Continuing in 2025-26	This project supports the development of a new ANRDR for the submission of Australian occupational dose records. The register will be based on new data transfer specifications and provides a platform for both dosimetry service providers and employers to submit dose records. During the last financial year, a Microsoft Solution Partner was awarded the tender to build the new ANRDR. Work has progressed on defining the technical requirements of the new system and the user interface. This project is due to be completed in the second half of 2026.
1	Joint Convention Eighth Review Meeting	Closed	The Joint Convention on the Safety of Spent Fuel Management and on the Safety of Radioactive Waste Management (Joint Convention) is the first legally binding international treaty on radioactive waste safety. As a Contracting Party, Australia has an obligation to submit a national report at least every 3 years, demonstrating the measures that have been taken to implement every obligation under the Joint Convention. ARPANSA is responsible for coordinating the preparation of Australia’s National Reports and the National Presentation to each of the Review Meetings of the Joint Convention. In 2024-25, ARPANSA collated input from all Australian radiation regulators, ANSTO, Department of Industry, Science and Resources (through ARWA), and the CSIRO.
1	Environmental Framework	Closed	This project supported the development of an Environmental Framework for the monitoring and assessment of radiation in the Australian environment. The Framework supports governance of environmental radiation monitoring and assessment activities, maintenance of capability, promotes structured decision-making and sets clear minimum

			standards for quality management, record keeping and reporting. The framework for Monitoring and Assessment of Radiation in the Australian Environment is being implemented at ARPANSA and is available on the ARPANSA website at www.arpansa.gov.au/understanding-radiation/radmap-aus/environmental-framework
1	Teletherapy Cobalt Source Replacement	Continuing in 2025-26	This project aims to maintain the teletherapy laboratory calibration capability by replacing the Cobalt-60 teletherapy source. The current source's activity has decayed down to only one-sixth of its activity from its installation in 2010. The calibration capability underpins a range of services for radiotherapy centres in Australia and New Zealand. The project was funded as part of a New Policy Proposal in March 2025 and enters the execution phase in 2025-26. Plans are in place for the replacement to happen late in 2025. Successful implementation will enable ARPANSA to continue to provide radiotherapy calibrations and radiation measurements at the highest accuracy.
2	Radiochemistry Laboratory – Laboratory Information Management System (LIMS)	Continuing in 2025-26	A LIMS is being implemented in ARPANSA's radiochemistry laboratory to enhance the agency's delivery of research, expert evaluations, advice and services. This new system will: • allow effective end-to-end management of samples and associated data, including sampling • improve laboratory operations by managing laboratory data, streamlining workflows and improving data quality • replace paper-based and legacy systems. The implementation will continue in 2025-26.
2	Sunscreen testing	Closed	The Australian standard for sunscreen testing requires the exposure of human subjects to ultraviolet radiation (UVR) to evaluate sunscreen performance. This project aimed to establish and independently validate the suitability of in vitro SPF determination protocols as a method for determining the SPF of sunscreen products. This approach would protect human volunteers from the harmful effects of radiation and allow for more regular testing and compliance monitoring to increase public confidence in sunscreens.

Part 3: Report on performance

			This project confirmed that the existing literature-based in vitro method cannot be universally applied to all sunscreen products, and a new improved method needs to be developed.
2	A primary standard water calorimeter	Continuing in 2025-26	This project involves replacing an ageing graphite calorimeter to ensure the agency's continued ability to maintain the Australian primary standard of absorbed dose. The project will deliver a water calorimeter that is verified against the current graphite calorimeter, as well as the international reference held at the International Bureau of Weights and Measures (the BIPM). In the last financial year: • measurements have continued, in order to collect sufficient data to provide confidence in the device as a primary standard. • corrections and calibrations fundamental to the operation of the device have been measured. • preliminary arrangements have been made for a key international comparison in 2026-27 to verify the calorimeter performance at a primary standard level.
2	New linac	Closed	ARPANSA purchased a new Elekta linac in 2022-23 to replace its end-of-life linac. The project included an upgrade to the original Yallambie bunker/linac operations area. Construction works commenced and were completed late 2023, however, final acceptance testing and commissioning were delayed due to a supplier oversight of missing hardware. This was rectified in 2024. ARPANSA now has 2 linacs to audit radiotherapy providers and allow calibration of radiotherapy equipment. This work underwrites safe and accurate treatment for radiotherapy patients in Australia, and supports research.

2	PRMS Customer Portal	Closed	The development of a customer portal was a critical initiative aimed at delivering a modern, customer-focused experience, meeting evolving user needs, and aligning PRMS with industry standards. The key deliverable was a fully integrated, user-friendly, self-managed portal that empowers customers to securely view dose reports, track deliveries and export data. The project deliverables included training packages, user guide, tutorial videos, a welcome pack, and help cards development and roll-out. The portal has already contributed to significant business growth and delivered a strong return on investment, positioning PRMS for continued success.
2	PRMS LIMS design	Continuing in 2025-26	This project was approved as part of the agency LIMS implementation. The goal of this project is to replace the PRMS legacy system with a standardised platform that streamlines internal workflows and reduces the resource burden of maintaining the outdated PRMS system. The key deliverable is a fully functional LIMS, integrated with a customer portal. The project commenced in October 2024.
2	PRMS Portal Application Programming Interface (API)	Continuing in 2025-26	This project is an extension of the PRMS Customer Portal Project and addresses a critical need for several of our larger clients who manage multiple centres. The key deliverable is a secure API that enables automated transfer of dose reports from the PRMS customer portal to external radiation safety management applications. Key activities completed include a discovery workshop to define the API requirements, the development of an Infrastructure Architecture document, infrastructure setup and application design. The successful implementation of this API will significantly enhance the efficiency of our service delivery.
3	Safety Culture Assessment (SCA)	Closed	Safety culture is about the shared core values, beliefs and behaviours that an organisation holds and how they affect safety. ARPANSA commenced the SCA in 2023 to obtain comprehensive information on the current state of our culture for safety. The assessment team used a range of data collection methods to assess the agency's safety culture and inform a comprehensive report. Regular SCAs provide assurance (both internally and externally) that ARPANSA is continually striving to improve as a regulator, health advisor and service provider for the Australian people and environment.

Part 3: Report on performance

3	Regulatory Administration Database (RAD)	Closed	The RAD project successfully delivered a modern, integrated regulatory system that can support ARPANSA's expanding responsibilities. The RAD system has enhanced data quality, improved compliance oversight, and modernised interactions with licence holders. The system includes functionality for inspections, compliance reporting, assessment workflows, inventory and event management, and finance integration. The final product is a future-ready platform that centralises regulatory data and processes into a single, user-friendly interface.
3	OPAL Periodic Safety and Security Review (PSSR)	Closed	The OPAL PSSR occurs every 10 years, with the previous PSSR undertaken in 2011-2012. The PSSR process is used to demonstrate that the OPAL reactor is safe and secure to operate up to 2031, in accordance with ARPANSA Regulatory Guide GDE-1761. As part of this, ANSTO is required to develop a plan to undertake detailed reviews of the OPAL facility against the requirements of the Regulatory Guide, which are assessed by ARPANSA. This project successfully met its objectives. ANSTO submitted the PSSR reports and associated action plan, and detailed regulatory compliance assessments were sent back to ANSTO in April 2025.
3	OPAL First Reactor Protection System (FRPS)	Closed	ANSTO OPAL proposed to upgrade the FRPS in late 2023. A consultancy was contracted to carry out the technical assessment of the submission and advise ARPANSA on the regulatory assessment. All deliverables and assessments were completed, and the final report was issued, with all actions closed. The project was completed under the originally quoted estimate.
4	Cybersecurity Program	Closed	The Cybersecurity program aimed to implement and maintain a mature cyber security practice, with the aim of reducing ARPANSA's cyber risk exposure. Milestones included: • implementing Essential 8 controls to attain Maturity Level 2 • completing initiatives in Cyber Security Governance project • completing initiatives in the Cyber-Capable organisation project.

			During 2024-25, it was recognised that cybersecurity represents a comprehensive and ongoing agency-wide effort rather than a conventional project. As such, ongoing resources has been allocated to the Digital Technology Section to embed these programs into business as usual, and the project was closed.
4	Yallambie Refurbishment	Continuing in 2025-26	This project supports resource capacity increases, uplift to the security area to achieve Commonwealth Zone 4 Protective Security Policy Framework (PSPF) security compliance and improvements to work areas. Increasing the safety, security and capacity of the Yallambie site will better support the expanded workforce and the agency's input to the nuclear-powered submarine enterprise. Stage 1 of the refurbishment (old library area) was completed in 2024, with new workstations, a meeting pod and casual breakout area. Architectural and services designs were refined in response to stakeholder input. Stage 2 (secure area and operational centre) includes services upgrades (electrical, heating, ventilation, and air conditioning) and internal security works. This work will continue into 2025-26.
4	Miranda Refurbishment	Closed	This project supported a security uplift and refurbishment of the Miranda office. The project was managed by a facilities management company and work commenced in early June 2024. Scope increases were made as the construction work progressed, including adding the CEO's office and a separate server room. Updating the office allows the agency to cater for an increased NSW-based workforce, supporting operations in a higher security environment and improving the workspace usability for staff.
4	Motor control centre (MCC) Switchboard Replacement	Continuing in 2025-26	This project replaced the outdated MCC with a modern version to provide reliable operation, interface to the site building management system and to improve stability of the electrical infrastructure, site controls and automation. As at the end of June 2025, the contractor is finalising the commissioning of the boards prior to testing and sign-off. This project represents an essential upgrading of core infrastructure for the Yallambie building and its electrical equipment.

Part 3: Report on performance

4	Incoming water mains replacement	Continuing in 2025-26	This project supported the replacement of the Yallambie building's fire water mains piping. The project start date was delayed and the project scope was expanded to include pipe replacement on the east and west side of the building water mains and fire hydrant replacement. As at the end of June 2025, the project is expected to be completed within the next financial year. This project represents an essential upgrade to mitigate leakage risks and improve core infrastructure at the Yallambie building.
4	Infrastructure upgrade projects	Closed	The Yallambie building required upgrades to a range of areas including: • replacement of aged roof sheeting on the west side of the building (which experienced regular leaks) • replacement of the support deck above the Radioanalytical Services laboratory to resolve WHS issues • replacement of all fume hood exhaust fans • installation of a fixed lifting point gantry to improve ease of access for equipment onto the roof. The project was completed by October 2024.
4	ARPANSA Website	Continuing in 2025-26	This project supports a full redesign of the ARPANSA website, due to ongoing issues and limitations presented by the current website (developed in 2022). This new project is focusing on a full top-to-bottom exploration of features and integration. Phase 1, Discovery, was completed in October 2024. Phase 1.5, Content Review, was completed in April 2025. Phase 2, Build, began in July 2025 with an expected launch date of February 2026.
4	Data Quality Assessment	Closed	The ARPANSA Data Maturity Assessment 2024 project has been successfully completed. The project achieved its objectives, resulting in a comprehensive evaluation of data maturity levels. Key action items arising from the findings include the implementation of recommended data governance policies and continuous monitoring to ensure sustained progress. The team's dedication and collaborative efforts were instrumental in achieving these positive outcomes.
4	TechOne procurement	Closed	This project supported an upgrade to the TechOne finance procurement system, enabling forms and

			contracts (including accounts payable workflow) to be managed. This project was developed in response to increasing non-compliance with Commonwealth Procurement Rules (CPR) and challenges related to internal processes such as WHS, Security, and IT. The procurement process is now more streamlined, resulting in improved efficiencies and accuracy, as well as minimisation of errors and ensuring standardised, CPR-compliant responses.
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Regulator performance

Regulator Performance (RMG 128) outlines performance expectations for Commonwealth regulators through 3 principles of best practice:

1. Continuous improvement and building trust
2. Risk based and data driven
3. Collaboration and engagement

Although the guidance does not apply to Commonwealth entities whose regulatory function is only to regulate Commonwealth agencies or employees, the agency applies this guide to demonstrate best regulatory practice. The outcome of the self-assessment is summarised in 'Performance measure 12: Commonwealth licence holders apply the principles of radiation protection (justification, optimisation, limitation)'.

Financial performance

For the financial year ending 30 June 2025, ARPANSA reported an operating deficit of \$8.735 million.

Total operating revenue for the year was \$37.655 million and included:

- government appropriation of \$21.613 million
- regulatory license fees and charges of \$7.295 million
- sale of goods and provision of services and other revenue of \$8.688 million.

ARPANSA's total operating expenses were \$46.390 million and included:

- employee benefits of \$26.004 million
- supplier and other expenses of \$14.550 million
- depreciation and amortisation expenses of \$5.790 million.

Part 3: Report on performance

The agency will continue to review the efficiency and effectiveness by which it delivers its program, to ensure it operates within available resourcing.

Asset management

The agency manages non-financial assets totalling \$80.100 million and its asset management strategy emphasises whole-of-life asset management. The capital investment plan is reviewed annually to ensure appropriate prioritisation of building infrastructure, and renovation investment and that laboratory equipment purchases and IT infrastructure upgrades meet future research and operational requirements.

Purchasing

The agency’s procurement policies and practices reflect the principles set out in the Commonwealth Procurement Rules (CPRs) and focus on encouraging competition, value for money, transparency and accountability, as well as the efficient, effective and ethical use of Commonwealth resources. During 2024–25, ARPANSA procurement activities complied with the CPRs.

Consultants

TABLE 8: EXPENDITURE ON REPORTABLE CONSULTANCY CONTRACTS

Reportable consultancy contracts 2024-25	Number	Expenditure \$
New contracts entered into during the reporting period	2	109,698
Ongoing contracts entered into during a previous reporting period	14	114,032
Total	16	223,730
Organisations receiving a share of reportable consultancy contract expenditure 2024-25	Expenditure \$	
Wayarang P/L	4,400	
Epsilon Consultants Pty Ltd	105,298	

Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website.

During 2024-25, one new reportable consultancy contract was entered into, involving total actual expenditure of \$105,298. In addition, 14 ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$114,032.

Decisions to engage consultants during 2024-25 were made in accordance with the PGPA Act and related regulations, including the CPRs and relevant internal policies.

ARPANSA engages consultants where there is a requirement for specialist expertise that is not available within the agency, or where an independent assessment is required. The agency selects consultants through the use of panel arrangements by making an open approach to market, or direct engagement of a recognised or pre-eminent expert.

TABLE 9: EXPENDITURE ON REPORTABLE NON-CONSULTANCY CONTRACTS

Reportable non-consultancy contracts 2024-25	Number	Expenditure \$
New contracts entered into during the reporting period	106	6,986,780
Ongoing contracts entered into during a previous reporting period	47	4,382,555
Total	153	11,369,335
Organisations receiving a share of reportable non-consultancy contract expenditure 2024-25	Expenditure \$	
Evolve FM Pty Ltd ABN 5260547 580	1,673,489	
Hays Specialist Recruitment (Australia) Pty Ltd ABN 47001407281	1,035,314	
Centorrino Technologies Pty Ltd ABN 83606931524	811,446	
Duratec Limited ABN 94141614075	767,731	
DATA #3 LIMITED ABN 31010545267	685,340	

Annual reports contain information about actual expenditure on reportable non-consultancy contracts.

Information on the value of reportable non-consultancy contracts is available on the AusTender website.

Procurement initiatives to support small business

ARPANSA supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance website: www.finance.gov.au.

ARPANSA's engagement with SMEs is predicated on communicating in clear, simple language and presenting information in an accessible format. ARPANSA's procurement practices support SMEs through the use of the Commonwealth Contracting Suite for low-risk procurements valued under \$200,000.

Advertising and market research

Under Section 311A of the *Commonwealth Electoral Act 1918*, ARPANSA is required to disclose details of payments of \$16,300 or more (inclusive of GST) relating to advertising and market research.

During 2024–25, expenditure on media advertising and public notices was below the threshold and ARPANSA did not undertake market research, conduct any advertising campaigns nor purchase any services from creative advertising agencies, polling or direct mail organisations.

ARPANSA resource statement 2024–2025

	Actual available appropriation for 2024-25	Payments made 2024-25	Balance remaining 2024-25
	\$'000	\$'000	\$'000
	(a)	(b)	(a)-(b)
Ordinary annual service¹			
Departmental appropriation			
Prior year departmental appropriation ²	6,662	6,662	-
Departmental appropriation ³	26,151	17,688	8,463
Total	32,813	24,350	8,463
Total ordinary annual services	32,813	24,350	
Other services			
Departmental non-operating			
Equity injection ⁴	9,068	4,100	4,968
Total	9,068	4,100	4,968
Total other services	9,068	4,100	
Special Account⁵			
Opening balance	1,174		
Appropriation receipt ⁶	18,650		
Non-appropriation receipts to Special Accounts	29,744		
Payments made		48,781	
Total Special Account	49,568	48,781	787
Total resourcing	91,449	77,231	
Less departmental appropriations and equity injections drawn from the above and credited to Special Account	(18,650)	(24,350)	
Total net resourcing for ARPANSA	72,799	52,881	

1 Appropriation Act (No.1) 2024-25

2 Balance carried forward from previous year for annual appropriations.

3 Includes an amount of \$4.538 million in 2024-25 for Departmental Capital Budget. For accounting purposes, this amount has been designated as 'contributions by owners'.

4 Appropriation Act (No. 2) - Equity Injections 2023-24.

5 Does not include 'Special Public Money' held in accounts like Other Trust Monies accounts (OTM). Services for other Government and Non-Agency Bodies accounts (SOG), or Services for Other Entities and Trust Monies Special Accounts (SOETM).

6 Appropriation receipts from ARPANSA's annual and special appropriations for 2024-25 included above.

ARPANSA expenses for outcome 1

ARPANSA EXPENSES FOR OUTCOME 1

Outcome 1:

Protection of people and the environment through radiation protection and nuclear safety research, policy, advice, codes, standards, services and regulation

	Budget*	Actual expenses	Variation
	2024-25	2024-25	2024-25
	\$'000	\$'000	\$'000
	(a)	(b)	(a)-(b)
Program 1.1: (Radiation protection and nuclear safety)			
Departmental expense			
Ordinary annual services			
Departmental appropriation ¹	15,446	16,752	(1,306)
Special accounts	14,993	15,270	(277)
Expenses not requiring appropriation in the budget year ²	2,863	5,525	(2,662)
Subtotal for Program 1.1	33,302	37,547	(4,245)
Program 1.2: (Nuclear-powered submarines)			
Departmental expense			
Ordinary Annual Services			
Departmental appropriation ¹	6,167	8,979	(2,812)
Subtotal for Program 1.2	6,167	8,979	(2,812)
Total for Outcome	39,469	46,526	(7,057)
Average staffing level (number)	178	178	

* Full year budget including any subsequent adjustment made to the 2024-25 budget at Additional Estimates.

¹ Appropriation Act (No.1)

² Expenses not requiring appropriation in the budget year are made up of depreciation and amortisation expenses.

Part 4: Management and accountability

Enabling legislation

The *Australian Radiation Protection and Nuclear Safety Act 1998* (ARPANS Act) establishes the Office of the CEO of ARPANSA. The Act also establishes ARPANSA as a listed non-corporate Commonwealth entity under the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) and a statutory agency under the *Public Service Act 1999*.

Corporate governance

The ARPANS Act and the PGPA Act are the foundation of ARPANSA's governance process. Our Corporate Plan is complemented by our internal business plans and governance structure, which facilitates risk-informed decision-making, the consistent application of resourcing priorities and the escalation and resolution of issues. Our reporting arrangements ensure section and team activities are aligned with our purpose and efficiently undertaken.

As CEO of ARPANSA, Dr Gillian Hirth AO is responsible for the agency's activities, policy directions and efficient performance. ARPANSA's core governance structure includes 3 statutory advisory bodies and 2 senior committees. Our extended governance structure includes internal management committees that support our Executive Group (EG)¹ in providing oversight and accountability.

Advisory bodies

The ARPANS Act establishes the Radiation Health and Safety Advisory Council ('the Council'), the Radiation Health Committee (RHC) and the Nuclear Safety Committee (NSC) to advise the CEO of ARPANSA.

Radiation Health and Safety Advisory Council

The role of the Council, in relation to radiation protection and nuclear safety, is to: identify emerging issues; examine matters of major concern to the community; consider the adoption of recommendations, policies, Codes and Standards; and advise and report to the CEO, at the CEO's request or as Council considers appropriate, on the above and any other matters.

A summary of the issues considered and discussed at Council during 2024–25 can be found in Appendix 2.

¹ The ARPANSA Executive Group comprises our CEO and Branch and Office heads

Radiation Health Committee

The role of RHC, in relation to radiation protection, is to: advise the CEO and the Council; develop policies and prepare draft publications for the promotion of uniform national standards; formulate draft national policies, codes and standards for consideration by the Commonwealth, states and territories; from time to time, to review national policies, codes and standards to ensure that they continue to substantially reflect world best practice; and consult publicly in the development and review of such policies, codes and standards.

A summary of the issues considered and discussed at RHC during 2024–25 can be found in Appendix 2.

Nuclear Safety Committee

The role of NSC, in relation to nuclear safety and the safety of controlled facilities, is to: report to and advise the CEO and the Council; review and assess the effectiveness of standards, codes, practices and procedures; develop detailed policies and to prepare draft publications for the promotion of uniform national standards; and advise the CEO and the Council (or at the CEO's request report on the above matters).

A summary of the issues considered and discussed at NSC during 2024–2025 can be found in Appendix 2.

Senior committees

Audit and Risk Committee

The PGPA Act requires Commonwealth entities to establish an audit committee. ARPANSA's Audit and Risk Committee (ARC) provides independent assurance and advice to the CEO on the agency's financial reporting, performance reporting, system of risk oversight and management, and system of internal control.

During 2024-25, the ARC met on 5 occasions.

The ARC charter can be viewed on the ARPANSA website at: www.arpansa.gov.au/about-us/corporate-publications/audit-and-risk-committee.

TABLE 10: AUDIT AND RISK COMMITTEE MEMBERS

Member name	Qualifications, knowledge, skills or experience	Number of meetings attended/total number of meetings	Total annual remuneration 2024-25 (inc. GST)
Margaret Donnan AM Current Committee Chair Member: appointment commenced 2021.	Master of Science (Chemistry) Bachelor of Science Associate Fellow of Institution of Chemical Engineers Member Australian Institute of Company Directors Member Australian Institute of Health & Safety Member Australian Institute of Occupational Hygienists	Margaret attended 5 ARC meetings and one Executive Group meeting during 2024–25	\$21,818.22
Claire Miller Current Committee Member: appointment commenced 2021.	Bachelor of Laws Bachelor of Arts Graduate Diploma of Applied Corporate Governance State Councillor and member Governance Institute of Australia (retired 2024) Member Australian Institute of Company Directors Member Association of Corporate Counsel Australia	Claire attended 5 ARC meetings during 2024–25	\$10,909.08
Dennis Clark Current Committee Member: appointment commenced 2021.	Bachelor of Economics Company Directors Diploma Fellow Governance Institute of Australia Fellow Australian Institute of Company Directors Fellow Chartered Accountant	Dennis attended 5 ARC meetings during 2024–25	\$9,090.90
Dr Richard Thornton Current Committee Member: appointment commenced 2022.	Bachelor of Science (Physics) PhD (Physics) Graduate Member Australian Institute of Company Directors Member Institute of Physics Member Institute of Electrical and Electronics Engineers Member International Association of Wildland Fire	Richard attended 5 ARC meetings during 2024–25	\$9,090.90

Variations in Committee Member remuneration are due to individual GST arrangements.

Strategic Management Committee

The Strategic Management Committee (SMC) considers the threats and opportunities that may influence the strategic direction of the agency and contributes at key times throughout the year to ARPANSA's planning and performance framework. The SMC met twice in 2024–2025 and comprises the CEO (Chair), Branch and Office heads, and an external member appointed by the CEO. This Committee was dissolved in 2025 and rolled into the EG to achieve efficiency in decision making processes and to simplify governance.

Management committees

ARPANSA ensures effective decision-making, management and oversight of the agency's operations and performance through the following management committees:

Executive Group

The Executive Group (EG) is ARPANSA's operational management forum and comprises the CEO, and Branch and Office heads. The EG is responsible for monitoring the strategies and initiatives used to implement agency business plans. The EG met 10 times in 2024–25.

Work Health and Safety Committee

The Work Health and Safety (WHS) Committee assists the agency to review and update measures used to protect the health and safety of workers. Members of the committee assist in developing procedures and instructions relating to health and safety, and their participation sets the standard for safety culture at ARPANSA.

The WHS Committee provides the agency with a consultative mechanism that enables management and worker contributions to WHS improvements across all operations. The WHS Committee is supported by the CEO and has a rotating chair from the EG. The group also comprises Health and Safety representatives, management representatives, and the WHS Advisor/Radiation Safety Officer. Other subject matter experts may participate in meetings as required. The WHS Committee met 6 times in 2024–25, in accordance with the relevant Terms of Reference. These Terms of Reference are currently being reviewed with the intention of reducing the meeting frequency from 6 to 4 times a year. This reduction aims to improve the outcomes of each meeting, and a greater focus on delivery of work between meetings.

The Radiation Safety Committee

The Radiation Safety Committee (RSC) is a sub-committee of the WHS Committee and provides support to the Radiation Safety Officer/WHS Manager in reviewing and updating the plans and arrangements that guide the safe use of the radiation sources and facilities used to support ARPANSA's research, service delivery and projects.

The RSC monitors, reviews, and improves radiation safety practices within ARPANSA. It is chaired by the Radiation Safety Officer and involves 2 Deputy Radiation Safety Officers and Radiation Protection Advisors from across the

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agency. It works closely with the WHS team, the Quality Manager and the WHS Committee. The Radiation Safety Committee met twice in 2024–25.

Project Management Advisory Group

ARPANSA's Project Management Advisory Group (PMAG) is a centralised project coordination function led by the Governance and Strategic Engagement Section. The primary purpose of ARPANSA's PMAG is to provide a proactive, centralised governance mechanism for project managers, especially in the early stages of project development.

PMAG works to achieve internal business alignment of projects with ARPANSA's priorities by ensuring impacted/implicated functional areas have a collaborative platform to engage and provide advice.

The group involves representation from business support areas (e.g. Facilities, Security, Finance, Risk, WHS) to ensure key functions have visibility to support upcoming projects, and the opportunity to provide constructive feedback. The group met on 3 occasions in 2024–2025 to discuss project health, the project framework and support project compliance.

Staff Consultative Forum

ARPANSA's Enterprise Agreement provides for a Staff Consultative Forum (SCF) as the key employee and union consultative body. The SCF comprises the CEO, up to 10 elected staff members (one of whom is the Chair) and a representative from each of the unions supporting ARPANSA staff. The SCF met on 5 occasions in 2024–25 to discuss issues relating to management of the agency and associated impacts to staff.

Digital Information Advisory Group

The primary purpose of the Digital Information Advisory Group (DIAG) is to ensure the agency develops and sustains information advisory strategies enabling key activities in the ARPANSA Corporate Plan. The DIAG oversees the provision of digital technology, data governance and cybersecurity strategic planning within the agency. The advisory group is guided by the Archives Act 1983, the National Archives policy 'Building trust in the public record' on the management of information assets, the National Archives Information Management Framework and the Information Security and Protective Security Policy Framework (PSPF). DIAG met on 3 occasions in 2024–2025.

Accountability and risk management

ARPANSA ensures effective accountability and risk management through the following:

Accountable authority

Under the PGPA Act, the CEO of ARPANSA is the accountable authority during this reporting period. The CEO discharges their governance obligations through their involvement in ARPANSA's planning, performance reporting and risk management activities.

Planning

ARPANSA has an integrated planning, budgeting and performance reporting process that supports the alignment of agency-wide initiatives against our key activities. Our planning examines the interdependencies within our agency stakeholder and operating environment and evaluates how our resources will be prioritised to meet our purpose. Our annual planning cycle – informed by risk – strives to align our strategic priorities, operational activities, resource allocation and performance measures.

Performance reporting

ARPANSA's performance structure has been established to ensure transparency, clarity and accountability in how we assess our progress towards achieving our purpose. To assist in this aim, ARPANSA has identified key activities which represent the significant areas of work that contribute to delivering radiation protection and nuclear safety outcomes to the Australian community. To ensure all strategic agency initiatives contribute to achieving our purpose, we have also integrated:

- PBS measures to provide greater context and correlation between the agency's planning documents
- projects that demonstrate how our operational and strategic priorities align with our purpose.

In line with agency governance processes, all performance information and projects – as outlined in our Corporate Plan – will be monitored and reported to our EG and the ARC.

ARPANSA produces quarterly internal reports on non-financial performance. These are presented to the EG and the ARC shortly after the end of each quarter. Financial performance is reported separately through monthly internal financial reports to the EG and to the ARC shortly after the end of each quarter.

The Annual Report comprises information about the non-financial and financial performance of the agency during the reporting period, including the details of the agency's activities and results. This information helps the public and Parliament assess if the agency has achieved its purpose.

Several other mechanisms assist management to monitor performance in a wider context:

- The ARC requires management to regularly provide evidence of performance against the mandatory elements of the PGPA Act (and other relevant legislation).
- ARPANSA's strategic internal audit program, informed by risk and overseen by the ARC, is focused on compliance performance and systems of internal control.
- ARPANSA's internal quality audit program (which maintains ISO/IEC 17025 certification for our laboratories) monitors operational performance against the requirements of the relevant standards captured in the documented ARPANSA Management System.

Risk management

ARPANSA has a Risk Management Framework (RMF) that aligns responsibility and accountability for risk across the agency. During the year, further work was done to ensure the RMF aligns with requirements of the Commonwealth

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Risk Management Policy, the international standard ISO 31000 Risk Management and section 16 of the PGPA Act. This included establishing an enterprise risk register that is integrated with the operational risk register. Work continues to ensure that the operational risk register is live and encompasses risk assessments on fit-for-purpose templates. Further work will continue in 2025-26 to ensure risk-based decision making is integrated into our business planning processes, which enables effective identification and management of risk, or opportunities, that could impact the agency achieving its outcomes.

Audit and fraud control

ARPANSA has a rigorous internal and external audit program in place. The internal audits are performed as outlined below. The external audits are undertaken as scheduled by the Australian National Audit Office (ANAO), ARPANSA's Regulatory Services Branch, CTBTO, Comcare, and the National Association of Testing Authorities (NATA), with additional ad-hoc audits undertaken by the Australian Safeguards and Non-Proliferation Office (ASNO) and the IAEA. NATA conducts competency-based certification audits to ISO/IEC 17025 for 7 ARPANSA laboratories.

Internal strategic audit program

The Strategic Internal Plan 2022-2025 covers key functional areas of ARPANSA and is aligned with the agency's strategic risks and Corporate Plan. These audit areas are designed to ensure our systems of control are robust and functioning as expected and that ARPANSA is meeting its obligations as a Government agency. The audit reports are shared with ARPANSA's ARC. The planning and scheduling of operational audits are based on the previous year's performance, and a risk-based approach is applied to calculate the potential future risk of the audited areas.

Internal inputs (e.g. management review meetings and previous audit findings) and external factors (e.g. external audits and regulatory inspections) are captured within this risk calculation. These audits are a requirement to ensure ARPANSA maintains ISO/IEC 17025 NATA accreditation.

Significant non-compliance issues

ARPANSA's management acknowledges its responsibility for ensuring compliance with the provisions of the PGPA Act and requirements related to finance law. ARPANSA has complied with the provisions and requirements of the:

- PGPA Act 2013
- Public Governance, Performance and Accountability Rule 2014 (PGPA Rule)
- Appropriation Acts
- Other instruments defined as finance law, including relevant ministerial directions.

ARPANSA did not identify any significant non-compliances with finance law during the reporting period.

All instances of non-compliance are reported to the ARC. Where insignificant non-compliances were identified, these were managed in accordance with our policies and procedures.

Fraud minimisation strategies

During FY 2024-25, the agency transferred the Fraud and Corruption function to the Security and Insider Risk Section, aligning prevention, detection and response capabilities, and other critical assurance functions. The agency implemented an 18-month fraud and corruption uplift program due for completion by end of 2025, with oversight provided by the ARC and EG. This program includes uplifting detection measures and staff training, embedding response processes, pressure testing fraud and corruption controls, and updating fraud and corruption risk assessments to ensure they are consistent with the revised Risk Management Framework.

Fraud and corruption reporting increased during 2024–25. These reports identified fraud and corruption vulnerabilities, which in turn, informed the strengthening of controls across the enterprise.

Work Health and Safety

In 2024-25, ARPANSA continued its commitment to ensuring that ARPANSA has a fit-for-purpose Work Health and Safety (WHS) system that protects the health and wellbeing of all workers. Initiatives taken during the year to ensure health, safety and welfare included:

- Conducting an internal audit of the WHS management systems. The audit was the first review of the WHS Framework since it was last amended in 2022. Combined with the 2023 audit on the Radiation Safety Management System, it provides a strong foundation for the agency to continue improving the system to ensure it can be fully implemented and maintained.
- Continued staff access to an Employee Assistance Program (EAP) for employees and their families.
- The agency's annual influenza vaccination program. A total of 98 individual vaccinations were completed onsite. For the first time this year, staff were also offered the opportunity to book a vaccination at a local pharmacy, with the costs covered by ARPANSA. The new initiative – aimed at staff not based in our Sydney or Melbourne offices – was well received, with a total of 10 vaccination vouchers ordered and used.
- With 2 in 3 people in Australia diagnosed with skin cancer by the age of 70, the agency supports its staff through offering a routine skin check by a qualified melanographer, so appropriate treatment or removal of skin cancers can occur as early as possible. This financial year, the agency had 71 participants, of whom 21 were identified with potential skin cancers requiring further medical diagnosis.
- Continued collaboration with the Facilities and Engineering Section. This aimed to facilitate effective communication and consultation with the contractors at both the Miranda and Yallambie sites throughout major construction works enabled through additional capital expenditure.

Hazard and incident reporting

Hazard and incident reports were discussed throughout the year at the EG and WHS committee meetings. In 2024–25, ARPANSA recorded a total of 51 incident reports comprising: 2 fires, 22 hazards, 6 near misses, 10 injuries/illnesses, one off-site vehicle collision, 3 property/asset damage, 6 radiation safety and one notifiable incident (sub-contractor minor electrocution). As anticipated, reports have increased following the agency's transition to digital reporting.

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The agency has now fully integrated our hazard and incident reporting to a dedicated incident management tool (Noggin). This has made it easier for staff to report a broad range of events, which are then captured in a central system. This approach has contributed to the continuous improvement of our safety management program.

No employees suffered serious compensable injuries or illnesses in FY 24–25.

Workers' compensation

There were no new workers compensation claims made in FY 24–25. A historical claim was closed out during the year, resulting in no active or historical claims in effect at this time.

WHS investigations and notices under Part 10 of the *Work Health and Safety Act 2011*

There was one notifiable incident to Comcare in the 2024–2025 period which required no further action.

Comcare undertook a proactive inspection into the ARPANSA WHS management system in January 2025. ARPANSA was found to have adequate systems in place however, a recommendation was identified to formalise an issue resolution process. ARPANSA accepted this recommendation and implemented this process in June. Comcare conducted a desktop inspection of the implementation and was satisfied with the outcome.

External scrutiny

Judicial review

During 2024–25, the agency was not involved in any matters before the Federal Court, the Full Federal Court or the Administrative Appeals Tribunal.

Reports by the Auditor-General, Parliamentary Committees or Commonwealth Ombudsman

ARPANSA was not the subject of any audits undertaken by the Auditor-General during the 2024–25 reporting period. As of 30 June 2025, no reports were made by Parliamentary Committees regarding ARPANSA for the 2024–25 reporting period.

During 2024–25, there were no complaints made to the Commonwealth Ombudsman against the agency. There were no earlier complaints that remained open.

Appearances before Parliamentary committees and inquiries

During 2024–25, ARPANSA did not appear before any Parliamentary committees or inquiries.

Freedom of Information

Agencies subject to the *Freedom of Information Act 1982* (Cth) (FOI Act) are required to publish information to the public as part of the Information Publication Scheme. Each agency must display on its website a plan showing what information it publishes, in accordance with the Information Publication Scheme requirements.

ARPANSA, as an Australian Government agency, is subject to the FOI Act and is required to comply with the Information Publication Scheme provisions. ARPANSA has developed an agency plan describing compliance with Information Publication Scheme provisions as required by section 8(1) of the FOI Act. The plan is available on the website at: www.arpansa.gov.au/about-us/accessing-our-information/information-publication-scheme/arpansa-information-publication

Feedback on this plan can be provided by contacting the FOI and Privacy Officer at:

The FOI and Privacy Officer ARPANSA

PO Box 655
MIRANDA NSW 1490
foi@arpansa.gov.au
03 9433 2211

Documents released by ARPANSA in response to FOI requests can be found on the disclosure log at: www.arpansa.gov.au/about-us/accessing-our-information/disclosure-log

TABLE 11: FOI statistics

FOI requests	FY 2024-2025
Number of requests carried over from the last FY (2023-2024)	1
Number of requests	12
Requests withdrawn	6
Requests transferred to another agency	1
Requests outstanding at end of financial year	0
Decisions	6
Decisions within allowable statutory timeframes	6
Refused access decisions	3
Released in full	0
Released in part	3
Internal review of decision requests	0
External review of decision requests	0

Other management issues

Property management

ARPANSA’s Facilities and Engineering (F&E) team is responsible for facilities maintenance of the building and external grounds of the owned premises at Yallambie, Victoria, in addition to the rented office premise in Miranda,

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New South Wales. The team provides a combination of facilities management, engineering services, stores/purchasing and administration services to the agency.

Additionally, F&E provides ongoing facilities support across a range of projects to ensure adherence to building compliance standards where construction works form part of a broader technology project or building improvement implementation. The F&E team also works closely with both the WHS and Security teams to ensure compliance across both disciplines through both capital project and BAU operational works.

Environment and sustainability

- The F&E team continues to review environmental improvement initiatives, such as the ongoing replacement of fluorescent lighting with energy efficient LED lighting. Ninety-five per cent of the site lighting has now been replaced over the past 6 years, with the remainder expected to be undertaken as part of the Yallambie refurbishment project to be completed in the 2025-26 financial year.
- ARPANSA employees are authorised to travel only when there is a demonstrated business need and when alternative communication tools, such as teleconferencing and videoconferencing, are an ineffective option.

Environmental performance

Section 516A of the *Environment Protection and Biodiversity Conservation Act 1999* requires all Commonwealth agencies to report on certain aspects of ecologically sustainable development and environmental performance. The below table summarises our environmental performance in 2024–25.

Australian Public Service (APS) Net Zero 2030

APS Net Zero 2030 is the Government's policy for the Australian Public Service (APS) to reduce its greenhouse gas emissions to net zero by 2030, and transparently report on its emissions. As part of the Net Zero in Government Operations Strategy (www.finance.gov.au/government/climate-action-government-operations/aps-net-zero-emissions-2030), non-corporate Commonwealth entities, corporate Commonwealth entities and Commonwealth companies are required to report on their operational greenhouse gas emissions.

The Greenhouse Gas Emissions Inventory presents greenhouse gas emissions over the 2024–25 period. Results are presented based on Carbon Dioxide Equivalent (CO₂-e) emissions. Greenhouse gas emissions have been calculated in line with the APS Net Zero Emissions Reporting Framework, consistent with the whole-of-government approach as part of the APS Net Zero 2030 policy. Not all data sources were available at the time of the report and amendments to data may be required in future reports.

The agency's recorded environmental emissions for the 2024-25 financial year are captured below:

TABLE 12: 2024-25 GREENHOUSE GAS EMISSIONS INVENTORY- LOCATION-BASED METHOD

Emission source	Scope 1 t CO2-e	Scope 2 t CO2-e	Scope 3 t CO2-e	Total t CO2-e
Electricity (location based approach)	N/A	841.77	96.11	937.89
Natural gas	136.35	N/A	10.58	146.93
Solid waste	-	N/A	25.89	25.89
Refrigerants	63.57	N/A	N/A	63.57
Fleet and other vehicles	1.97	N/A	0.48	2.46
Domestic commercial flights	N/A	N/A	219.42	219.42
Domestic hire car	N/A	N/A	4.66	4.66
Domestic travel accommodation	N/A	N/A	44.63	44.63
Other energy	-	N/A	-	-
Total t CO2-e	201.89	841.77	401.79	1,445.45

Note: the table above presents emissions related to electricity usage using the location-based accounting method. CO2-e = Carbon Dioxide Equivalent.

TABLE 13: 2024-25 ELECTRICITY GREENHOUSE GAS EMISSIONS

Emission source	Scope 2 t CO2-e	Scope 3 t CO2-e	Total t CO2-e	Electricity kWh
Electricity (location based approach)	841.77	96.11	937.89	1,101,965.07
Market-based electricity emissions	-	-	-	-
Total renewable electricity consumed	N/A	N/A	N/A	1,302,467.61
<i>Renewable power percentage¹</i>	N/A	N/A	N/A	200,502.54
<i>Jurisdictional renewable power³</i>	N/A	N/A	N/A	-
<i>Greenpower²</i>	N/A	N/A	N/A	1,101,965.07
<i>Large-scale generation certificates²</i>	N/A	N/A	N/A	-
<i>Behind the meter solar⁴</i>	N/A	N/A	N/A	-
Total renewable electricity produced	N/A	N/A	N/A	-
<i>Large-scale generation certificates²</i>	N/A	N/A	N/A	-
<i>Behind the meter solar⁴</i>	N/A	N/A	N/A	-

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Note: The table above presents emissions related to electricity usage using both the location-based and the market-based accounting methods. CO₂-e = Carbon Dioxide Equivalent. Electricity usage is measured in kilowatt hours (kWh)

1 Listed as mandatory renewables in 2023-24 Annual Reports. The renewable power percentage (RPP) accounts for the portion of electricity used, from the grid, that falls within the Renewable Energy Target (RET).

2 Listed as voluntary renewables in 2023-24 Annual Reports.

3 The Australian Capital Territory is currently the only state with a jurisdictional renewable power percentage (JRPP).

4 Reporting behind the meter solar consumption and/or production is optional. The quality of data is expected to improve over time as emissions reporting matures.

Using a location-based approach, in 2024–2025 the agency was accountable for total carbon emissions quantified at 1,445.45 tonnes of CO₂ equivalent, with the majority of emissions resulting from the agency's electricity usage. It is important to note the following caveats to the above data:

- Where the natural gas billing period does not align with the end of the financial year, a daily average was used to determine the emissions for the financial year.
- Due to the billing cycles not aligning with the end of the financial year, some electricity data was not available during the initial collection process in July-August 2025. Adjustments to the data may be required in future reports.
- ARPANSA is reporting refrigerant emissions for the first time in 2024–25, having opted to include them in alignment with the Emissions Reporting Framework. While reporting of refrigerant emissions was optional in 2023–24, ARPANSA has adopted the prescribed methodology to quantify and disclose these emissions in the current reporting period.
- ARPANSA is reporting fleet emissions for the first time in 2024–25 as the quality and completeness of this data has improved.
- Emissions from hire cars for 2024-25 may be incomplete due to a lack of robust data. The quality of data is expected to improve over time as emissions reporting matures.
- ARPANSA is not yet in a position to measure solid waste data, therefore the data provided is state-based derived secondary data from other entities. This deviates from the Emissions Reporting Framework, and, as such, it would be inappropriate to make comparisons with prior year data reported by ARPANSA or between ARPANSA and other Commonwealth entities or companies.

The agency recognises that a combination of strategies may be required to decrease our environmental impact and steer us towards a more sustainable and greener business model, which will then be captured in the agency's [Emissions Reduction Plan 2024-25](#).

Recycling awareness

Posters have been put up to encourage staff to recycle items such as mobile phones (both at home and in the office), through the provision of recycling options.

The agency also actively promotes recycling of cardboard/paper, batteries, small electronic devices and printer cartridge recycling at our Yallambie site.

Diverted from landfill

PRMS has contributed 50kg of Poly Allyl Diglycol Carbonate (PADC) plaques, which are a waste product of neutron monitoring, to a local recycling company. The PADC will be reprocessed into a granular sand substitute. This compound is a key ingredient in producing sustainable pavers used in a variety of landscaping and construction settings.

Repurposing textiles

Steps have been taken to reduce waste from ultraviolet radiation (UVR) testing fabric samples going to landfill by offering these materials for art and craft projects.

Human resources

Our workforce is comprised of staff with extensive technical expertise and experience in radiation protection, nuclear safety and enabling services. They are also highly qualified and recognised nationally and internationally for their skills and expertise. Their deep commitment to the agency's remit is strong, with over 40% of the workforce having completed more than 10 years' service with the agency.

The last year has been a particularly challenging time for staff across the agency, as demand for our agency's expertise and advice has been high, specifically from other APS agencies responsible for building, operating and regulating nuclear-powered submarines. Our workforce has willingly and flexibly responded to this need, taking on new roles and projects to ensure the highest of technical standards for radiation protection and nuclear safety are shared and promulgated across the APS.

ARPANSA's Workforce Strategy (2022-2025)

The ARPANSA Workforce Strategy 2022-25 is the key document guiding people-related work across the agency. It has been designed to enable the delivery of our remit through a skilled and capable workforce. The strategy takes a whole of enterprise view, identifying the priorities for shaping the workforce to respond to immediate and emerging challenges. Most importantly, it provides the tools and strategies to enable ARPANSA to carry out its functions and deliver on emerging priorities and objectives through its people. The measurable outcomes to be realised through implementing the Workforce Strategy include:

- **Sustainable capability:** the right people with the right capabilities, experience and knowledge in the right roles at the right time
- **Employer of choice:** an improved employee experience that attracts, retains and engages expert and high performing people.
- **Strategic alignment:** clear alignment between ARPANSA's purpose and the work of our staff.

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All areas of the program plan have been initiated with many work packages nearing completion. Significant achievements include:

- the successful recruitment, onboarding, development and permanent placement of 5 graduates through the ARPANSA graduate program
- supporting rotational assignments through the Australian Submarine Agency (ASA) graduate program to build capability within the sector
- automation of 10 of the most frequent payroll transactions to improve efficiency and accuracy in payroll processing
- automation and integration of the Annual Performance and Development Process (APDS)
- regular monthly manager capability training and information sessions to enable manager capability uplift
- regular Wellbeing seminars offered to all staff on a range of pertinent health and wellbeing life topics
- a refresh of employee benefits and ARPANSA's value proposition.
- launch of a Reconciliation Action Plan as a key component in advancing our Diversity and Inclusion Plan.

Attraction and recruitment

ARPANSA approaches all attraction and recruitment work through the APS principles of merit, fairness and transparency. Given the increase in recruitment activity across the agency in the last 12 months, a 'Getting that Selection Right' refresher training course was conducted in-house, facilitated by a trainer from the APS Academy. This training was pivotal in ensuring all staff on interview panels were aware of and able to operationalise the APS standards of recruitment practice.

During the 2024-25 reporting period, ARPANSA ran 50 external recruitment campaigns for 24 executive level (EL) positions, 26 APS positions and 0 SES positions. The campaigns attracted 919 total applicants and resulted in 22 new starters, 8 internal transfers and 12 internal promotions. The previous financial year generated the same number of external recruitment campaigns (50), attracting only 525 total applicants, and resulting in 31 new starters, 22 internal transfers, and 5 internal promotions.

Employment arrangements

As of 30 June 2025, ARPANSA employed 146 ongoing and 28 non-ongoing employees, and one statutory office holder (1.0 FTE). ARPANSA also employs casual staff intermittently to support peak workloads. Our total number of employees remains within the average staffing level of 178 ASL (including temporary AUKUS-funded roles). All ARPANSA employees are engaged under the *Public Service Act 1999*.

The ARPANSA Enterprise Agreement 2024-2027 ('Enterprise Agreement') outlines the terms and conditions of employment for non-senior executive service staff. The Agreement contains an individual flexibility arrangement term, which enables the agency to vary the operation of specified terms and conditions, provided under the Agreement, for individual non-SES staff where necessary and appropriate. As of 30 June 2025, 27 individual flexibility arrangements were in place in the agency.

Non-salary benefits

Under the Enterprise Agreement and in common law contracts, ARPANSA staff can seek access to a range of non-salary benefits including:

- flexible working arrangements, including flex time (APS levels 1-6 only), job-sharing, part-time, time-shifted and hybrid work arrangements
- generous parental/maternity leave provisions
- generous paid and unpaid leave options
- study assistance
- salary packaging for cars and superannuation, with fringe benefits tax (FBT) applicable
- free, confidential 24/7 counselling through an Employee Assistance Program.
- Wellbeing webinars on a range of topics, including mental fitness and financial wellbeing.

Executive remuneration

ARPANSA's CEO is responsible for determining the remuneration policy and the remuneration structure for senior executives. As a non-corporate Commonwealth entity, ARPANSA has the following categories of officials covered by the executive remuneration disclosures:

- key management personnel – this includes the CEO
- senior executives – Branch and Office heads who are responsible for making decisions, or having substantial input into decisions, that affect the operations of the agency.

ARPANSA does not have any other officials who are key management personnel or senior executives, or whose total remuneration exceeds the threshold amount (\$260,000) for the reporting period.

Remuneration governance arrangements

ARPANSA's framework for determining remuneration is set out in the ARPANSA Enterprise Agreement 2024-2027 and the *Remuneration Tribunal Act 1973*. The employment instruments for determining remuneration for the different categories of ARPANSA officials include:

- That the CEO is remunerated under the Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination 2024.
- That senior executives are remunerated through a common law contract of employment, or under Annex 1 of the ARPANSA Enterprise Agreement, where Clause 32 is applied to provide additional remuneration benefits under an individual flexibility arrangement.

ARPANSA's remuneration policy and practices are linked to the achievement of the agency's purpose and performance. Officials' salaries only increase, generally, on an annual basis as part of a performance review process.

TABLE 14: EXECUTIVE REMUNERATION INFORMATION FOR THE 2024-25 REPORTING PERIOD

Name	Position title	Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
		Base salary	Bonuses	Other benefits and allowances	Superannuation contributions	Long service leave	Other long-term benefits		
Gillian Hirth	Chief Executive Officer	328,869	-	68,483	57,281	(14,121)	-	-	440,513
Rick Tinker	Chief Radiation Health Scientist	233,760	-	30,771	39,790	7,631	-	-	311,952
Ivan Williams	Chief Medical Radiation Scientist	219,523	-	30,508	32,109	7,037	-	-	289,176
Jim Scott	Chief Regulatory Officer	234,708	-	26,584	39,919	(14,684)	-	-	286,527
Tone Doyle	Office Head and Chief of Staff (i)	130,712	-	56,225	33,179	(8,711)	-	-	211,405
Martin Reynolds	General Counsel	178,236	-	59,960	31,362	7,439	-	-	276,997
Niraj Pau	Office Head and Chief Financial Officer (ii)	85,011	-	56,634	16,861	1,968	-	-	160,475
David Colliver	Acting Office Head and Chief Financial Officer (iii)	67,391	-	16,018	14,393	1,664	-	-	99,467

(i) Amount is pro rata due to part-time arrangements

(ii) Ceased employment in January 2025

(iii) Joined in an interim capacity from 24 February 2025

Learning and knowledge sharing

ARPANSA staff have access to learning and development programs and opportunities that support the development of their skills and capabilities to perform their current and future roles. The primary tool for identifying learning needs for staff is through the ARPANSA Performance Development System (APDS). This system affords employees and their managers the opportunity to review work priorities, employee performance and consider employees interests and aspirations, and then determine skill gaps and learning and development needs. The APDS process was automated in 2023, enabling staff to source training options and finalise regular performance discussions in one portal. This has facilitated greater alignment between employee goals and agency priorities.

To enable staff to easily access all online training, record training attendance and progress, and access the APDS, ARPANSA has registered with LearnHub – a learning management portal. LearnHub ensures ease of access and utilisation of training resources, consistent service delivery and portability of all learning and training resources for staff in the agency. As development of expertise and capability is a high priority under ARPANSA's Workforce Strategy, there is also a range of other key activities that have occurred to maximise staff learning and knowledge share across and within the agency including:

- the uplift of internal training resources (including self-assessment checklists) for regulatory roles
- regular Knowledge Hub presentations, enabling all agency staff to share their technical research and/or practice with other staff across the agency
- monthly Toastmaster sessions for staff interested in developing their presentation skills
- financial and/or workload support for staff engaging in higher level training through the 'Studybank' program
- monthly Manager Connect sessions for all current managers in the agency, covering topical management matters and practice
- numerous organisation-wide learning initiatives including Respect@work, Getting the Selection right and Courageous Conversations
- support and uplift of knowledge and capabilities for Harassment Contact Officer volunteers.

Additionally, staff travel to attend conferences nationally and internationally to present papers and as delegates. Through these experiences staff strengthen their technical expertise and capabilities.

Diversity and inclusion

ARPANSA is committed to providing staff with an increasingly diverse organisation – one where everyone can do their best and belong to a culture that enables them to bring their unique and best selves to work. ARPANSA recognises that a diverse and inclusive workforce improves the workplace experience of staff and enhances our interactions with clients, and each other. It builds organisational capability by bringing a diversity of approaches to the way we collaborate, brought about by having a broader spectrum of perspectives, and greater empathy and connection with each other.

Part 4: Management and accountability

ARPANSA's Diversity, Equality and Inclusion Plan 2022-25 sets out 5 key areas of focus for our agency:

- Aboriginal and Torres Strait Islander peoples
- gender equality
- LGBTQIA+
- cultural and linguistic diversity
- ability and neurodiversity.

Pleasingly, in 2024-25, the agency held events recognising all of these key areas.

An area of substantial advancement is the agency's support of Aboriginal and Torres Strait Islander Peoples. Significant progress has been made with the launch of our first Reconciliation Action Plan in October 2024. This was made possible through strong leadership support, an active Working Group, invaluable insight and advice from an Indigenous cultural advisor and the support of Reconciliation Australia.

Disability reporting mechanisms

ARPANSA's Workforce Strategy outlines objectives to review recruitment processes and remove barriers to hiring candidates with disability. In 2024–25, ARPANSA supported people to apply for jobs through use of an inclusive recruitment statement and the RecruitAbility scheme. Additional information is available on the Department of Social Services website.

Disability reporting is included the Australian Public Service Commission's State of the Service reports and the APS Statistical Bulletin. These reports are available at www.apsc.gov.au.

Wellbeing

The agency Workforce Strategy (2022-2025) identifies employee health and wellbeing as a key priority. Some of the activities that support this include:

- A comprehensive Employee Assistance Program that offers numerous proactive programs (financial planning, nutrition, sleep, conflict management and career progression), in addition to traditional counselling and support programs. ARPANSA works closely with the provider to ensure the offering is fit-for-purpose and supports employees to navigate challenging work and personal matters.
- Coordination of an employee-led Harassment Contact Officer network to support employees to navigate challenges, if required.
- Regular organisation wide and Branch events (diversity and inclusion, rewards and recognition, wellbeing, learning, employee value proposition, fitness challenges) that enable employees to learn, belong, socialise and connect in the workplace.
- A variety of enjoyable physical spaces that enable employee-initiated social connection.
- A range of learning and development opportunities to ensure leaders recognise, support, manage and promote employee – and their own – wellbeing.

The Wellbeing Index score of 75 in the 2024 Census was consistent with Census score in 2023. This is well above all comparative agencies and demonstrates ARPANSA's commitment to prioritising employee health and wellbeing.

APS Census

The APS Employee Census (the Census) is the annual employee engagement survey of ARPANSA's workforce. The participation rate of staff in 2024 was 79%. This was a great result and slightly better than the overall APS rate. Key insights included strong levels of work engagement (76% positive) and improvements in immediate supervisor leadership (a positive variance of 3 points since 2023). Wellbeing policies and support continue to rate positively (75), which is 5 points higher than the overall APS wellbeing index for 2024. Staff also rated their connection to the agency's purpose and objectives highly (91%). Areas for improvement included internal communications, workload management and a focus on innovation.

Performance and development

The ARPANSA Performance Development System (APDS) supports employees and supervisors to set actionable and measurable goals and identify development areas to enable growth in their role. These goals are linked to current and future agency priorities and the specific needs of the employee.

ARPANSA ensures that employees can effectively perform their role by:

- Identifying the skills and capabilities employees require for their role and supporting them to achieve competence in those areas through experience, mentoring and training.
- Improving employees' understanding of their workplace responsibilities to work safely, respectfully and in alignment with the APS values. This includes regular training and assessment to ensure competence and an annual compliance check.
- Ensuring that employees discuss and understand how their performance is measured against all agreed objectives.
- Improving communication through structured and constructive feedback mechanisms between managers and their employees.
- Offering fair and open performance management processes and practices that support a culture of high performance and enable performance to be effectively managed.
- Requiring employees to participate constructively in the APDS at least 3 times a year, at goal setting, mid cycle review and end of cycle review.

Performance pay

There is no provision for the payment of performance pay in ARPANSA's Enterprise Agreement or common law contracts.

Staffing statistics

As at 30 June 2025, ARPANSA employed 178 ongoing and non-ongoing staff (not including the CEO or casual staff). No employees identified as Indigenous.

Table 3.1 sets out the salary ranges as at 30 June 2025.

Table 3.2 sets out employees by location, gender and APS classification. The table shows that 81.4% of staff are located in the Victorian office.

Table 3.3 shows that, of the 178 employees (not including the CEO or casual staff), 152 are ongoing and 26 are non-ongoing. Ten ongoing staff are part-time and 2 non-ongoing employee are part time.

Table 3.4 shows that, as at 30 June 2025, Radiation Health Services is the largest Branch with 65 staff, followed by the Office of Business Support (36), Medical Radiation Services 24, Regulatory Services (27), Office the CEO (23) and Office of the General Counsel (3).

TABLE 15: SALARY RANGES BY CLASSIFICATION LEVEL AS AT 30 JUNE 2025

APS Classification	Salary Range (\$)
ARPANSA Graduate	72,134-93,861
APS Level 1	54,516-61,548
APS Level 2	63,385-69,555
APS Level 3	72,134-80,678
APS Level 4	83,092-86,815
APS Level 5	89,410-93,861
APS Level 6	96,669-110,532
Executive Level 1	119,358-137,290
Executive Level 2 lower	145,785-165,513
Executive Level 2 upper	172,121-184,848

TABLE 16: STAFF BY LOCATION, GENDER AND APS CLASSIFICATION

Classification	SES		EL 2		EL 1		APS 6		APS 5		APS 4		APS 3		APS 2		APS 1		Graduate		Total	
	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
New South Wales																						
Female	-	-	1	2	2	2	2	3	-	-	2	4	-	-	-	-	-	-	-	-	7	11
Male	1	1	4	6	8	8	3	4	-	2	-	1	-	-	-	-	-	-	2	-	20	22
Non-binary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefers not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uses a different term	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	1	1	5	8	10	10	5	7	2	2	2	5	-	-	-	-	-	-	2	-	27	33
Victoria																						
Female	-	-	9	8	18	21	18	11	6	11	2	3	9	9	3	3	-	-	2	-	67	66
Male	2	3	16	9	24	22	24	33	6	7	1	1	2	4	-	-	-	-	-	-	75	79
Non-binary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefers not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uses a different term	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	2	3	25	17	42	43	42	43	12	18	3	4	11	13	3	3	-	-	2	-	142	145
Total																						
Female	-	-	10	10	20	23	20	14	6	11	4	7	9	9	3	3	-	-	2	-	74	77
Male	3	4	20	15	32	30	27	37	8	9	1	2	2	4	-	-	-	-	2	-	95	101
Non-binary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefers not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uses a different term	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	3	4	30	25	52	52	47	50	14	20	5	9	11	13	3	3	-	-	4	-	169	178

TABLE 17: DISTRIBUTION OF STAFF BY FULL OR PART-TIME STATUS

	Full-time ongoing		Full-time non-ongoing		Part-time ongoing		Part-time non-ongoing		Total	
	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
Female	55	61	8	8	8	8	3	-	74	77
Male	84	81	9	16	1	2	1	2	95	101
Non-binary	-	-	-	-	-	-	-	-	-	-
Prefers not to answer	-	-	-	-	-	-	-	-	-	-
Uses a different term	-	-	-	-	-	-	-	-	-	-
Total	139	142	17	24	9	10	4	2	169	178

TABLE 18: DISTRIBUTION OF STAFF BY BRANCH/OFFICE

	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing
Branch	Female		Male		Total	
Office of the CEO	8	3	10	2	18	5
Office of the General Counsel	1	-	2	-	3	-
Medical Radiation Services Branch	8	2	14	-	22	2
Radiation Health Services Branch	26	1	26	12	52	13
Regulatory Services Branch	9	1	17	-	26	1
Office of Business Support	17	1	14	4	31	5
Total	70	8	83	18	152	26

Part 5: Financial statements



INDEPENDENT AUDITOR'S REPORT

To the Assistant Minister for Health and Aged Care

Opinion

In my opinion, the financial statements of the Australian Radiation Protection and Nuclear Safety Agency (the Entity) for the year ended 30 June 2025:

- (a) comply with Australian Accounting Standards – Simplified Disclosures and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the Entity as at 30 June 2025 and its financial performance and cash flows for the year then ended.

The financial statements of the Entity, which I have audited, comprise the following as at 30 June 2025 and for the year then ended:

- Statement by the Accountable Authority and Chief Financial Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement; and
- Notes to the financial statements, comprising material accounting policy information and other explanatory information.

Basis for opinion

I conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Entity in accordance with the relevant ethical requirements for financial statement audits conducted by the Auditor-General and their delegates. These include the relevant independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) to the extent that they are not in conflict with the *Auditor-General Act 1997*. I have also fulfilled my other responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Accountable Authority's responsibility for the financial statements

As the Accountable Authority of the Entity, the Chief Executive Officer is responsible under the *Public Governance, Performance and Accountability Act 2013* (the Act) for the preparation and fair presentation of annual financial statements that comply with Australian Accounting Standards – Simplified Disclosures and the rules made under the Act. The Chief Executive Officer is also responsible for such internal control as the Chief Executive Officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Chief Executive Officer is responsible for assessing the ability of the Entity to continue as a going concern, taking into account whether the Entity's operations will cease as a result of an administrative restructure or for any other reason. The Chief Executive Officer is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the assessment indicates that it is not appropriate.

GPO Box 707, Canberra ACT 2601
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Auditor's responsibilities for the audit of the financial statements

My objective is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian National Audit Office Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with the Australian National Audit Office Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control;
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Accountable Authority;
- conclude on the appropriateness of the Accountable Authority's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern; and
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Accountable Authority regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Australian National Audit Office



Jeffrey Hobson

Executive Director

Delegate of the Auditor-General

Canberra

16 September 2025

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Statement by the Accountable Authority and Chief Financial Officer

In our opinion, the attached financial statements for the year ended 30 June 2025 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

In our opinion, at the date of this statement, there are reasonable grounds to believe that the Australian Radiation Protection and Nuclear Safety Agency will be able to pay its debts as and when they fall due.



Dr Gillian Hirth AO
Accountable Authority

12 September 2025



David Colliver
Chief Financial Officer

12 September 2025

Statement of comprehensive income

for the period ended 30 June 2025

				Budget
		2025	2024	2025
NET COST OF SERVICES	Notes	\$	\$	\$
Expenses				
Employee benefits	1.1A	26,003,810	23,507,518	25,820,000
Suppliers	1.1B	14,550,381	11,582,358	10,527,000
Depreciation and amortisation	2.2A	5,789,977	4,611,318	3,105,000
Finance costs	1.1C	25,774	10,169	17,000
Write-down and impairment of other assets	1.1D	20,829	24,098	-
Foreign exchange (gains)/losses	1.1E	(380)	10,174	-
Total expenses		46,390,391	39,745,635	39,469,000
Own-Source income				
Own-source revenue				
Revenue from contracts with customers	1.2A	8,688,759	9,429,993	8,000,000
Licence fees	1.2B	7,295,623	5,967,358	6,993,000
Other revenue	1.2C	58,000	56,000	-
Total own-source revenue		16,042,382	15,453,351	14,993,000
Total own-source income		16,042,382	15,453,351	14,993,000
Net (cost of) contribution by services		30,348,009	24,292,284	24,476,000
Revenue from Government	1.2D	21,613,000	23,697,000	21,613,000
Deficit on continuing operations		(8,735,008)	(595,284)	(2,863,000)
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to net cost of services				
Changes in asset revaluation reserve		6,407,332	2,965,138	-
Total other comprehensive income		6,407,332	2,965,138	-
Total comprehensive income / (loss)		(2,327,676)	2,369,854	(2,863,000)

The above statement should be read in conjunction with the accompanying notes.

Statement of Comprehensive Income Budget variances

Explanations are only provided where the variance is greater than 10% of the original budget. If the variance is greater than 10%, but small in the overall context of the financial statements, judgement was used to determine if an explanation would be useful in analysing ARPANSA's performance.

The nuclear-powered submarine program recorded an operating surplus of \$2.842m at 30 June 2024. This surplus was a result of delays in recruitment of specialist staff at the commencement of the program in 2023-24. The Department of Finance has allowed ARPANSA to spend \$2.8M in addition to the approved budget based on the surplus available of the same amount for the nuclear submarine program in the 2023-24 financial year.

This proposed operating loss in 2024/25 relates to a timing issue only (revenue earned in prior year, expense incurred in current year) and does not impact on ARPANSA's ongoing financial sustainability in relation to this program.

Suppliers

The Department of Finance approved an additional \$2.8 million in supplier expenditure. This adjustment has significantly reduced the variance from 38% to 9%, aligning actual spend more closely with budget expectations.

Depreciation & amortisation

The variance relates to the increased depreciation & amortisation due to the assets added during the year.

Finance costs

The variance relates to the interest on ROU Liabilities for the entire year.

Own source revenue

Revenue from contracts with customers increased from that estimated at budget and related to services provided to the Royal Australian Navy and the Comprehensive nuclear test ban treaty organisation.

Asset revaluation reserve

The variance relates to the independent revaluation completed since the budget was prepared.

Statement of financial position

as at 30 June 2025

			Budget	
		2025	2024	2025
	Notes	\$	\$	\$
ASSETS				
Financial assets				
Cash and cash equivalents	2.1A	836,393	1,223,804	1,357,000
Trade and other receivables	2.1B	15,262,378	19,593,017	6,899,000
Other financial assets	2.1C	514,613	674,741	617,000
Total financial assets		16,613,384	21,491,562	8,873,000
Non-financial assets ¹				
Land	2.2A	16,200,000	13,200,000	13,200,000
Buildings	2.2A	43,742,610	39,571,706	44,592,000
Leasehold improvements	2.2A	1,859,354	339,598	340,000
Plant and equipment	2.2A	13,513,804	14,112,049	17,230,000
Intangibles	2.2A	3,111,630	3,122,992	4,029,000
Inventories	2.2B	386,266	428,430	1,849,000
Other non-financial assets	2.2C	1,287,303	1,609,165	895,000
Total non-financial assets		80,100,967	72,383,940	82,135,000
Total assets		96,714,351	93,875,502	91,008,000
LIABILITIES				
Payables				
Suppliers	2.3A	1,146,328	809,482	1,036,000
Other payables	2.3B	713,313	637,562	642,000
Total payables		1,859,641	1,447,044	1,678,000
Interest bearing liabilities				
Leases	2.4	1,289,042	1,514,385	657,000
Total interest-bearing liabilities		1,289,042	1,514,385	657,000
Provisions				
Employee provisions	4.1	7,435,699	6,994,427	6,622,000
Total provisions		7,435,699	6,994,427	6,622,000
Total liabilities		10,584,382	9,955,856	8,957,000
Net assets		86,129,969	83,919,646	82,051,000
EQUITY				
Contributed equity		62,918,000	58,380,000	62,918,000
Reserves		55,257,685	48,850,353	45,885,000
Accumulated deficit		(32,045,716)	(23,310,707)	(26,752,000)
Total equity		86,129,969	83,919,646	82,051,000

The above statement should be read in conjunction with the accompanying notes.

¹. Right-of-use assets are included in the following line item: Buildings.

Statement of Financial Position Budget variances

Explanations are only provided where the variance is greater than 10% of the original budget. If the variance is greater than 10%, but small in the overall context of the financial statements, judgement was used to determine if an explanation would be useful in analysing ARPANSA's performance.

Cash and cash equivalents

The cash and cash equivalents budget variations relate to the timing of the appropriation money forecasted and received during the year has kept the cash levels to lower level.

Trade and other receivables

The trade and other receivables budget variations relate to an increase in appropriation receivable at year end.

Land / Building

These variances relate to the independent revaluation completed since the budget was prepared.

Leasehold improvements

The variance relates to the capitalisation of spend of \$1.7m occurred at Sydney Office.

Plant & Equipment

The variance relates to budgeted additions that were anticipated but did not materialise during the financial year.

Intangibles

The variance relates to the spend on the software during the year was not part of the budget.

Inventories

Variance relates to the managing inventory to the required level and monitoring it frequently to have the balance at minimal level.

Other non-financial assets

An additional budget allocation has resulted in an increase in prepayments, reflecting early recognition of prepayments.

Suppliers payables

The variance relates to the timing and volume of invoices processed towards end of the year.

Other payables

The variance relates to the timing of end of month employee's wages and superannuation towards end of the year.

Leases

The variance relates to the actual lease liability balances since the budget was prepared.

Employee provisions

The variance relates to the timing of the annual leave and long service leave provisions at the end of the financial year.

Reserves

These variances relate to the independent revaluation completed since the budget was prepared.

Accumulated deficit

The variance relates to the additional spend incurred based on the Department of Finance allowed to increase the spending for the year was not in the original budget. The additional spend was allowed due to the rollover of surplus of the last year to the current financial year.

Statement of changes in equity

for the period ended 30 June 2025

				Budget
	Notes	2025	2024	2025
		\$	\$	\$
CONTRIBUTED EQUITY				
Opening balance				
Balance carried forward from previous period		58,380,000	43,062,000	58,380,000
Adjusted opening balance		58,380,000	43,062,000	58,380,000
Transactions with owners				
Contributions by owners				
Departmental capital budget	3.1A	4,538,000	4,850,000	4,538,000
Equity injection - appropriation		-	10,468,000	-
Total transactions with owners		4,538,000	15,318,000	4,538,000
Closing balance as at 30 June		62,918,000	58,380,000	62,918,000
RETAINED EARNINGS				
Opening balance				
Balance carried forward from previous period		(23,310,707)	(22,715,423)	(23,889,000)
Adjusted opening balance		(23,310,707)	(22,715,423)	(23,889,000)
Comprehensive income				
Deficit for the period		(8,735,008)	(595,284)	(2,863,000)
Total comprehensive income		(8,735,008)	(595,284)	(2,863,000)
Closing balance as at 30 June		(32,045,716)	(23,310,707)	(26,752,000)
ASSET REVALUATION RESERVE				
Opening balance				
Balance carried forward from previous period		48,850,353	45,885,215	45,885,000
Adjusted opening balance		48,850,353	45,885,215	45,885,000
Comprehensive income				
Other comprehensive income		6,407,332	2,965,138	-
Total comprehensive income		6,407,332	2,965,138	-
Closing balance as at 30 June		55,257,685	48,850,353	45,885,000
TOTAL EQUITY				
Opening balance				
Balance carried forward from previous period		83,919,646	66,231,792	80,376,000
Adjusted opening balance		83,919,646	66,231,792	80,376,000
Comprehensive income				
Other comprehensive income		6,407,332	2,965,138	-
Deficit for the period		(8,735,008)	(595,284)	(2,863,000)
Total comprehensive income		(2,327,676)	2,369,854	(2,863,000)
Transactions with owners				
Contributions by owners				

Part 5: Financial statements

Departmental capital budget	4,538,000	4,850,000	4,538,000
Equity injection - appropriation	-	10,468,000	-
Total transactions with owners	4,538,000	15,318,000	4,538,000
Closing balance as at 30 June	86,129,969	83,919,646	82,051,000

The above statement should be read in conjunction with the accompanying notes.

Accounting policy

Equity injections

Amounts appropriated which are designated as 'equity injections' for a year (less any formal reductions) and Departmental Capital Budgets (DCBs) are recognised directly, in contributed equity, in that year.

Restructuring of administrative arrangements

Net assets received from or relinquished to another Government entity under a restructuring of administrative arrangements are adjusted at their book value directly against contributed equity.

Statement of Changes in Equity Budget variances commentary

Explanations are only provided where the variance is greater than 10% of the original budget. If the variance is greater than 10%, but small in the overall context of the financial statements, judgement was used to determine if an explanation would be useful in analysing ARPANSA's performance.

Asset revaluation reserves

Increase relates to the independent revaluation of all property, plant and equipment completed since the budget was prepared.

Deficit for the year

The variance relates to the additional spend incurred based on the Department of Finance allowed to increase the spending for the year was not in the original budget. The additional spend was allowed due to the rollover of surplus of the last year to the current financial year.

Cash flow statement

for the period ended 30 June 2025

			Budget
	2025	2024	2025
Notes	\$	\$	\$
OPERATING ACTIVITIES			
Cash received			
Appropriations	25,447,000	19,846,000	21,613,000
Sales of goods and rendering of services	8,862,707	9,937,981	8,423,000
Other cash received	7,295,623	5,967,358	6,993,000
GST received	790,796	806,467	490,000
Total cash received	42,396,126	36,557,806	37,319,000
Cash used			
Employees	(25,457,328)	(23,083,937)	(25,820,000)
Suppliers	(15,588,565)	(13,960,193)	(11,017,000)
Interest payments on lease liabilities	(25,774)	(10,169)	(17,000)
GST paid	-	-	(423,000)
Total cash used	(41,071,666)	(37,054,299)	(37,277,000)
Net cash from / (used by) operating activities	1,324,459	(496,493)	242,000
INVESTING ACTIVITIES			
Cash used			
Purchase of property, plant, equipment and intangibles	(7,484,528)	(5,848,142)	(4,538,000)
Total cash used	(7,484,528)	(5,848,142)	(4,538,000)
Net cash used by investing activities	(7,484,528)	(5,848,142)	(4,538,000)
FINANCING ACTIVITIES			
Cash received			
Contributed equity - Departmental capital budget	1,898,000	5,042,000	4,538,000
Contributed equity - Equity injection	4,100,000	1,400,000	-
Total cash received	5,998,000	6,442,000	4,538,000
Cash used			
Principal payments of lease liabilities	(225,343)	(230,836)	(242,000)
Total cash used	(225,343)	(230,836)	(242,000)
Net cash from financing activities	5,772,657	6,211,164	4,296,000
Net decrease in cash held	(387,411)	(133,471)	-
Cash and cash equivalents at the beginning of the reporting period	1,223,804	1,357,275	1,357,000
Cash and cash equivalents at the end of the reporting period 2.1A	836,393	1,223,804	1,357,000

The above statement should be read in conjunction with the accompanying notes.

Cash Flow Statement Budget variances commentary

Explanations are only provided where the variance is greater than 10% of the original budget. If the variance is greater than 10%, but small in the overall context of the financial statements, judgement was used to determine if an explanation would be useful in analysing ARPANSA's performance.

Variances relating to cash flows occur because of the factors detailed under expenses, own source income, assets, or liabilities.

Investing activities – cash used and financing activities – cash received

The variance relates to the actual and estimated drawdown of equity injection and capital expenditure of funds associated with the nuclear-powered submarine program as well as Core program.

Operating activities – GST, Suppliers and Interest on lease liabilities

The variance relates to the timing of payments to suppliers and lease liabilities not reflected in the budget when prepared.

Overview

Objectives of Australian Radiation Protection and Nuclear Safety Agency (ARPANSA)

ARPANSA is an Australian Government controlled not-for-profit entity. It is a non-corporate Commonwealth Entity under the *Public Governance Performance and Accountability Act 2013*. The objectives of ARPANSA are to protect people and the environment from the harmful effects of radiation.

ARPANSA is structured to meet one outcome:

‘Protection of people and the environment through radiation protection and nuclear safety research, policy, advice, codes, standards, services and regulation.’

The continued existence of ARPANSA in its present form and with its present programs is dependent on Government policy and on continuing funding by Parliament for the entity's administration and programs.

ARPANSA's activities contributing toward the outcome are classified as departmental. Departmental activities involve the use of assets, liabilities, income, and expenses controlled or incurred by the entity in its own right.

Basis of preparation of the financial report

The financial statements are general purpose financial statements and are required by section 42 of the *Public Governance Performance and Accountability Act 2013*.

The financial statements and notes have been prepared in accordance with:

- a) Public Governance Performance and Accountability (Financial Reporting) Rule 2015 (FRR); and
- b) Australian Accounting Standards and Interpretations - Simplified Disclosure Requirements issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

The financial statements have been prepared on an accrual basis and are in accordance with historical cost convention, except for certain assets and liabilities at fair value. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars.

Further details on these judgements and estimates are disclosed in the relevant accounting policies within the specific notes to the financial statements, consistent with PRIMA guidance

Accounting judgements and estimates

In the process of applying the accounting policies listed in this note, ARPANSA has made the following judgements that have the most significant impact on the amounts recorded in the financial statements:

- The fair value of land and buildings is taken to be the market value and depreciated replacement cost respectively as determined by an independent valuer.
- The long service leave liability is calculated using the shorthand model developed by the Australian Government Actuary.

No accounting assumptions or estimates have been identified that have a significant risk of causing a material adjustment to carrying amounts of assets and liabilities within the next accounting period.

New Australian Accounting Standard

All new, revised, and amending standards and interpretations issued by the Australian Accounting Standards Board (AASB) prior to the sign-off date and applicable to the current reporting period have been considered. These standards did not have a material impact on ARPANSA's financial statements for the year ended 30 June 2025.

AASB 2022-10: Amendments to AASB 13 – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities

In December 2022, the AASB issued **AASB 2022-10**, which introduces targeted amendments to AASB 13 *Fair Value Measurement* specifically for not-for-profit public sector entities. The amendments aim to improve consistency and clarity in the valuation of non-financial assets held for service delivery rather than sale.

Key changes include:

- Clarification that the concept of “highest and best use” applies only when an asset is held for sale or is highly likely to be repurposed.
- Refinement of the “financially feasible” criterion to better reflect service potential and cost efficiency.
- Enhanced guidance on the use of unobservable inputs when market data is not available, ensuring valuations reflect assumptions of market participants.
- Improved application of the cost approach, including clearer treatment of replacement cost and economic obsolescence.

These amendments are effective for annual reporting periods beginning on or after **1 January 2024**, with early adoption permitted.

ARPANSA has reviewed the implications of AASB 2022-10 and this has been factored into 30 June 2025 revaluation of non-financial assets.

Taxation

ARPANSA is exempt from all forms of taxation, except Fringe Benefits Tax (FBT) and Goods and Services Tax (GST).

Revenues, expenses, and assets are recognised net of GST, except:

- a) where the amount of GST incurred is not recoverable from the Australian Taxation Office
- b) for receivables and payables.

Events after the reporting period

There have been no significant subsequent events after the reporting period that impact on the financial statement for the year ended 30 June 2025.

Notes to and forming part of the financial statements

Financial performance

This section analyses the financial performance of ARPANSA for the year ended 30 June 2025.

Note 1.1: Expenses

1.1A: Employee benefits

	2025	2024
	\$	\$
<u>1.1A: Employee benefits</u>		
Wages and salaries	18,933,474	17,064,784
Superannuation - defined contribution	2,352,915	2,371,572
Superannuation - defined benefit	1,100,000	937,748
Leave and other entitlements	3,617,421	3,133,414
Total employee benefits	26,003,810	23,507,518

Accounting policy

Accounting policies for employee related expenses are contained in the ‘People and relationships’ section.

1.1B: Suppliers

	2025	2024
	\$	\$
Goods and services supplied or rendered		
Audit fees	58,000	56,000
Audit fees - outsourced	162,462	62,783
Advisory council and committees	188,257	230,950
Communications	194,964	167,993
Construction and maintenance - Comprehensive nuclear test ban treaty	868,699	827,755
Contractors/consultants	2,944,326	2,404,421
Information technology	2,565,672	1,776,593
Insurance	46,374	119,583
Laboratory and office supplies	392,397	382,313
Monitors	984,052	563,263
Postage and freight	333,388	223,271
Reference material & subscriptions	553,880	366,910
Repair and maintenance	759,358	647,404
Research Agreements	320,488	142,532
Training and conferences	546,666	492,594
Travel	2,217,607	2,007,492
Utilities	479,183	454,684
Other goods and services	811,437	594,339
Total goods and services supplied or rendered	14,427,209	11,520,878
Goods supplied	3,041,746	1,999,579
Services rendered	11,385,463	9,521,299
Total goods and services supplied or rendered	14,427,209	11,520,878
Other supplier expenses		
Workers compensation premiums	123,172	61,480
Total other supplier expenses	123,172	61,480
Total supplier expenses	14,550,381	11,582,358

Note 1.1C: Finance costs

	2025	2024
	\$	\$
Interest on lease liabilities	25,774	10,169
Total Finance Costs	25,774	10,169

Note 1.1D: Write-down and impairment of other assets

	2025	2024
	\$	\$
Property, plant and equipment - write-off	20,829	23,643
Inventories - write-off	-	455
Total write-down and impairment of assets	20,829	24,098

Note 1.1E: Foreign exchange (Gains)/Losses

	2025	2024
	\$	\$
Non-speculative	(380)	10,174
Total foreign exchange (Gains)/Losses	(380)	10,174

Accounting policy

Gains and losses from foreign currency are recognised when incurred.

Note 1.2: Own-source revenue and gains

Own-source revenue

1.2A: Revenue from contracts with customers

	2025	2024
	\$	\$
Sale of goods and rendering of services	8,688,759	9,429,993
Total revenue from contracts with customers	8,688,759	9,429,993
Major product / service line:		
Scientific services - Personal radiation monitoring service	3,564,691	2,957,274
Construction and maintenance - Comprehensive nuclear test ban treaty	2,472,128	2,528,360
Australian clinical dosimetry service	1,237,300	1,300,561
Other scientific services	1,414,640	2,643,798
	8,688,759	9,429,993
Type of customer:		
Australian Government entities (related parties)	150,429	1,359,027
State and Territory Governments	1,419,148	1,138,848
Non-government entities	7,119,182	6,932,118
	8,688,759	9,429,993
Timing of transfer of goods and services:		
Over time	3,709,428	3,828,921
Point in time	4,979,331	5,601,072
Total	8,688,759	9,429,993

Accounting policy

Revenue from the sale of goods is recognised when control has been transferred to the buyer.

ARPANSA's 'Sale of goods and services contract' falls within scope of AASB 15. Performance obligations are required by enforceable contracts and are sufficiently specific to enable ARPANSA to determine when they have been satisfied.

The following is a description of principal activities from which ARPANSA generates its revenue:

- i. Personal Radiation Monitoring Service – monitors potential ionising radiation exposure to workers in fields such as medical, dental, chiropractic, industrial and mining.
- ii. Comprehensive Nuclear-Test-Ban Treaty (CTBT) – ARPANSA is responsible for carrying out Australia's radionuclide monitoring obligations to the CTBT. In this capacity, ARPANSA has worked to establish the international monitoring systems required to monitor treaty compliance through the installation, implementation, and operation of 7 stations within Australia and its territories. The CTBT team within ARPANSA has also expanded to include operational responsibility for the radionuclide stations situated in Fiji and Kiribati.
- iii. Australian Clinical Dosimetry Services (ACDS) – ARPANSA's national independent dosimetry auditing program, providing quality assurance for radiation oncology facilities and patients. The ACDS has been operating since February 2011.
- iv. Other scientific services including testing and calibrations (ultraviolet and radio analytical services), training and hire of radiation meters.

Receivables for goods and services, which have 30-day terms, are recognised at the nominal amounts due, less any impairment allowance account. Collectability of debts are reviewed at end of the reporting period. Allowances are made when collectability of the debt is no longer probable.

Note 1.2B: Licence fees

	2025	2024
	\$	\$
Application fees	108,210	10,607
Annual charges	7,187,413	5,956,751
Total licence fees	7,295,623	5,967,358

Accounting policy

Under paragraph 34(b) of the *Australian Radiation Protection and Nuclear Safety Act 1998*, an application for a licence must be accompanied by a fee prescribed in the regulations. Revenue for licence applications is recognised when an application for a licence is received.

Note 1.2C: Other revenue

	2025	2024
	\$	\$
Resources received free of charge - ANAO	58,000	56,000
Total other revenue	58,000	56,000

Accounting policy

Resources received free of charge are recognised as revenue when, and only when a fair value can be reliably determined, and the services would have been purchased if they had not been donated. Use of those resources is recognised as an expense.

Resources received free of charge are recorded as either revenue or gains depending on their nature.

1.2D: Revenue from Government

	2025	2024
	\$	\$
Appropriation:		
Departmental appropriation	21,613,000	23,697,000
Total revenue from Government	21,613,000	23,697,000

Accounting policy

Amounts appropriated for departmental appropriations for the year (adjusted for any formal additions and reductions) are recognised as revenue from Government when the entity gains control of the appropriation, except for certain amounts that relate to activities that are reciprocal in nature, in which case revenue is recognised only when it has been earned.

Section 56 (3) of the *Australian Radiation Protection and Nuclear Safety Act 1998* requires that money appropriated by the Parliament be transferred to the Special Account (notes 2.1A and 3.2 refer).

Appropriations receivables are recognised at their nominal amounts.

Financial position

This section analyses ARPANSA's assets used to conduct its operations, and the operating liabilities incurred as a result for the year ended 2025. Employee related information is disclosed in the People and relationships section.

Note 2.1: Financial assets

Note 2.1A: Cash and cash equivalents

	2025	2024
	\$	\$
Cash in Special Account	787,236	1,174,647
Cash on hand or on deposit	49,157	49,157
Total cash and cash equivalents	836,393	1,223,804

The closing balance of Cash in Special Accounts does not include any amounts held in trust: (nil in 2024).

Accounting policy

Cash is recognised at its nominal amount. Cash and cash equivalents include:

- a) cash at bank
- b) cash in Special Accounts.

Note 2.1B: Trade and other receivables

	2025	2024
	\$	\$
Goods and services receivables		
Goods and services	1,534,228	756,684
Total goods and services receivables	1,534,228	756,684
Appropriations receivable:		
For existing program 6131	3,746,000	5,302,000
Departmental capital budget - program 6131	4,000,000	1,360,000
For existing program 1115	717,000	2,995,000
Undrawn equity injection-program 1115	4,968,000	9,068,000
Total appropriations receivable	13,431,000	18,725,000
Other receivables		
Statutory receivables — GST	314,549	86,000
Leave Liabilities transfer	3,635	62,115
Total other receivables	318,184	148,115
Total trade and other receivables (gross)	15,283,412	19,629,799
Less impairment loss allowance	(21,034)	(36,782)
Total trade and other receivables (net)	15,262,378	19,593,017

Goods and services receivable was with entities external to the Australian Government. Credit terms are net 30 days (2024: 30 days).

Accounting policy

Receivables

Trade receivables, and other receivables that are held for the purpose of collecting the contractual cash flows where the cash flows are solely payments of principal and interest, and that are not provided at below-market interest rates, are subsequently measured at amortised cost using the effective interest method adjusted for any loss allowance.

Reconciliation of impairment allowance

	2025	2024
	\$	\$
Goods and services		
Opening balance	36,782	38,708
Amounts recovered and reversed		-
Amounts written off	(15,748)	(1,926)
Closing balance	21,034	36,782

Note 2.1C: Other financial assets

	2025	2024
	\$	\$
Accrued revenue	514,613	674,741
Total other financial assets	514,613	674,741

Total other financial assets are expected to be recovered in no more than 12 months.

Accounting policy

Financial assets are assessed for impairment at the end of each reporting period.

Note 2.2: Non-financial assets

Note 2.2A: Reconciliation of the opening and closing balances of property, plant and equipment and intangible

	Land	Buildings	Leasehold improvements	Plant and equipment	Computer software ¹	Other intangibles - Trademarks	Total
	\$	\$	\$	\$	\$	\$	\$
As at 1 July 2024							
Gross book value	13,200,000	40,759,508	339,598	16,464,775	6,991,943	3,200	77,759,024
Accumulated depreciation, amortisation and impairment	-	(1,187,802)	-	(2,352,726)	(3,870,486)	(1,665)	(7,412,679)
Total as at 1 July 2024	13,200,000	39,571,706	339,598	14,112,049	3,121,457	1,535	70,346,345
Additions:							
Purchase		2,750,612	1,783,766	2,188,964	761,186	-	7,484,528
Right-of-use assets	-		-	-	-	-	-
Revaluations and impairments recognised in other comprehensive income	3,000,000	3,407,332	-	-	-	-	6,407,332
Depreciation and amortisation	-	(1,722,504)	(264,010)	(2,766,380)	(772,228)	(320)	(5,525,441)
Depreciation on right-of-use assets	-	(264,536)	-	-		-	(264,536)
Other movements							
Reclassification	-	-	-		-	-	-
WIP - expensed	-	-	-			-	-
Other movements of right-of-use assets	-		-		-	-	-
Disposals:							
Write-offs	-	-	-	(20,829)	-	-	(20,829)
Total as at 30 June 2025	16,200,000	43,742,610	1,859,354	13,513,804	3,110,415	1,215	78,427,398
Total as at 30 June 2025 represented by:							
Gross book value	16,200,000	45,194,948	2,123,364	18,596,849	7,743,001	3,200	89,861,362
Accumulated depreciation, amortisation and impairment	-	(1,452,338)	(264,010)	(5,083,045)	(4,632,586)	(1,985)	(11,433,964)
Total as at 30 June 2025	16,200,000	43,742,610	1,859,354	13,513,804	3,110,415	1,215	78,427,398
Carrying amount of right-of-use assets	-	1,234,503	-	-	-	-	1,234,503

¹The carrying amount of computer software included \$1,535,246 purchased software and \$1,575,169 internally developed software.

There were no indicators of impairment found for property, plant, and equipment.

No property plant and equipment or intangibles are expected to be sold or disposed of within the next 12 months.

Revaluations of non-financial assets

All revaluations were conducted in accordance with the revaluation policy as stated in this note. On 30 June 2025, an independent valuer conducted revaluations of Land (increment \$3,000,000) and Buildings on freehold land (increment of \$3,407,332).

Contractual commitments for the acquisition of property, plant, equipment and intangible assets

Contractual commitments totalled \$4,798,464 in 2025 and (\$3,885,982 in 2024) for the acquisition of property, plant, equipment and intangible assets.

Accounting policy

Assets are recorded at cost on acquisition, except as stated below. The cost of acquisition includes the fair value of assets transferred in exchange and liabilities undertaken.

Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and income at their fair value at the date of acquisition, unless acquired as a consequence of restructuring of administrative arrangements. In the latter case, assets are initially recognised as contributions by owners at the amounts at which they were recognised in the transferor's accounts immediately prior to the restructuring.

Asset recognition threshold

Purchases of property, plant and equipment are recognised initially at cost in the Statement of Financial Position, except for purchases costing less than \$2,000, which are expensed in the year of acquisition (other than where they form part of a group of similar items which are significant in total).

Leased Right of Use (ROU) assets

Leased ROU assets are capitalised at the commencement date of the lease and comprise the initial lease liability amount and initial direct costs incurred when entering into the lease, less any lease incentives received. These assets are accounted for by Commonwealth lessees as separate asset classes to corresponding assets owned outright but included in the same column, as where the corresponding underlying assets would be presented if they were owned.

On initial adoption of AASB 16, ARPANSA has adjusted the ROU assets at the date of initial application by the amount of any provision for onerous leases recognised immediately before the date of initial application. Following initial application, an impairment review is undertaken for any right of use lease asset that shows indicators of impairment, and an impairment loss is recognised against any right of use lease asset that is impaired. Lease ROU assets continue to be measured at cost after initial recognition in Commonwealth agency, GGS and Whole of Government financial statements.

Revaluations

Following initial recognition at cost, property plant and equipment (excluding ROU assets) are carried at fair value (or an amount not materially different from fair value), less subsequent accumulated depreciation and accumulated impairment losses. Valuations are conducted with sufficient frequency to ensure that the carrying

Part 5: Financial statements

amounts of assets do not differ materially from the assets' fair values as at the reporting date. The regularity of independent valuations depends upon the volatility of movements in market values for the relevant assets.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve, except to the extent that it reverses a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the surplus/deficit, except to the extent that they reverse a previous revaluation increment for that class.

Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset restated to the revalued amount.

Independent valuers from the Jones Lang LaSalle Advisory Services Pty Ltd conducted a desktop valuation of land and buildings on 30 June 2025.

A revaluation increment of \$3,000,000 for land (increment 2024: \$700,000) and \$3,407,332 for buildings on freehold land (2024: \$2,265,138) were transferred to the asset revaluation reserve surplus by asset class and included in the equity section of the statement of financial position.

Depreciation

Depreciable property plant and equipment assets are written off to their estimated residual values over their estimated useful lives to ARPANSA using, in all cases the straight-line method of depreciation.

Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

Asset Class	2025 and 2024
Buildings on freehold land	23 years
Leasehold improvements	Lease term
Plant and equipment	1 to 38 years
Intangibles	1 to 17 years

The depreciation rates for ROU assets are based on the commencement date to the earlier of the end of the useful life of the ROU asset or the end of the lease term.

Impairment

All assets were assessed for impairment as at 30 June 2025. Where indications of impairment exist, the asset's recoverable amount is estimated, and an impairment adjustment made, if the asset's recoverable amount is less than its carrying amount.

The recoverable amount of an asset is the higher of its fair value less costs to sell and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit

of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if ARPANSA were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

Derecognition

An item of property, plant and equipment is derecognised upon disposal or when no further future economic benefits are expected from its use or disposal.

Intangibles

ARPANSA's intangibles comprise purchased software, internally developed software for internal use and trademarks. These assets are carried at cost, less accumulated amortisation, and accumulated impairment losses.

All Intangibles were assessed for or indications of impairment as at 30 June 2025.

Note 2.2B Inventories

	2025	2024
	\$	\$
Inventories held for sale		
Finished goods	20,236	28,030
Total inventories held for sale	20,236	28,030
Inventories held for distribution	366,030	400,400
Total inventories	386,266	428,430

For the year ended 30 June 2025, \$36,066 of inventory held for sale was recognised as an expense (2024: \$31,640).

For the year ended 30 June 2025, \$891,482 of inventory held for distribution was recognised as an expense (2024: \$487,892).

All inventory is expected to be sold or distributed in the next 12 months.

Accounting policy

Inventories held for sale are valued at the lower of cost and net realisable value.

Inventories held for distribution are valued at cost, adjusted for any loss of service potential.

Note 2.2C: Other non-financial assets

	2025	2024
	\$	\$
Prepayments	1,287,303	1,609,165
Total other non-financial assets	1,287,303	1,609,165

No indicators of impairment were found for other non-financial assets.

Note 2.3: Payables

Note 2.3A: Suppliers

	2025	2024
	\$	\$
Trade creditors and accruals	1,146,328	809,482
Operating lease rentals	-	-
Total suppliers	1,146,328	809,482

Settlement is usually made within 20 days (2024: 20 days).

Note 2.3B: Other payables

	2025	2024
	\$	\$
Salaries and wages	604,401	481,951
Superannuation	108,909	89,960
Unearned income	-	29,460
Other	3	36,191
Total other payables	713,313	637,562

Note 2.4: Interest bearing liabilities

	2025	2024
	\$	\$
Leases		
Lease liabilities	1,289,042	1,514,385
Total leases	1,289,042	1,514,385
Maturity analysis - contractual undiscounted cash flows		
Within 1 year	263,672	252,146
Between 1 to 5 years	1,082,950	1,312,766
Total leases	1,346,622	1,564,912

Total cash outlay for leases for the year ended 30 June 2025 was \$225,343 (2024: \$229,978)

Accounting policy

ARPANSA applies AASB 16 Leases, which requires lessees to recognise most leases on the balance sheet. Under this standard, ARPANSA recognises a right-of-use (ROU) asset and a lease liability at the commencement of the lease.

Accounting Judgements and Estimates

In applying AASB 16, ARPANSA has made the following key judgements and estimates:

- **Lease Term Determination:** ARPANSA assesses the likelihood of exercising extension or termination options when determining the lease term. This involves judgement about future operational needs and contractual flexibility.
- **Discount Rate:** Where the interest rate implicit in the lease is not readily determinable, ARPANSA uses its incremental borrowing rate, which requires estimation based on Treasury guidance and market conditions.
- **Low-Value and Short-Term Lease Classification:** Judgement is applied in determining whether an asset qualifies as low-value and whether lease terms meet the short-term exemption criteria.

These judgements are reviewed periodically and disclosed in the relevant notes to the financial statements in accordance with PRIMA guidance.

Funding

This section identifies ARPANSA's funding structure.

Note 3.1: Appropriations

In accordance with section 56 of the *Australian Radiation Protection and Nuclear Safety Act 1998*, all monies received by ARPANSA are to be paid into the ARPANSA Special Account. Pursuant to this section, all monies paid into this account are automatically appropriated for the use of ARPANSA.

Note 3.1A: Annual appropriations ('recoverable GST exclusive')

Annual Appropriations for 2025

	Annual appropriation ¹	Adjustments to appropriation ²	Total appropriation	Appropriation applied in 2025 (current and prior years) ⁴	Variance ³
	\$	\$	\$	\$	\$
DEPARTMENTAL					
Ordinary annual services	21,613,000	-	21,613,000	25,834,411	(4,221,411)
Capital budget ⁵	4,538,000	-	4,538,000	1,898,000	2,640,000
Other services					
Equity injections		-	-	4,100,000	(4,100,000)
Total departmental	26,151,000	-	26,151,000	31,832,411	(5,681,411)

Notes:

1. No funds have been withheld (Section 51 of the PGPA Act) or quarantined for administrative purposes.
2. No adjustments have been applied to Appropriations.
3. The variance of \$5,044,000 reflects the movement at 30 June 2025 in appropriation receivable amount for ordinary annual services, capital budget and other services.
4. During 2024-25 ARPANSA for a period of 4 months allocated operating appropriation \$1.5m for capital spending rather than capital appropriation \$4.5m ARPANSA will work with the Department of Finance in 2025-26 to regularise this matter
5. Departmental Capital Budgets are appropriated through Appropriation Acts (No.1,3,5). They form part of ordinary annual services and are not separately identified in the Appropriation Acts.

Annual Appropriations for 2024

	Annual appropriation ¹	Adjustments to appropriation ²	Total appropriation	Appropriation applied in 2024 (current and prior years)	Variance ³
	\$	\$	\$	\$	\$
DEPARTMENTAL					
Ordinary annual services	23,697,000	-	23,697,000	19,864,746	3,832,254
Capital budget ⁴	4,850,000	-	4,850,000	5,042,000	(192,000)
Other services					
Equity injections	10,468,000	-	10,468,000	1,400,000	9,068,000
Total departmental	39,015,000	-	39,015,000	26,306,746	12,708,254

Notes:

1. No funds have been withheld (Section 51 of the PGPA Act) or quarantined for administrative purposes.
2. No adjustments have been applied to Appropriations.
3. The variance of \$12,708,524 reflects the movement at 30 June 2024 in appropriation receivable amount for ordinary annual services, capital budget and other services and cash at bank.
4. Departmental Capital Budgets are appropriated through Appropriation Acts (No.1,3,5). They form part of ordinary annual services and are not separately identified in the Appropriation Acts.

Note 3.1B: Unspent annual appropriations ('recoverable GST exclusive')

	2025	2024
Authority	\$	\$
DEPARTMENTAL		
Appropriation Act (No. 1) 2023-24		9,657,000
Appropriation Act (No. 1) 2024-25	4,463,000	
Appropriation Act (No. 2) 2023-24 - equity injection	4,968,000	9,068,000
Appropriation Act (No. 1) 2024-25 - Departmental Capital Budget	4,000,000	
Appropriation Act (No. 1) 2023-24 - cash at bank	-	20,869
Appropriation Act (No. 3) 2022-23		275,000
Total Departmental	13,431,000	19,020,869

Note 3.2: Special accounts

ARPANSA Special Account (Departmental)

Establishing Instrument: *Australian Radiation Protection and Nuclear Safety Act 1998*; s56(4)

Appropriation: *PGPA Act 2013*; s80

Purpose: The purpose of the Special Account is set out in the *Australian Radiation Protection and Nuclear Safety Act 1998* at section 56(4):

‘The purposes of the Special Account are to make payments:

- a) to further the object of this Act (as set out in section 3); and
- b) otherwise in connection with the performance of the CEO's functions under this Act or the Regulations.’

	2025	2024
	\$	\$
Balance brought forward from previous period	1,174,647	1,357,275
Increases		
Departmental	48,394,126	36,008,371
Total increase	48,394,126	36,008,371
Available for payments	49,568,773	37,365,646
Decreases		
Departmental	(48,781,537)	(36,190,999)
Total decrease	(48,781,537)	(36,190,999)
Total Balance carried to next period	787,236	1,174,647
Balance represented by:		
Cash held in entity bank accounts	787,236	1,174,647
Total Balance carried to next period	787,236	1,174,647

Note 3.3 Regulatory charging

	2025	2024
	\$	\$
Expenses		
Departmental	279,732	279,916
Total expenses	279,732	279,916
External Revenue		
Departmental	279,732	279,916
Total external revenue	279,732	279,916

Regulatory charging activity – Import/Export permits for medical and non-medical radioactive sources

Documentation (Cost Recovery Implementation Statement) for the above activity is available at:

www.arpana.gov.au/regulation-and-licensing/licensing/import-export-permits.

Note 3.4: Net cash appropriation arrangements

	2025	2024
	\$	\$
Total comprehensive income - as per Statement of Comprehensive Income	(2,327,676)	2,369,854
Plus: depreciation/amortisation of assets funded through appropriations (departmental capital budget funding and/or equity injection)	5,525,441	4,361,447
Plus: depreciation right-of-use assets ¹	264,536	249,871
Less: principal repayment - leased assets ²	(225,343)	(230,836)
Net Cash Operating Surplus	3,236,958	6,750,336

1. From 2010-11, the Government introduced net cash appropriation arrangements whereby revenue appropriations for depreciation/amortisation expenses of non-corporate Commonwealth entities and selected corporate Commonwealth entities were replaced with a separate capital budget provided through equity injections. Capital budgets are to be appropriated in the period when cash payment for capital expenditure is required.

2. The inclusion of depreciation/amortisation expenses related to ROU leased assets and the lease liability principal repayment amount reflects the impact of AASB 16 Leases, which does not directly reflect a change in appropriation arrangements.

People and relationships

This section identifies a range of employment and post-employment benefits provided to our people and our relationships with other key people.

Note 4.1: Employee provisions

	2025	2024
	\$	\$
Employee provisions		
Leave	7,435,699	6,994,427
Total employee provisions	7,435,699	6,994,427

Accounting policy

Liabilities for 'short-term employee benefits' and termination benefits expected to be settled within 12 months of the end of the reporting period are measured at their nominal amounts.

The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability.

Other long-term employee benefit liabilities are measured as net total of the present value of the defined benefit obligation at the end of the reporting period minus the fair value at the end of the reporting period of plan assets (if any), out of which the obligations are to be settled directly.

Leave

The liability for employee benefits includes provision for annual leave and long service leave. No provision has been made for sick leave, as all sick leave is non-vesting and the average sick leave taken in future years by employees of the entity is estimated to be less than the annual entitlement for sick leave.

The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will be applied at the time the leave is taken, including the entity's employer superannuation contribution rates, to the extent that the leave is likely to be taken during service rather than paid out on termination.

The liability for long service leave is recognised and measured at the present value of the estimated future cash flows to be made in respect of employees as at 30 June 2025. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

Separation and redundancy

Provision is made for separation and redundancy benefit payments. The entity recognises a provision for termination when it has developed a detailed plan for terminations and has informed those employees affected that it will carry out the terminations.

Superannuation

The majority of staff of ARPANSA are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS) or the PSS accumulation plan (PSSap), and the Australian Government

Employee Superannuation Trust (AGEST). There are a small number of staff covered under various other superannuation schemes.

The CSS and PSS are defined benefit schemes for the Australian Government. The PSSap is a defined contribution scheme. The AGEST Superannuation Trust is an industry fund which was previously the Australian Government default superannuation fund for non-ongoing employees.

The liability for defined benefits is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported in the Department of Finance's administered schedules and notes.

ARPANSA makes employer contributions to the employees' superannuation scheme at rates determined by an actuary to be sufficient to meet the current cost to the Government. ARPANSA accounts for the contributions as if they were contributions to defined contribution plans.

The liability for superannuation recognised as at 30 June represents outstanding contributions for the final fortnight of the year.

Note 4.2: Key management personnel remuneration

Key management personnel are those persons having authority and responsibility for planning, directing, and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity. ARPANSA has determined the key management personnel to be the Chief Executive and 6 Branch and Office Heads. Key management personnel remuneration is reported in the table below:

	2025	2024
	\$	\$
Short-term employee benefits	1,823,394	1,817,251
Post-employment benefits	264,894	271,562
Other long-term employee benefits	(11,777)	61,729
Total key management personnel remuneration expenses¹	2,076,511	2,150,542

1. The above key management personnel remuneration excludes the remuneration and other benefits of the portfolio minister. The portfolio Minister's remuneration and other benefits are set by the Remuneration Tribunal and are not paid by the entity.

The total number of key management personnel included in the above table are 8 individuals (2024: 8). In 2025, there was 1 individual employed in a key management personnel role for part of the year only (2024: 1).

Note 4.3: Related party disclosures

Related party relationships

The entity is an Australian Government controlled entity. Related parties to this entity are key management personnel, including the portfolio minister and Executive, and other Australian Government entities.

Transactions with related parties

Given the breadth of Government activities, related parties may transact with the government sector in the same capacity as ordinary citizens. Such transactions include the payment or refund of taxes, receipt of a Medicare rebate or higher education loans. These transactions have not been separately disclosed in this note.

Giving consideration to relationships with related entities, and transactions entered into during the reporting period by the entity, it has been determined that there are no related party transactions to be separately disclosed.

Managing uncertainties

This section analyses how ARPANSA manages financial risks within its operating environment.

Note 5.1: Contingent liabilities and assets

As at 30 June 2025, ARPANSA had no quantifiable or unquantifiable contingencies. (2024: Nil).

Accounting policy

Contingent liabilities and contingent assets are not recognised in the Statement of Financial Position but are reported in the notes. They may arise from uncertainty as to the existence of a liability or asset or represent an asset or liability in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain and contingent liabilities are disclosed when settlement is greater than remote.

Note 5.2: Financial instruments

Note 5.2A: Categories of financial instruments

	2025	2024
	\$	\$
5.2A: Categories of financial instruments		
Financial assets at amortised cost		
Cash and cash equivalents	836,393	1,223,804
Trade and other receivables	1,513,194	719,902
Other financials assets	514,613	674,741
Total financial assets at amortised cost	2,864,200	2,618,447
Financial liabilities measured at amortised cost		
Trade creditors	1,146,328	809,482
Total financial liabilities measured at amortised cost	1,146,328	809,482

Accounting policy

Financial assets

ARPANSA classifies its financial assets in the following category:

- a) financial assets measured at amortised cost.

The classification depends on both ARPANSA's business model for managing the financial assets and contractual cash flow characteristics at the time of initial recognition. Financial assets are recognised when ARPANSA becomes a party to the contract and, consequently, has a legal right to receive or a legal obligation to pay cash, and derecognised when the contractual rights to the cash flows from the financial asset expire or are transferred upon trade date.

Financial assets at amortised cost

Financial assets included in this category need to meet two criteria:

1. the financial asset is held in order to collect the contractual cash flows
2. the cash flows are solely payments of principal and interest (SPPI) on the principal outstanding amount.

Amortised cost is determined using the effective interest method.

Effective interest method

Income is recognised on an effective interest rate basis for financial assets that are recognised at amortised cost.

Impairment of financial assets

Financial assets are assessed for impairment at the end of each reporting period based on Expected Credit Losses, using the general approach (which measures the loss allowance based on an amount equal to lifetime expected credit losses where risk has significantly increased, or an amount equal to 12-month expected credit losses if risk has not increased).

The simplified approach for trade receivables is used. This approach always measures the loss allowance as the amount equal to the lifetime expected credit losses.

A write-off constitutes a derecognition event, where the write-off directly reduces the gross carrying amount of the financial asset.

Financial liabilities

Financial liabilities are classified as other liabilities. Financial liabilities are recognised and derecognised upon 'trade date'.

Other financial liabilities

Supplier and other payables are recognised at amortised cost. Liabilities are recognised to the extent that the goods or services have been received (and irrespective of having been invoiced).

Note 5.3: Fair value measurements

The following table provides an analysis of assets and liabilities that are measured at fair value.

Accounting policy

When an asset or liability, financial or non-financial, is measured at fair value for recognition or disclosure purposes, the fair value is based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date; and assumes that the transaction will take place either in the principle market or – in the absence of a principal market – in the most advantageous market.

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming they act in their economic best interest. For non-financial assets, the fair value measurement is based on its highest and best use. Valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value are used, maximising the use of relevant observable inputs, and minimising the use of unobservable inputs.

For recurring and non-recurring fair value measurements, external valuers may be used when internal expertise is either not available or when the valuation is deemed to be significant. External valuers are selected based on market knowledge and reputation. Where there is a significant change in fair value of an asset or liability from one period to another, an analysis is undertaken, which includes a verification of the major inputs applied in the latest valuation and a comparison, where applicable, with external sources of data.

Note 5.3A: Fair value measurements

	Fair value measurements at the end of the reporting period	
	2025	2024
	\$	\$
Non-financial assets		
Land	16,200,000	13,200,000
Buildings on freehold land	42,508,107	38,072,668
Leasehold Improvements	1,859,354	339,598
Plant and equipment	13,513,804	14,112,049
Total non-financial assets	74,081,265	65,724,315

Building on freehold figures exclude carrying amount of right of use assets \$1,234,503 in 2025 (\$1,499,038 in 2024)

No change in valuation technique occurred during the period.

Other information

Note 6.1: Current/non-current distinction for assets and liabilities

	2025	2024
	\$	\$
Assets expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	836,393	1,223,804
Trade and other receivables	15,262,378	19,593,017
Other financial assets	514,613	674,741
Other non-financial assets	1,287,303	1,609,165
Inventory	386,266	428,430
Total no more than 12 months	18,286,953	23,529,157
More than 12 months		
Land and buildings	61,801,964	53,111,304
Plant and equipment	13,513,804	14,112,048
Computer software	3,111,630	3,121,457
Other intangibles		1,535
Total more than 12 months	78,427,398	70,346,344
Total assets	96,714,351	93,875,501
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	1,146,328	809,482
Other payables	713,313	637,562
Leases	242,232	252,146
Employee provisions	1,999,494	1,981,196
Total no more than 12 months	4,101,367	3,680,386
More than 12 months		
Leases	1,046,810	1,262,239
Employee provisions	5,436,205	5,013,231
Total no more than 12 months	6,483,015	6,275,470
Total liabilities	10,584,382	9,955,856

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Appendix 1

ARPANSA licensing activities

ARPANSA strives to support high levels of licence holder compliance with the Act and Regulations. It does so by actively engaging with licensees, providing regulatory guidance and through a risk-informed program of regulatory oversight that includes assessment, self-reporting and inspection.

Integrity is a fundamental principle which drives the agency's regulatory activities. Direct regulatory oversight of our own source and facility licences is functionally separated from the activities carried out under those licences. The integrity of the regulatory oversight of such licences is regularly monitored by third parties – normally a health or environmental regulator from a state or territory jurisdiction. Potential conflicts of interest between the CEO's regulatory and non-regulatory functions are identified and managed.

Additionally, ARPANSA staff are obliged to declare any interests or any circumstance in relation to regulatory activities and decision making, to enable determination of whether such interests may constitute a real, potential or perceived conflict of interest. Measures are taken to avoid regulatory capture, including staff rotation and special arrangements for on-boarding staff recruited from licensed entities.

Details of licence breaches in the financial year

ARPANSA categorises breaches of licence conditions based on whether the potential risks to safety were either minor or significant. Breaches with minor implications for safety are typically administrative failures to meet regulatory requirements. Examples include poor safety signage, not keeping records or inventories up to date, not reviewing or updating plans and not submitting reports to ARPANSA on time.

Breaches with significant implications for safety typically occur where there is an actual exposure or a risk of significant exposure to people or the environment.

Breaches with significant implications for safety

There were no breaches with significant implications for safety.

Breaches with no, or minor, safety implications during the year

There were 3 breaches with minor safety implications or administrative failures to meet regulatory requirements:

1. The Department of Defence was found in breach of section 30 of the Act after it was found, during an inspection, to have possession of a portable betatron device for which it was not authorised under its licence. Whilst this apparatus had not been used, it is important that ARPANSA is satisfied suitable

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arrangements for possession and use are in place before items are procured and authorised under a licence.

2. The Department of Climate Change, Energy, the Environment and Water was found to be in breach of section 31(2) of the Act for failing to maintain an accurate inventory of all its radiation sources, in this case for 2 items of ultraviolet radiation apparatus. This non-compliance was self-reported by the operator. It is important for effective control that accurate inventories of radiation apparatus are maintained by licence holders.
3. The Australian Federal Police was found in breach of section 61(1) of the Regulations for failing to update its plans and arrangements for managing safety. The non-compliance was identified during an inspection. The update of plans and arrangements is important to ensure that they accurately reflect actual processes and that those processes meet up to date standards of practice.

Details of any improvement notices or directions issued during the year

No improvement notices were issued by ARPANSA under section 80A of the ARPANS Act.

Other significant activities

ARPANSA has issued 28 approvals for a range of controlled activities. Some of these were administrative in nature, such as a licence merger. Most required varying degrees of technical assessment. Notable approvals are described below.

ARPANSA approved 7 changes to controlled (licensed) activities under Regulation Section 63 that requires licence holders to obtain the approval of the CEO before making any changes that have significant implications for safety.

Three of these changes were to the ANSTO OPAL Reactor safety case. One change related to low power start-up. This was needed as, during a long-term maintenance outage, the residual power in the reactor fuel had dropped below a 100W limit previously established in the safety case. The revision to the safety case took account of various postulated accidents. ARPANSA's assessment supported the revision to the safety case finding there are no potential start-up reactivity transients that diminish safety margins at the reactor. The other changes to the OPAL reactor safety case took account of the possibility of multiple external events on the safety of the reactor. The existing emergency preparedness and response arrangements were found to be adequate.

ARPANSA also approved ANSTO to operate a new beamline at its Melbourne Synchrotron facility and for the upgrade of programmable logic controllers at its neutron beamline facility in Sydney. A further approval was for the removal of hot cells from ANSTO's shut-down Camperdown facility in Sydney. The hot cells had been used to process high activity but short-lived radioisotopes and there was no radiological hazard remaining.

At the Australian National University, ARPANSA approved the replacement of the Personnel Protection System at its Heavy Ion Accelerator Facility. The existing system, constructed 25 years ago, was ageing and becoming difficult to maintain. The new system will monitor radiation sensors and shut down the beam if predetermined operational setpoints are exceeded.

ARPANSA issued the Australian Submarine Agency (ASA) a licence to prepare a site for the prescribed radiation facility known as the ‘Controlled Industrial Facility’ (CIF). The proposed CIF will provide low-level waste management and maintenance services to support the Submarine Rotational Force – West program, which is planned at the existing HMAS *Stirling* Navy Base, Garden Island in Western Australia.

In addition, ARPANSA conducted compliance inspections of licensed facilities or radiation sources. Fourteen Inspection reports were issued during the year.

Facility licences as at 30 June 2025

Commonwealth entity	Licences held
Australian National University	3
Australian Nuclear Science and Technology Organisation	18
Australian Radiation Protection and Nuclear Safety Agency	1
Department of Climate Change, Energy, the Environment and Water	1
Department of Defence/Australian Defence Forces	4
Department of Home Affairs	4
Australian Submarine Agency	1
Total	32

Source licences as at 30 June 2025

Commonwealth entity	Licences held
ASC Pty Ltd	1
Attorney-General's Department	1
Australian Criminal Intelligence Commission	1
Australian Federal Police	1
Australian Institute of Marine Science	1
Australian National Maritime Museum	1
Australian National University	1
Australian Nuclear Science and Technology Organisation	3
Australian Postal Corporation	1
Australian Radiation Protection and Nuclear Safety Agency	2
Australian Securities and Investments Commission	1
Australian Signals Directorate	1
Australian Sports Commission	1
Australian Trade and Investment Commission	1
Australian Transaction Reports and Analysis Centre	1
Australian War Memorial	1
Commonwealth Bureau of Meteorology	1
Commonwealth Scientific and Industrial Research Organisation	6
Department of Agriculture, Fisheries and Forestry	1
Department of Climate Change, Energy the Environment and Water	5
Department of Defence/Australian Defence Forces	1
Department of Foreign Affairs and Trade	1
Department of Home Affairs	4
Department of Industry, Science, Energy and Resources	3
Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts	2
Department of Parliamentary Services	1
Department of the Prime Minister and Cabinet	1
Federal Court of Australia	1

Commonwealth entity	Licences held
High Court of Australia	1
Law Courts Limited	1
National Gallery of Australia	1
National Museum of Australia	1
Norfolk Island Health and Residential Aged Care Service	1
Note Printing Australia	1
Reserve Bank of Australia	1
Royal Australian Mint	1
Silex Systems Limited	1
Total	55

Appendix 2

Operations of the Radiation Health and Safety Advisory Council and Committees

Operations of the Radiation Health and Safety Advisory Council

During the 2024–25 financial year, the Council met virtually or in-person on 3 occasions: 31 July - 1 August 2024, 21 November 2024, and 26-27 March 2025.

Meeting summaries can be found at: www.arpansa.gov.au/about-us/advisory-council-and-committees/radiation-health-and-safety-advisory-council/minutes.

The membership on 30 June 2025 was:

Chair

- Dr Jane Canestra – an emergency care physician with expertise in the health aspects of, and planning for, a radiological incident

CEO of ARPANSA

- Dr Gillian Hirth AO (Commonwealth)

Radiation Control Officers

- Mr John Piispanen (Queensland), Executive Director, Health Protection Branch, Queensland Health
- Mr Mark Carey (New South Wales), Manager, Environmental Health Policy, New South Wales Environment Protection Authority Nominee of the Chief Minister of the Northern Territory
- Dr Christine Connors, Chief Health Officer, Department of Health of the Northern Territory

Person to represent the interests of the general public

- Mr Michael Denison, Biomedical Engineer, International Commission of the Red Cross

Other members

- Ms Melissa Holzberger, Director and Principal, Sloan Holzberger Lawyers
- Professor Pamela Sykes, Emeritus Professor, Preventive Cancer Biology, Flinders University
- Dr Laura-Lee Innes, Senior Engineering Consultant, HRL Technology Group
- Mr Jim Hondros, Consultant, JRHC Enterprises
- Mr Chris Perry, Director of Operations for Radiology and Nuclear Medicine, Alfred Hospital, Melbourne
- Associate Professor Catherine Olsen, Senior Research Officer, Division of Population and Clinical Sciences, Queensland Institute of Medical Research, Berghofer
- Mr Stuart Parr, Radiation protection advisor with experience in safety engineering and management.

During 2024–25, the Council considered and discussed:

- an investigation into injuries arising from the use of non-ionising radiation in cosmetic applications
- the publication of a paper on the national registration of keratinocyte cancers, and the effects of ultraviolet radiation and ozone layer changes on human health
- ARPANSA's Reconciliation Action Plan and strategic direction, and activities in relation to previous advice on radiation shielding, the registration of keratinocyte cancers, and national preparedness and response capabilities for radiological emergencies
- the use of AI in regulation, including the governance of AI use within ARPANSA
- radiation protection workforce issues in the context of the Department of Health, Disability and Ageing (previously Health and Aged Care) Scope of Practice Review and wider national workforce requirements
- matters referred from the RHC, including a new standard for radiation safety and performance testing of diagnostic imaging apparatus, a draft Dosimetry Service Provider Standard, a revised Dental Code, a letter on national collaboration, diseases from occupational ionising-radiation exposure, and a national competency framework for radiation protection
- outcomes from international and domestic emergency preparedness exercises, updates from key United Nations (UN) bodies, including the UN Scientific Committee on the Effects of Atomic Radiation (UNSCEAR), and noted the proposed establishment of an UN Independent Scientific Panel on Effects of Nuclear War, and the Environmental Effects Assessment Panel
- other issues including how the UN sustainable development goals apply to radiation protection; and challenges or concerns raised by Women in Nuclear, Australasian College of Physical Scientists and Engineers in Medicine, the Australasian Radiation Protection Society Inc, the Minerals Council of Australia and the Peter MacCallum Cancer Centre.

Written advice from the Council to the CEO of ARPANSA is available at: www.arpansa.gov.au/about-us/advisory-council-and-committees/radiation-health-and-safety-advisory-council/statements.

During 2024–25, the Council provided written advice to the CEO on:

- the residual risks arising from lost sealed radioactive sources in Australia.

Operations of the Radiation Health Committee

During the 2024–25 financial year, the Radiation Health Committee (RHC) met on 4 occasions: 30–31 July 2024, 19–20 November 2024, 5–6 March 2025, and 25–26 June 2025. The meeting minutes are available at: www.arpansa.gov.au/about-us/advisory-council-and-committees/radiation-health-committee/minutes.

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The membership of the RHC on 30 June 2025 was:

Chair

- Dr Joanna Wriedt, Chair of Victorian Government's Radiation Advisory Committee

CEO of ARPANSA

- Dr Gillian Hirth AO (Commonwealth)

Radiation Control Officers (each State and Territory):

- Northern Territory: Mr Bradley Feldtman, Manager Radiation Protection, Northern Territory Department of Health
- South Australia: Mr David Kruss, Team Leader, Principal Radiation Specialist, South Australian Environment Protection Authority
- Victoria: Mr Glenn Riley, Senior Policy Officer - Regulatory Strategy and National Reform, Victorian Department of Health
- Queensland: Mr Simon Critchley, Director, Radiation Health, Queensland Health
- Western Australia: Ms Hazel Upton, Managing Health Physicist, Radiation Health Branch, Western Australian Department of Health
- Tasmania: Mr Nehal Ahmed, Principal Health Physicist, Radiation Protection Unit, Tasmanian Department of Health
- New South Wales: Ms Karen Marler, Director Technical (Chemicals, Land & Radiation), New South Wales Environment Protection Authority
- Australian Capital Territory: Dr Selim Mahbub (ACT), Assistant Director, Radiation Safety, Australian Capital Territory Health Directorate.

Nuclear Safety Committee representative

- Mr Stuart Parr, Radiation protection advisor with experience in safety engineering and management.

Person to represent the interests of the general public

- Ms Fay Bellis, Quality Management System Consultant

General Member

- Mr Tom Sullivan, Chief Radiation Safety Officer, CSIRO

During 2024–25, the RHC considered and discussed the following:

- The collaborative activities that are important to radiation regulation across Australian jurisdictions.
- Updates to codes, guides, and standards in relation to radiation protection in dentistry, radiation gauges, borehole and well-logging, the exemption or clearance of radioactive material from regulatory control, medical diagnosis and treatment, non-medical human imaging, waste management, X-ray equipment, decommissioning of facilities, dosimetry service provision, and testing of diagnostic imaging apparatus.

- A new framework for environmental monitoring and assessment, import permits for radioactive material, and international developments in radiation protection from IAEA safety standards committees.
- Issues including the remote servicing of radiation equipment, the rising use of collariums, the rising use of combined therapeutic and diagnostic nuclear medicine known as ‘theranostics’, hospital waste flows, a national approach to radiation competencies, the regulation of Medicare urgent care clinics and mobile Computed-Tomography (CT) equipment, the use of lead aprons for shielding, diseases from occupational exposure to ionising radiation, and research into injuries from the cosmetic use of non-ionising radiation.

Written statements from the RHC are available at: www.arpansa.gov.au/about-us/advisory-council-and-committees/radiation-health-committee/statements.

During 2024–25, the RHC provided a written statement to the CEO on:

- the collaborative activities that are important to radiation regulation in Australia, including the activities which promote national uniformity.

Operations of the Nuclear Safety Committee

During 2024–25, the Nuclear Safety Committee (NSC) met in person on 2 occasions: 12-13 November 2024 and 19-20 March 2025. The Head of Nuclear-Powered Submarine Regulatory Design attends the NSC meetings as an Observer.

Summaries of the meetings can be found at: www.arpansa.gov.au/nsc-minutes. The members of the committee were appointed on a 3-year term for 2024–2026, which commenced on 1 January 2024. The membership as at 30 June 2025 was:

Chair:

- Dr Tamie Weaver, Technical Director – Hydrogeology (an environmental resources management consultancy)

CEO of ARPANSA

- Dr Gillian Hirth AO

Radiation Health Committee representative

- Dr Joanna Wriedt – Experience in commercial law, government, and medical research

Local Government representative

- Mr Michael Parker – CEO, City of Rockingham

Person to represent the interests of the general public

- Dr Peter Karamoskos – Radiologist and nuclear medicine physician.

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Other members

- Ms Jasmin Diab – Nuclear engineer with experience in the Australian Defence Force
- Mr Tony Irwin – Engineer with experience in nuclear power and research reactor operations; commissioning; training and regulatory interaction
- Mr Cameron MacPhail – Engineer with experience of process engineering and safety assurance within the defence, pharmaceutical, nuclear power and water treatment industry
- Dr Peta Miller – Consultant in safety management, ergonomics and human factors, and an academic at UNSW
- Mr Stuart Parr – Radiation protection advisor with experience in safety engineering and management. (Stuart is also the NSC Representative to the RHC, including advice on nuclear regulatory compliance internationally)
- Mr Brent Rogers – Radiation Protection Advisor with expertise in nuclear facility safety
- Mr Peter Wilkinson – Consultant in regulation, safety management and organisational culture in high hazard industries

During 2024–25, the committee considered and discussed matters including:

- the regulatory review and approval of extended works conducted on ANSTO's OPAL reactor during the 2024 extended shutdown, including on the reactor's First Reactor Protection System (FRPS) and Cold Neutron Source (CNS).
- the regulatory review of the decommissioning licence for ANSTO's HIFAR reactor
- ARPANSA's review of the ANSTO OPAL Periodic Safety and Security Review (PSSR)
- the ongoing progress of the Nuclear-Powered Submarine Regulatory Design Team (NPSRD) in the development of the Australian Naval Nuclear Powered Safety Regulator (ANNPSR)
- the regulatory review of the construction application for the Australian Submarine Agency's (ASA) Controlled Industrial Facility (CIF)
- a near miss incident which occurred at ANSTO Health Products. The committee discussed the incident in terms of possible commonalities with an incident at the same facility which occurred in 2017.

Review of regulatory documentation

- The Committee reviewed ARPANSA's report on ANSTO's OPAL Periodic Safety and Security Review (PSSR) out of session and returned advice to the CEO.

Appendix 3

Workforce statistics

A3.1 All ongoing employees current report period (2024-25)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	20		20	8	1	9	-	-	-	-	-	-	-	-	-	29
Vic	61	2	63	53	7	60	-	-	-	-	-	-	-	-	-	123
Total	81	2	83	61	8	69	-	-	-	-	-	-	-	-	-	152

A3.2 All non-ongoing employees current report period (2024-25)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	2	-	2	2	-	2	-	-	-	-	-	-	-	-	-	4
Vic	14	2	16	6	-	6	-	-	-	-	-	-	-	-	-	22
Total	16	2	18	8	-	8	-	-	-	-	-	-	-	-	-	26

A3.3 All ongoing employees previous report period (2023-24)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	18	-	18	6	-	6	-	-	-	-	-	-	-	-	-	24
Vic	66	1	67	49	8	57	-	-	-	-	-	-	-	-	-	124
Total	84	1	85	55	8	63	-	-	-	-	-	-	-	-	-	148

A3.4 All non-ongoing employees previous report period (2023-24)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	2	-	2	1	-	1	-	-	-	-	-	-	-	-	-	3
Vic	7	1	8	7	3	10	-	-	-	-	-	-	-	-	-	18
Total	9	1	10	8	3	11	-	-	-	-	-	-	-	-	-	21

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A 3.5 Australian Public Service Act ongoing employees current report period (2024-25)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SES 2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SES 1	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-	3
EL 2	14	-	14	8	2	10	-	-	-	-	-	-	-	-	-	24
EL 1	26	1	27	19	1	20	-	-	-	-	-	-	-	-	-	47
APS 6	27	1	28	11	2	13	-	-	-	-	-	-	-	-	-	41
APS 5	6	-	6	9	-	9	-	-	-	-	-	-	-	-	-	15
APS 4	2	-	2	5	-	5	-	-	-	-	-	-	-	-	-	7
APS 3	3	-	3	6	3	9	-	-	-	-	-	-	-	-	-	12
APS 2	-	-	-	3	-	3	-	-	-	-	-	-	-	-	-	3
APS 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	81	2	83	61	8	69	-	-	-	-	-	-	-	-	-	152

A 3.6 Australian Public Service Act non-ongoing employees current report period (2024-25)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SES 2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SES 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EL 2	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	2
EL 1	3	-	3	3	-	3	-	-	-	-	-	-	-	-	-	6
APS 6	8	1	9	1	-	1	-	-	-	-	-	-	-	-	-	10
APS 5	3	-	3	2	-	2	-	-	-	-	-	-	-	-	-	5
APS 4	-	-	-	2	-	2	-	-	-	-	-	-	-	-	-	2
APS 3	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1
APS 2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
APS 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	16	2	18	8	-	8	-	-	-	-	-	-	-	-	-	26

A3.7 Australian Public Service Act ongoing employees previous report period (2023-24)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SES 2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SES 1	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-	3
EL 2	20	-	20	7	2	9	-	-	-	-	-	-	-	-	-	29
EL 1	30	-	30	15	1	16	-	-	-	-	-	-	-	-	-	46
APS 6	18	1	19	15	3	18	-	-	-	-	-	-	-	-	-	37
APS 5	8	-	8	7	-	7	-	-	-	-	-	-	-	-	-	15
APS 4	1	-	1	4	-	4	-	-	-	-	-	-	-	-	-	5
APS 3	4	-	4	4	2	6	-	-	-	-	-	-	-	-	-	10
APS 2	-	-	-	3	-	3	-	-	-	-	-	-	-	-	-	3
APS 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	84	1	85	55	8	63	-	-	-	-	-	-	-	-	-	148

A3.8 Australian Public Service Act non-ongoing employees previous report period (2023-24)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SES 2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SES 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EL 2	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	1
EL 1	2	-	2	4	-	4	-	-	-	-	-	-	-	-	-	6
APS 6	7	1	8	1	1	2	-	-	-	-	-	-	-	-	-	10
APS 5	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	1
APS 4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
APS 3	-	-	-	1	2	3	-	-	-	-	-	-	-	-	-	3
APS 2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
APS 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	9	1	10	8	3	11	-	-	-	-	-	-	-	-	-	21

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3.9 Australian Public Service Act employees by full time and part time status current report period (2024-25)

	Ongoing			Non-Ongoing			Total
	Full time	Part time	Total ongoing	Full time	Part time	Total non-ongoing	
SES 3	-	-	-	-	-	-	-
SES 2	-	-	-	-	-	-	-
SES 1	3	-	3	-	-	-	3
EL 2	22	2	24	2	-	2	26
EL 1	45	2	47	6	-	6	53
APS 6	38	3	41	9	1	10	51
APS 5	15	-	15	5	-	5	20
APS 4	7	-	7	2	-	2	9
APS 3	9	3	12	-	1	1	13
APS 2	3	-	3	-	-	-	3
APS 1	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-
<i>Total</i>	142	10	152	24	2	26	178

A3.10 Australian Public Service Act employees by full time and part time status previous report period (2023-24)

	Ongoing			Non-ongoing			Total
	Full time	Part time	Total ongoing	Full time	Part time	Total non-ongoing	
SES 3	-	-	-	-	-	-	-
SES 2	-	-	-	-	-	-	-
SES 1	3	-	3	-	-	-	3
EL 2	27	2	29	1	-	1	30
EL 1	45	1	46	6	-	6	52
APS 6	33	4	37	8	2	10	47
APS 5	15	0	15	1	-	1	16
APS 4	5	-	5	-	-	-	5
APS 3	8	2	10	1	2	3	13
APS 2	3	-	3	-	-	-	3
APS 1	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-

Other	-	-	-	-	-	-	-
TOTAL	139	9	148	17	4	21	169

A 3.11 Australian Public Service Act employment type by location current report period (2024-25)

	Ongoing	Non-ongoing	<i>Total</i>
NSW	29	4	33
Vic	123	22	145
<i>Total</i>	152	26	178

A 3.12 Australian Public Service Act employment type by location previous report period (2023-24)

	Ongoing	Non-ongoing	<i>Total</i>
NSW	24	3	27
Vic	124	18	125
<i>Total</i>	148	21	169

A3.13 Australian Public Service Act Indigenous employment current report period (2024-25)

	<i>Total</i>
Ongoing	-
Non-ongoing	-
<i>Total</i>	-

A3.14 Australian Public Service Act indigenous employment previous report period (2023-24)

	<i>Total</i>
Ongoing	-
Non-ongoing	-
<i>Total</i>	-

A3.15 Australian Public Service Act employment arrangements current report period (2024-25)

	SES	Non-SES	<i>Total</i>
Enterprise Agreement	-	145	145
Individual Flexibility Arrangement	-	27	27
Common Law Contract	3	3	6
<i>Total</i>	3	175	178

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A3.16 Australian Public Service act employment salary ranges by classification level (minimum/maximum) current report period (2024-25)

	Minimum Salary (\$)	Maximum Salary (\$)
SES 3		
SES 2	-	-
SES 1	221,331	221,331
EL 2	145,785	184,848
EL 1	119,358	137,290
APS 6	96,669	110,532
APS 5	89,410	93,861
APS 4	83,092	86,815
APS 3	72,134	80,678
APS 2	63,385	69,555
APS 1	54,516	61,548
Other		
Minimum/Maximum range		

Part 7: Reference material

Abbreviations

ASG	Agency Security Group
ARC	Audit and Risk Committee
AASB	Australian Accounting Standards Board
ACDS	Australian Clinical Dosimetry Service
ANAO	Australian National Audit Office
ANRDR	Australian National Radiation Dose Register
ANZDS	ACDS ANZ Data Set
AGEST	Australian Government Employee Superannuation Trust
AGCMF	Australian Government's Crisis Management Framework
AI	Artificial Intelligence
AIIMS	Australasian Inter-service Incident Management System
APS	Australian Public Service
ARIR	Australian Radiation Incident Register
ARMS	Australian Radiation Monitoring System
ARWA	Australian Radioactive Waste Agency
APDS	ARPANSA Performance Development System
AMS	ARPANSA Management System
ANNPSR	Australian Naval Nuclear-Power Safety Regulator
ARPANS Act	<i>Australian Radiation Protection and Nuclear Safety Act</i>
ARPANSA	Australian Radiation Protection and Nuclear Safety Agency
ANRDR	Australian National Radiation Dose Register
ANSTO	Australian Nuclear Science and Technology Organisation
ASA	Australian Submarine Agency
ASNO	Australian Safeguards and Non-Proliferation Office
AUKUS	Australia, the United Kingdom and the United States
AUSRNEPLAN	Australian Government Radiological and Nuclear Events Plan
CEO	Chief Executive Officer

Part 7: Reference material

CIF	Controlled Industrial Facility
CNS	Convention on Nuclear Safety
COVID-19	Coronavirus disease
CRL	CTBTO Radionuclide Laboratory
CRPG	Commonwealth Regulator Performance Guide
CSIRO	Commonwealth Scientific and Industrial Research Organisation
CSS	Commonwealth Superannuation Scheme
CT	Computed tomography
CTBT	Comprehensive Nuclear-Test-Ban Treaty
CTBTO	Comprehensive Nuclear-Test-Ban Treaty Organization
DIAG	Digital Information Advisory Group
DRLs	Diagnostic reference levels
DTP	Digital Technology Program
EAP	Employee Assistance Program
EG	Executive Group
EL	Executive level
EME	Electromagnetic energy
ENAC	Nuclear Accident or Radiological Emergency Conventions
enHealth	Environmental Health Standing Committee
EPR	Emergency preparedness and response
F&E	Facilities and engineering
FRR	Financial Reporting Rule 2015
FY	Financial year
FOI	Freedom of Information
FOI Act	<i>Freedom of Information Act 1982</i>
FBT	Fringe benefits tax
GSG	General Safety Guide
GST	Goods and Services Tax
HIFAR	High Flux Australian Reactor
IAEA	International Atomic Energy Agency
ICNIRP	International Commission on Non-Ionizing Radiation Protection
IMS	International Monitoring System

IRRS	Integrated Regulatory Review Service
JC	Joint Convention
KA	Key activity
KPI	Key Performance Indicator
MRI	Magnetic resonance imaging
NATA	National Association of Testing Authorities
NDRLS	National Diagnostic Reference Level Service
NRWMF	National Radioactive Waste Management Facility
NIR	Non-ionising radiation
NPW	Nuclear-Powered Warships
NSC	Nuclear Safety Committee
OBS	Office for Business Support
OCEO	Office of the Chief Executive Officer
OGC	Office of the General Counsel
OPAL	Open Pool Australian Lightwater
PBS	Portfolio Budget Statement
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013</i>
PGPA Rule	Public Governance, Performance and Accountability Rule 2014
PMAG	Project Management Advisory Group
PRMS	Personal Radiation Monitoring Service
PSDL	Primary Standards Dosimetry Laboratory
PSS	Public Sector Superannuation Scheme
RAD	Regulatory Administration Database
RAP	Reconciliation Action Plan
RF	Radiofrequency
RFC	Radio Frequency Calibration
RHC	Radiation Health Committee
RMG	Regulatory Management Guide
ROU	Right of Use
RPOP	Radiation Protection of Patients
RPS	Radiation Protection Series
RSB	Regulatory Services Branch

Part 7: Reference material

SES	Senior Executive Service
SMC	Strategic Management Committee
SCF	Staff Consultative Forum
TTAS	Talk to a Scientist
UVR	Ultraviolet radiation
UVRS	Ultraviolet Radiation Services
VSP(N)	Visiting Ships Panel (Nuclear)
VEEC	Victorian Energy Efficiency Certificates
WHO	World Health Organisation
WHS	Work Health and Safety
WHS Act	<i>Work Health and Safety Act 2011</i>
WoG	Whole-of-government

Glossary

5G	5G is the fifth generation of mobile telecommunications. It provides improved connectivity over a wide range of frequencies to mobile phones and other devices on the wireless network. 5G infrastructure and devices like mobile phones emit radiofrequency and electromagnetic energy, also known as radio waves. ARPANSA sets the safety standards for exposure to radio waves.
anechoic chamber	A specialised room that absorbs electromagnetic waves designed to perform EME measurements, calibrations, and research.
Australian Clinical Dosimetry Service (ACDS)	The ACDS is a national independent dosimetry auditing program, provided by ARPANSA, offering quality assurance for radiation oncology facilities and patients.
Australian National Radiation Dose Register (ANRDR)	A centralised repository for the radiation dose records of workers as supplied by the employers, maintained by ARPANSA. It is currently limited to those engaged in the uranium mining and milling industry in Australia.
Australian Radiation Incident Register (ARIR)	A national database of incidents and events related to radiation of radioactivity. The purpose of the database is to raise awareness on where, how, and why incidents and events occur, and how they can be best prevented.
Comprehensive Nuclear-Test-Ban Treaty (CTBT)	The Treaty aims to eliminate nuclear weapons by restricting the development and qualitative improvement of new types of nuclear weapons. ARPANSA is responsible for carrying out Australia's radionuclide monitoring obligations under the treaty. Our radionuclide laboratory is used to run daily tests to detect the presence of radioactive particles that are characteristic of a nuclear explosion.
diagnostic reference level (DRL)	An indicative measure used to assess whether, in routine conditions, the amount of radiation used is unusually high (or low) for a specified procedure, such as a CT scan. A DRL is not a regulatory limit, it is a benchmark that provides a simple method of identifying situations where an imaging facility is delivering an unusually high patient dose.
dose	A generic term that may mean absorbed dose, equivalent dose or effective dose – depending on context.
electromagnetic energy	Energy that can travel through space in the form of electromagnetic waves. There are many forms of electromagnetic energy, including gamma rays, X-rays, ultraviolet radiation, visible light, infrared radiation, microwaves and radiofrequency radiation.
Integrated Regulatory Review Service (IRRS)	A peer-review service offered by the IAEA to strengthen and enhance the effectiveness of a national regulatory system in nuclear, radiation, radioactive waste, transport safety and nuclear security.
International Atomic Energy Agency (IAEA)	The IAEA is the international centre for cooperation in the nuclear field. The Agency works with its Member States and multiple partners worldwide to promote the safe, secure and peaceful use of nuclear technologies.
ionising radiation	Radiation that is capable of causing ionisation – the process by which an electron is given enough energy to break away from an atom. Ionising radiation has enough energy to cause chemical changes by breaking chemical bonds. This effect can cause damage to living tissue. Examples of ionising radiation include X-rays, electrons (beta radiation) and particles (e.g., alpha radiation).

licence	A written authorisation issued to an operator that allows the operator to carry out an operation legally.
linear accelerator	Linear accelerators (linacs) are medical devices used to deliver radiation therapy in highly targeted doses by generating directed radiation beams. These machines are used in hospitals and medical facilities to treat cancers.
National Radioactive Waste Management Facility (NRMWF)	The proposed NRMWF will manage waste generated in Australia. It will be designed to permanently dispose of low-level waste and potentially store intermediate-level waste on a temporary basis. The facility will only manage immobilised solid waste. More information can be found at: www.arpsa.gov.au/NRMWF-radioactive-waste .
non-ionising radiation (NIR)	Radiation that does not produce ionisation – the process by which an electron is given enough energy to break away from an atom. When these radiations pass through the tissues of the body, they do not have sufficient energy to damage DNA directly. Examples of NIR include static and low frequency electric and magnetic fields, radio waves, visible light, and ultraviolet radiation.
Personal Radiation Monitoring Service (PRMS)	The Personal Radiation Monitoring Service (PRMS) monitors potential ionising radiation exposure to workers in fields such as medical, dental, chiropractic, industrial and mining. PRMS provides and assesses monitors that measure Australian workers' occupational exposure to radiation to ensure that the recommended dose limit is not exceeded.
Primary standard	Primary standards are instruments or artefacts that allow for the determination of a quantity with the highest possible accuracy. ARPANSA maintains four primary standards for the dosimetry of ionising radiation for Australia.
radiation	Electromagnetic waves or quanta, and atomic or sub-atomic particles, propagated through space or through a material medium.
radiofrequency	Part of the electromagnetic spectrum with frequencies in the range 3 khz to 300 ghz.
radiofrequency radiation	Electromagnetic energy in the radiofrequency range.
Talk to a Scientist	ARPANSA's phone and email service that allows members of the public to talk directly to ARPANSA scientists about questions or concerns relating to radiation exposure and protection and nuclear issues.

PGPA reporting requirements

PGPA Rule Reference	Part of report	Description	Requirement	Page
17AD(g)	Letter of transmittal			
17AI	Letter of transmittal	A copy of the letter of transmittal signed and dated by accountable authority on date final text approved, with statement that the report has been prepared in accordance with section 46 of the Act and any enabling legislation that specifies additional requirements in relation to the annual report.	Mandatory	4
17AD(h)	Aids to access			
17AJ(a)	Table of contents	Table of contents.	Mandatory	1
17AJ(b)	Alphabetical index	Alphabetical index.	Mandatory	167
17AJ(c)	Glossary	Glossary of abbreviations and acronyms.	Mandatory	157
17AJ(d)	Reporting requirements	List of requirements.	Mandatory	159
17AJ(e)	Publication Details	Details of contact officer.	Mandatory	2
17AJ(f)	Publication Details	Entity's website address.	Mandatory	2
17AJ(g)	Publication Details	Electronic address of report.	Mandatory	2
Review by accountable authority				
17AD(a)	CEO Foreword	A review by the accountable authority of the entity.	Mandatory	6-8
17AD(b)	Overview of the entity			
17AE(1)(a)(i)	Role of ARPANSA	A description of the role and functions of the entity.	Mandatory	10
17AE(1)(a)(ii)	Organisational structure	A description of the organisational structure of the entity.	Mandatory	11
17AE(1)(a)(iii)	Our outcome and programmes	A description of the outcomes and programmes administered by the entity.	Mandatory	9
17AE(1)(a)(iv)	Purpose	A description of the purposes of the entity as included in corporate plan.	Mandatory	9
17AE(1)(aa)(i)	Accountable authority	Name of the accountable authority or each member of the accountable authority.	Mandatory	10
17AE(1)(aa)(ii)	Accountable authority	Position of the accountable authority or each member of the accountable authority.	Mandatory	10

Part 7: Reference material

17AE(1)(aa)(iii)	Accountable authority	Period as the accountable authority or member of the accountable authority within the reporting period.	Mandatory	10
17AE(1)(b)	N/A	An outline of the structure of the portfolio of the entity.	Portfolio departments – mandatory	N/A
17AE(2)	N/A	Where the outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change.	If applicable, Mandatory	N/A
17AD(c)	Report on the performance of the entity			
Annual performance statements				
17AD(c)(i); 16F	Annual performance statement	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory	15
17AD(c)(ii)	Report on financial performance			
17AF(1)(a)	Financial performance	A discussion and analysis of the entity’s financial performance.	Mandatory	67
17AF(1)(b)	ARPANSA resource statement 2024–2025	A table summarising the total resources and total payments of the entity.	Mandatory	70
17AF(2)	N/A	If there may be significant changes in the financial results during or after the previous or current reporting period, information on those changes, including: the cause of any operating loss of the entity; how the entity has responded to the loss and the actions that have been taken in relation to the loss; and any matter or circumstances that it can reasonably be anticipated will have a significant impact on the entity’s future operation or financial results.	If applicable, Mandatory.	N/A
17AD(d)	Management and accountability			
Corporate governance				
17AG(2)(a)	Audit and fraud control	Information on compliance with section 10 (fraud systems).	Mandatory	78
17AG(2)(b)(i)	Letter of transmittal	A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared.	Mandatory	4
17AG(2)(b)(ii)	Letter of transmittal	A certification by accountable authority that appropriate mechanisms for preventing,	Mandatory	4

		detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud that meet the specific needs of the entity are in place.		
17AG(2)(b)(iii)	Letter of transmittal	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud relating to the entity.	Mandatory	4
17AG(2)(c)	Corporate governance	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory	72
17AG(2)(d) – (e)	N/A	A statement of significant issues reported to Minister under paragraph 19(1)(e) of the Act that relates to non-compliance with Finance law and action taken to remedy non-compliance.	If applicable, Mandatory	N/A
Audit Committee				
17AG(2A)(a)	Audit and Risk Committee	A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory	73
17AG(2A)(b)	Audit committee members	The name of each member of the entity's audit committee.	Mandatory	74
17AG(2A)(c)	Audit committee members	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory	74
17AG(2A)(d)	Audit committee members	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory	74
17AG(2A)(e)	Audit committee members	The remuneration of each member of the entity's audit committee.	Mandatory	74
External Scrutiny				
17AG(3)	External Scrutiny	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory	80
17AG(3)(a)	N/A	Information on judicial decisions and decisions of administrative tribunals and by the Australian Information Commissioner that may have a significant effect on the operations of the entity.	If applicable, Mandatory	N/A
17AG(3)(b)	Reports by the Auditor-General, Parliamentary Committee, or the Commonwealth Ombudsman.	Information on any reports on operations of the entity by the Auditor-General (other than report under section 43 of the Act), a Parliamentary Committee, or the Commonwealth Ombudsman.	If applicable, Mandatory	N/A

Part 7: Reference material

17AG(3)(c)	N/A	Information on any capability reviews on the entity that were released during the period.	If applicable, Mandatory	N/A
Management of Human Resources				
17AG(4)(a)	Human resources	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory	85
17AG(4)(aa)	Workforce statistics	Statistics on the entity's employees on an ongoing and non-ongoing basis, including the following: (a) statistics on full-time employees; (b) statistics on part-time employees; (c) statistics on gender; (d) statistics on staff location.	Mandatory	92-93
17AG(4)(b)	Workforce statistics	Statistics on the entity's APS employees on an ongoing and non-ongoing basis; including the following: - Statistics on staffing classification level; - Statistics on full-time employees; - Statistics on part-time employees; - Statistics on gender; - Statistics on staff location; - Statistics on employees who identify as Indigenous.	Mandatory	147-152
17AG(4)(c)	Employment arrangements	Information on any enterprise agreements, individual flexibility arrangements, Australian workplace agreements, common law contracts and determinations under subsection 24(1) of the <i>Public Service Act 1999</i> .	Mandatory	86-87, 151
17AG(4)(c)(i)	Employee arrangements	Information on the number of SES and non-SES employees covered by agreements etc identified in paragraph 17AG(4)(c).	Mandatory	151
17AG(4)(c)(ii)	Salary ranges by classification	The salary ranges available for APS employees by classification level.	Mandatory	152
17AG(4)(c)(iii)	Non-salary benefits	A description of non-salary benefits provided to employees.	Mandatory	87
17AG(4)(d)(i)	N/A	Information on the number of employees at each classification level who received performance pay.	If applicable, Mandatory	N/A
17AG(4)(d)(ii)	N/A	Information on aggregate amounts of performance pay at each classification level.	If applicable, Mandatory	N/A

17AG(4)(d)(iii)	N/A	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, Mandatory	N/A
17AG(4)(d)(iv)	N/A	Information on aggregate amount of performance payments.	If applicable, Mandatory	N/A
Assets Management				
17AG(5)	N/A	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities.	If applicable, Mandatory	N/A
Purchasing				
17AG(6)	Purchasing	An assessment of entity performance against the <i>Commonwealth Procurement Rules</i>	Mandatory	68
Reportable consultancy contracts				
17AG(7)(a)	Consultants	A summary statement detailing the number of new contracts engaging consultants entered into during the period; the total actual expenditure on all new consultancy contracts entered into during the period (inclusive of GST); the number of ongoing consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting year on the ongoing consultancy contracts (inclusive of GST).	Mandatory	68
17AG(7)(b)	Consultants	A statement that: <i>'During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$[specified million]'.</i>	Mandatory	68
17AG(7)(c)	Consultants	A summary of the policies and procedures for selecting and engaging consultants and the main categories of purposes for which consultants were selected and engaged.	Mandatory	68-69
17AG(7)(d)	Consultants	A statement that: <i>'Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website.'</i>	Mandatory	68
Reportable non-consultancy contracts				

Part 7: Reference material

17AG(7A) (a)	Consultants	A summary statement detailing the number of new reportable non-consultancy contracts entered into during the period; the total actual expenditure on such contracts (inclusive of GST); the number of ongoing reportable non-consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory	69
17AG(7A) (b)	Consultants	A statement that: <i>'Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website.'</i>	Mandatory	69
17AD(daa)	Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts			
17AGA	Expenditure on reportable non-consultancy contracts	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory	69
Australian National Audit Office Access Clauses				
17AG(8)	N/A	If an entity entered into a contract with a value of more than \$100 000 (inclusive of GST) and the contract did not provide the Auditor-General with access to the contractor's premises, the report must include the name of the contractor, purpose and value of the contract, and the reason why a clause allowing access was not included in the contract.	If applicable, Mandatory	N/A
Exempt contracts				
17AG(9)	N/A	If an entity entered into a contract or there is a standing offer with a value greater than \$10 000 (inclusive of GST) which has been exempted from being published in AusTender because it would disclose exempt matters under the FOI Act, the annual report must include a statement that the contract or standing offer has been exempted, and the value of the contract or standing offer, to the extent that doing so does not disclose the exempt matters.	If applicable, Mandatory	N/A
Small business				

17AG(10)(a)	Procurement initiatives to support small business	A statement that: <i>'[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance's website.'</i>	Mandatory	69
17AG(10)(b)	Procurement initiatives to support small business	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory	69
17AG(10)(c)	Procurement initiatives to support small business	If the entity is considered by the Department administered by the Finance Minister as material in nature – a statement that: <i>'[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury's website.'</i>	If applicable, Mandatory	N/A
Financial statements				
17AD(e)	Financial statements	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory	94
Executive Remuneration				
17AD(da)	Executive remuneration	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 2-3 of the Rule.	Mandatory	88
17AD(f) Other mandatory information				
17AH(1)(a)(i)	N/A	If the entity conducted advertising campaigns, a statement that: <i>'During [reporting period], the [name of entity] conducted the following advertising campaigns: [name of advertising campaigns undertaken]. Further information on those advertising campaigns is available at [address of entity's website] and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance's website.'</i>	If applicable, Mandatory	N/A
17AH(1)(a)(ii)	Advertising and marketing research	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory	N/A

Part 7: Reference material

17AH(1)(b)	N/A	A statement that: <i>'Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity's website].'</i>	If applicable, Mandatory	N/A
17AH(1)(c)	Disability reporting mechanisms	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory	90
17AH(1)(d)	Freedom of information	Website reference to where the entity's Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	Mandatory	80
17AH(1)(e)	N/A	Correction of material errors in previous annual report.	If applicable, mandatory	N/A
17AH(2)	Environmental performance Work health and safety	Information required by other legislation Section 516A of the Environment Protection and Biodiversity Conservation Act 1999. Section 4 Work Health and Safety Act 2011	Mandatory	82-85 75

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