



ARPANSA Employee Census Action Plan 2026

In 2025,

81%

of ARPANSA employees participated in the APS Census, providing valuable insights that shape our direction. The results highlight our staff's pride in their work, commitment to agency goals, and willingness to go above and beyond.

We are especially pleased with our progress in **innovation and wellbeing.**

This year, 90% of staff reported *actively seeking new ways to improve our work*, reflecting a culture of continuous improvement. Likewise, 90% believe *their immediate supervisor cares about their health and wellbeing*—demonstrating the strength of our workplace relationships.

Our 2026 Census Action Plan builds on these strengths. We will sharpen our focus on *achieving agency priorities, enhancing internal communication, and executing change effectively*. Every team member plays a vital role, and together, we will

improve the ways we work together.

We will set and communicate the strategic direction of the Agency to deliver on our purpose.			We will provide information and context needed for staff to efficiently and effectively perform their roles and contribute to delivery of agency priorities.			We will ensure change actions are strategically planned, clearly communicated and effectively executed.		
Agency			Agency			Agency		
We will introduce quarterly updates on strategic priorities.			We will review, update and embed the internal communications strategy.			We will survey our staff to better understand their challenges and readiness for change.		
We will clearly and regularly communicate agency priorities.			We will hold monthly CEO Check-in events to support information sharing and connection.			We will review the change management process to ensure it is fit for purpose		
We will promote our Key Activities and performance measures to help staff better understand our Corporate Plan.			We will build agency capability in effective communication.			We will promote the continuous improvement requirements within the ARPANSA Management System to improve future change.		
						We will build an organisation that is adaptable and can readily respond to strategic and operational changes.		
Leaders			Leaders			Leaders		
We will understand the Corporate Plan and clearly articulate to our staff how their work contributes to it.			We will have regular meetings with our team and individually with team members to ensure they have the information needed to effectively perform their roles.			We will ensure the changes we lead follow agency protocols.		
We will contribute to the strategic priorities and identify emerging strategic priorities for the agency.			We will use internal communications channels such as Teams, Intranet and Knowledge Hub to share information and celebrate achievements.			When leading informal and formal change, we will collaborate with our colleagues to ensure effective execution.		
We will develop annual business plans aligned with agency priorities and the Corporate Plan.			We will regularly seek feedback and act on team feedback to improve communication effectiveness, quality and timeliness.			We will connect with colleagues to seek clarity, raise issues and solve problems, where change is impacting our team.		
We will integrate business plans into our team plans to support role clarity.						We will clearly communicate change via internal communication channels.		
						We will work with our staff to build their readiness for and adoption of change.		
Everyone			Everyone			Everyone		
We will contribute to planning and implement allocated priorities into our work plans and APDS.			We will engage with internal communications to understand and implement priorities, context and processes.			We will participate and engage in regular meetings and communications to understand and support change.		
We will have regular conversations with our manager about our priorities to ensure we are clear on our role and objectives.			We will collaborate and connect with colleagues to share information.			We will be agents and advocates for change, as appropriate.		
We will recognise and celebrate achievements delivered by our team and the agency.								