



Australian Government
Australian Radiation Protection
and Nuclear Safety Agency



ARPANSA ANNUAL REPORT

2025-26



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Preliminary pages

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The publication should be attributed as *Annual Report of the Chief Executive Officer of ARPANSA 2025–2026*.

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 2025–2026 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 July 2026. 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 2025–2026.

The report is available online at www.arpansa.gov.au/annual-reports as well as on the [Australian Government Transparency Portal](#).

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 Statements, report on financial performance and key performance highlights.
PART 4: Management and accountability	Information about ARPANSA's governance, external scrutiny, fraud and corruption 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 employee 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: 2025–2026 Annual Report of the Australian Radiation Protection and Nuclear Safety Agency (ARPANSA)

Dear Minister

I am pleased to present to you the 2025–2026 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 and corruption risk assessments in its Enterprise Risk Management Framework and developed and implemented fraud and corruption control plans; has in place appropriate fraud and corruption 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 and corruption relating to the agency.

Yours sincerely

Dr Gillian Hirth AO
CEO of ARPANSA

ARPANSA snapshot

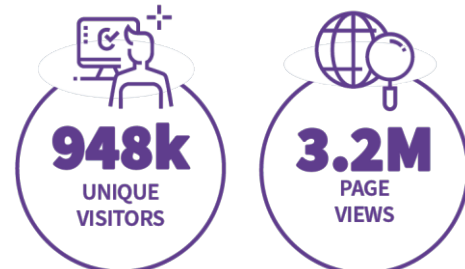
Talk to a Scientist

enquiries *for 2025–26*



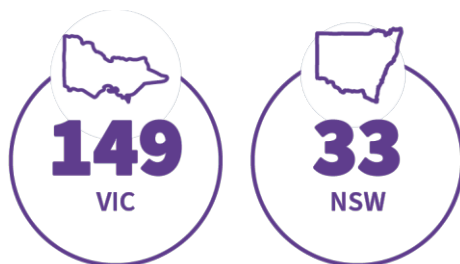
Website statistics

for 2025–26

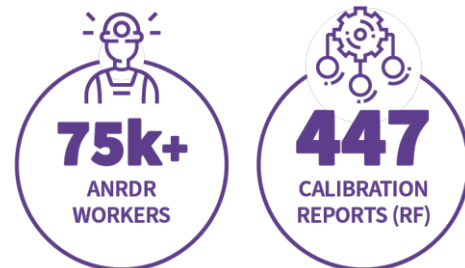


Employee location

as at 30 June 2026



Our services *for 2025–26*



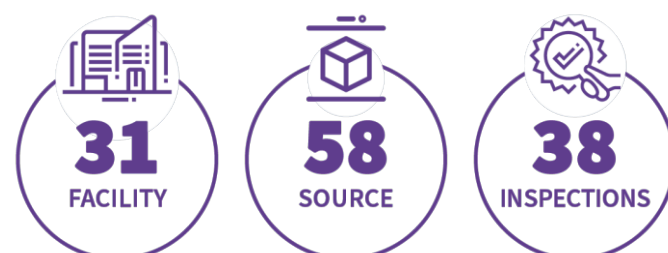
UV swing tags *for 2025–26*



ACDS audits *for 2025–26*



Licences *as at 30 June 2026*



Media mentions *for 2025–26*



Part 1: CEO foreword

I am pleased to present the Annual Report for the Australian Radiation Protection and Nuclear Safety Agency (ARPANSA) for the period 1 July 2025 to 30 June 2026.

ARPANSA continues to meet its mandate of protecting the Australian people and the environment through engagement across government, industry and the community and by undertaking best-practice regulation, research, services and providing evidence-based advice. In 2025-26, ARPANSA continued to deliver critical services, health advice and regulation across a broad and dynamic work program. This report is an opportunity to reflect, providing updates on key lines of effort and discussing some of the successes and challenges from the past year.

This period saw a transition in ARPANSA's contribution to regulation and stewardship for Australia's nuclear-powered submarine enterprise, with the establishment of the Australian Naval Nuclear Power Safety Regulator (ANNPSR) on 1 November 2025. As our role moves from direct regulatory responsibility to regulatory support and guidance – alongside implementation of the enduring Australian Radiological and Nuclear Events Plan (AUSRNEPLAN) under the Australian Government Crisis Management Framework (AGCMF) – ARPANSA has also taken high-profile regulatory action to support safety at a facility managed by our largest licence holder.

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

During 2025-26, ARPANSA continued to provide expert advice to the Australian Government on regulatory and environmental monitoring to support the highest standards of nuclear safety and radiation protection.

ARPANSA continued to hold interim regulatory authority for radiological activities relating to Australia's nuclear-powered submarine enterprise until the establishment of ANNPSR. Throughout 2025, ARPANSA undertook a thorough independent review and assessment, including public consultation, of the Australian Submarine Agency's (ASA) licence application to construct the Controlled Industrial Facility (CIF), on Garden Island, Rockingham, Western Australia (WA). ARPANSA approved the licence application and issued a licence for this second stage of the facility licencing process in October 2025.

ARPANSA also completed a preliminary assessment of information provided by Australian Naval Infrastructure as part of their licence application to prepare a site for the Nuclear Powered Submarine Construction Yard at Osborne in South Australia and worked closely with ANNPSR to support their formal regulatory assessment from 1 November 2025.

Licences issued by ARPANSA to the ASA for activities related to naval nuclear propulsion at HMAS Stirling, Garden Island, WA transferred to ANNPSR automatically on 1 November 2025, when the *Australian Naval Nuclear Power Safety Act 2024 (Cth)* (ANNPS Act) came into effect along with the *Australian Naval Nuclear Power Safety (Transitional Provisions) Act 2024 (Cth)* and the Australian Naval Nuclear Power Safety Regulations 2025. Any sources or controlled apparatus not related to naval nuclear propulsion activities will remain under the jurisdiction of ARPANSA. This includes measurement equipment and calibration sources related to the CIF.

ARPANSA will continue to provide regulatory, scientific and technical services to ANNPSR as they work together to support consistent nuclear and radiological safety across Australia's civilian and military nuclear programs.

Radiological and nuclear preparedness and response

In April 2026, ARPANSA officially launched the enduring AUSRNEPLAN as sector lead agency for radiological and nuclear incidents under the AGCMF. 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.

During 2025-26, ARPANSA led and participated in a range of domestic and international exercises and continued to provide support and advice to government on relevant incidents. 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).

Responsibility for Australian Government communications and response to radiological and nuclear events is a critical area of focus for ARPANSA now and into the future and remains integral to community and environmental safety and assurance.

Significant regulatory action

In April 2026, ARPANSA issued the Australian Nuclear Science and Technology Organisation (ANSTO) with a direction under section 41 of the *Australian Radiation Protection and Nuclear Safety Act 1998* (the ARPANS Act), in relation to the safety of operations at one of the radioactive waste storage buildings on its Lucas Heights campus.

The building is used to store waste generated from past production of nuclear medicines at ANSTO between 1971 and 2007 and is not related to the Open Pool Australian Lightwater (OPAL) nuclear reactor.

ARPANSA has been engaging with ANSTO to monitor the management of this waste over many years and is no longer confident that ANSTO's management plans and arrangements for this building comprehensively address potential risks. This regulatory action is precautionary to reduce the risk of an incident occurring in the future. There has not been any evidence of detrimental impact to the environment, ANSTO workers, or the community from the facility.

Significant regulatory scrutiny remains in place as ANSTO responds to the requirements of the direction. This matter also highlights the broader need for development of waste disposal pathways, including for legacy waste and facilities. This is a priority for the Australian Government and ARPANSA remains committed to providing advice and engaging with relevant organisations, including the Australian Radioactive Waste Agency.

ARPANSA's performance and financial results

For the financial year ending 30 June 2026, ARPANSA reported an overall operating deficit of \$7.6 million. This is due to depreciation and amortisation expenses of \$6.1 million – i.e. non-cash costs reflecting the declining value of assets over time. The agency also had additional expenditure in employee benefits and supplier expenses as a result of our support for the Australian nuclear-powered submarine enterprise. Detailed financial performance for ARPANSA during 2025–26 is provided in Part 5: Financial Statements. The deficit is in line with budget expectations and 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 2025–26 is detailed in Part 3: Report on Performance. This showcases the critical work of the agency as the Australian Government's primary authority on radiation protection and nuclear safety. Our analysis reflects on how we have delivered against our key activities and performance measures in our Corporate Plan 2025–26.

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

To support the achievement of our purpose, outcomes and programs, ARPANSA has identified the following key activities:

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 outcome and programs

ARPANSA has a single outcome as set out in the Portfolio Budget Statement (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 and services and regulation.

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

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 2025–2026 reporting period.

Responsible Ministers and portfolio

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

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 employees are located in the Victorian office.

Our employees

As of 30 June 2026, ARPANSA had 162 ongoing employees, 20 non-ongoing employees (excluding casuals) 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 2026.

Regulatory Services Branch

Regulatory Services Branch independently regulates 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:

- 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 31 facility licences and 58 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 5 groups: Environmental and Health Services (incorporating 3 sections, viz. Modelling, Assessment and Emergency Preparedness; Radiochemistry and Environmental Sciences Laboratory; Monitoring and Networks); Radiation Protection Services; Radiation Research and Advice; Emergency Management; and Technical and Scientific Services.

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 (MRSB) provides calibration and auditing services for radiation therapy, 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 hospitals' radiation detectors against the primary standard, ensures that the radiation equipment used by a hospital operates accurately. The ACDS carries out dosimetric audits of linear accelerators used by radiotherapy providers in Australia and New Zealand to verify that the complex radiation treatment plans of patients undergoing treatment are delivered correctly.

Office of the CEO

The Office of the Chief Executive Office (OCEO) provides strategic support, coordination and advice to enable the CEO and Executive Group to deliver ARPANSA's priorities. The OCEO comprises 4 key functions: Enterprise Security, Safety and Integrity; Governance and Strategic Engagement; National Uniformity Policy and Secretariat; and Communications.

The OCEO leads ARPANSA's engagement with government, stakeholders and the community, coordinates international relations, and drives collaboration with states and territories to strengthen nationally consistent regulation. It oversees enterprise governance, risk, safety, compliance and integrity arrangements, including maintaining the ARPANSA Management System. The OCEO also provides strategic advice on emerging issues, supports organisational performance and assurance, and helps position the agency to respond effectively to future challenges and opportunities.

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 employees regarding all aspects of the agency's operations, and assists the CEO in achieving her statutory mandate. OGC provides legal services to support employees 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

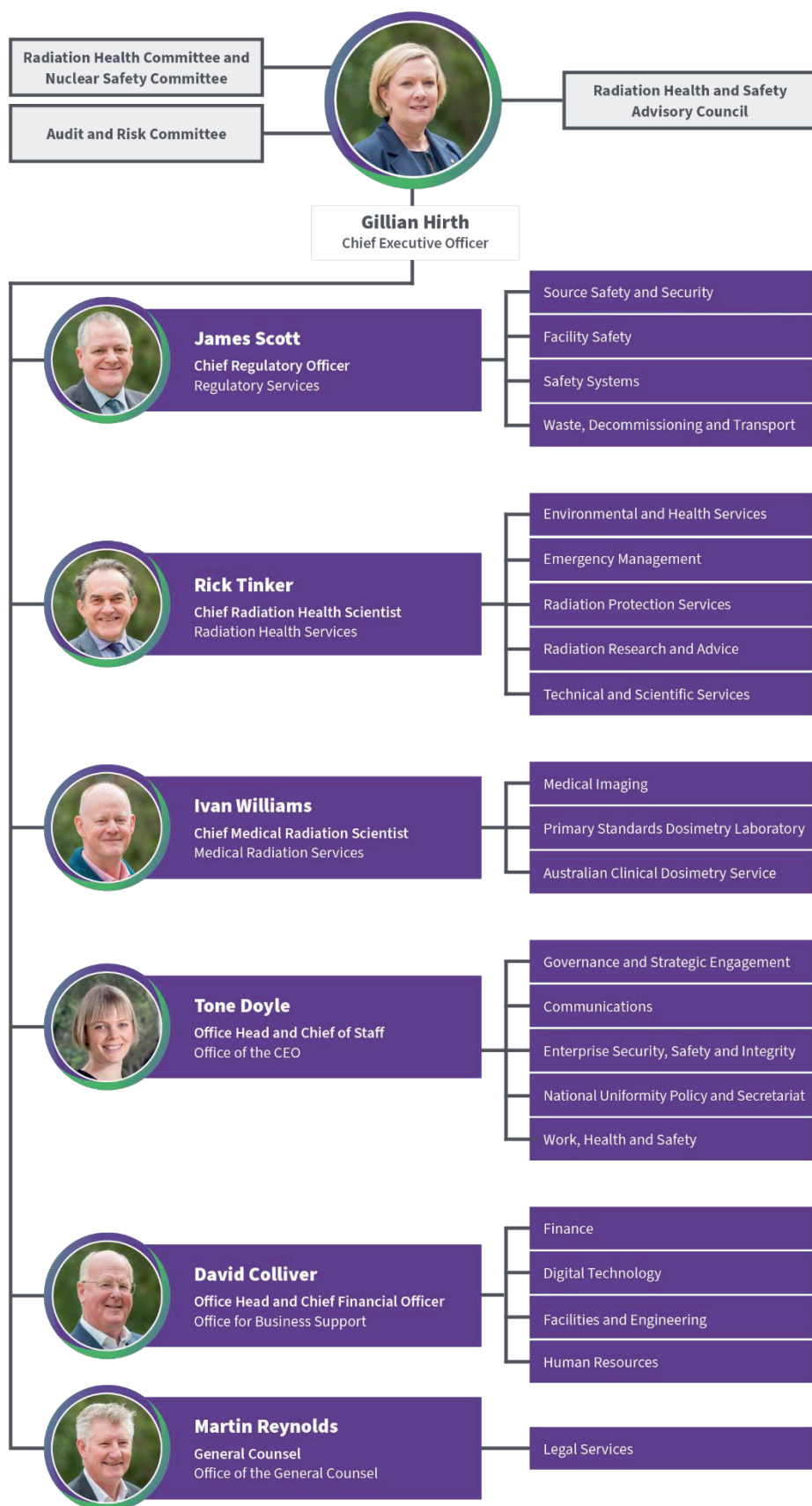


FIGURE 1: ORGANISATIONAL CHART

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 2025–2026 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 the ARPANS 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:

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.

Part 3: Report on performance

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 delivered outcomes. For the 2025–26 reporting period, the agency identified 20 performance measures, 15 of which were developed under the Corporate Plan, and 5 established under the ARPANSA PBS 2025–26. 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 2025–26 Corporate Plan, while PBS measures are distinguished with the PBS prefix. All measures assessed in this report can be cross-referenced in the 2025–26 Corporate Plan and 2025–26 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 (>6 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 2025–26 annual performance statements reflect on how ARPANSA successfully delivered against its purpose of protecting the Australian people and the environment from the harmful effects of radiation.

Alongside the agency’s core activities, in 2025-26 ARPANSA supported additional work priorities related to the Australian Radiological and Nuclear Events Plan (AUSRNEPLAN) and the Australian Government’s nuclear-powered submarine enterprise. The agency also faced further resourcing pressures caused by workforce competition in specialist fields, and increased compliance requirements.

Despite this shifting operational context, ARPANSA worked diligently to deliver on our key activities and, ultimately, purpose. The agency’s resilience and ability to adapt to new challenges is reflected in our 2025–26 results, with 2 activities fully achieved and 2 partially achieved. The agency also delivered on 17 performance measures out of 20 (85%). This outcome is consistent with our last reporting period, despite an increased remit.

The following factors broadly impacted the entity’s performance:

Ongoing support for the nuclear-powered submarine enterprise

Since 2022, ARPANSA has provided sustained support to the nuclear-powered submarine enterprise. This critically important work has continued to place significant resourcing pressures on the agency as it continues to deliver on its key activities. This includes requirements for additional and expert staff, specialised software and suitably equipped laboratories. Notwithstanding these challenges, the agency successfully delivered an extensive range of technical and regulatory input to this key Commonwealth program.

ARPANSA structured its support across 3 phases. The first two phases focused on: the provision of regulatory oversight of the early stages of siting and construction of radiological and nuclear facilities that will support the maintenance and construction of submarines; and the facilitation of expert advice and guidance to Nuclear-Powered Submarine Regulatory Design. When ANNPSR became operational on 1 November 2025, ARPANSA shifted to the third and final phase: the provision of sovereign technical, scientific and regulatory support to ANNPSR.

To support this, during the reporting period the agency implemented a new Technical and Scientific Services (TSS) section to ensure resilient and effective service delivery model. Since its establishment, the TSS has provided a range of regulatory and technical services to ANNPSR, including emergency response planning, training, licence assessment support, dose modelling, environmental monitoring, dosimetry services, and the development of shared regulatory assessment guidance to promote national uniformity. Additionally, 2 years of continued government funding has provided assurance that the agency will be resourced to continue to meet the needs of the TSS and the nuclear-powered submarine (NPS) program.

Emergency preparedness and response (EPR) capability uplift

A 2024 review of the Australian Government Crisis Management Framework (AGCMF) identified a new, required role for ARPANSA as the lead Australian Government Crisis Coordinating Agency in radiological EPR. This triggered a substantial uplift in EPR capabilities and resourcing for national and international radiological and nuclear events. A key element in supporting this capability was the establishment of the Radiation Emergency Coordination Centre (RECC), which coordinates EPR for radiological or nuclear events using a temporary surge staffing model.

ARPANSA formally set up the RECC in response to the conflict in the Middle East to enable targeted information and guidance to the Department of Foreign Affairs and Trade (DFAT), and other national and international partners. Harnessing expertise across the agency, this operation ably demonstrated how ARPANSA staff can step out of their usual roles to collaborate in times of heightened need.

Alongside this work, the agency also advanced the updated AUSRNEPLAN, strengthened engagement with Commonwealth, state and territory partners, expanded training and exercising, and built the systems and processes needed to coordinate whole-of-government EPR responses. Crucially, these milestones were delivered with no additional staff resources, as funding for this considerable program of work was not included in the agency's 2025-26 budget.

Notwithstanding this context, these collective efforts have laid a strong foundation for ARPANSA's emergency management capability and future readiness. In 2026-27, the agency will be resourced to deliver this work as part of the broader NPS funding package.

Resourcing pressures

As referenced above, during 2025-26, ARPANSA's ongoing support for the NPS program and expanded role under the AUSRNEPLAN continued to impact existing staff and budgetary resources. As such, this factor is recognised as having a significant impact on our performance, as workforce capacity was stretched to meet competing agency priorities.

Part 3: Report on performance

Confirmation that the agency secured 2 years of funding for the extensive NPS program of work in the 2026-27 budget was a positive outcome. Prior to this announcement, ambiguity around ongoing funding created uncertainty for non-ongoing specialist staff. Following the budget announcement, the agency expended considerable efforts in the final months of the financial year to transition many of these positions to an ongoing status.

Alongside recruitment activities, the agency continued to focus on staff retention by strengthening training and identifying development opportunities. This year the agency further embedded its management training and skills program, following a successful rollout in 2024-25. Further consideration was given to fostering opportunities to attract new staff.

Delivery of high priority initiatives

The previous reporting period saw a spike in our active projects, as the agency rolled out extensive and unprecedented capital works to support the ongoing safety and security of the Yallambie site, and ensure NPS program delivery. This required considerable internal and external resourcing, which stretched staff placed in project management roles. In 2025-26 the number of active projects dropped from 29 to a more manageable 18, which considerably eased staff capacity. Some key initiatives this financial year included a continued rollout of new laboratory information management systems (LIMS), an updated intranet, a new website, the purchase of a replacement teletherapy Cobalt-60 source, and upgraded business and operational systems. These initiatives aim to create efficiencies across the agency, and further cement our reputation as a preferred service provider.

Factors such as the need for increased safety, security and data management capabilities – along with supply chain challenges – impacted some projects, resulting in delays and unforeseen costs. Despite these challenges, ARPANSA delivered on multiple key projects.

Another major achievement for the agency was the delivery of the agency's inaugural Reconciliation Action Plan (RAP) in February 2026. Launched in October 2024, the RAP laid out an ambitious target of 39 deliverables across 18 months to advance reconciliation with First Nations peoples within ARPANSA's sphere of work. By February 2026, the agency had completed 24 deliverables: 13 were on track; with 2 on hold. These achievements were driven by the dedication and commitment of a small, volunteer RAP Working Group supporting the delivery of this important work.

A summary of active projects for 2025-26 has been included in the projects section of this report to provide further context around how the agency's initiatives and resources have been utilised.

Small agency challenges – compliance

With an average staffing level of 178, ARPANSA falls within the 'small' category for Commonwealth entities. This smaller budget and head count has a direct impact on the agency's capacity to adequately resource additional compliance overheads, while maintaining an already broad remit. New technologies such as Artificial Intelligence (AI) and increasing cybersecurity requirements against the Commonwealth Protective Security Policy Framework (PSPF) have triggered an increase in training, monitoring and reporting across the agency.

To address this, ARPANSA continued to strengthen organisational culture and streamlined processes across work health and safety, procurement, legal, security, and risk management. ARPANSA also ensured its risk-based audit program focused on key areas across the agency and supported continuous improvement through the implementation of audit recommendations. Whole-of-government forums and shared resources were leveraged to build capability, reduce workload and better integrate risk, safety and security considerations into decision-making.

Although these expanding legislative requirements continue to be an ongoing challenge for smaller government entities, ARPANSA successfully ensured these obligations were met to a satisfactory standard, within the required timeframes, whilst supporting psychosocial health.

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	1	71%
3. Ensure effective and risk-informed regulation	4			100%
4. Enhance organisational innovation and capability	2	1		67%
Summary	17	2	1	85%

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 (100%).

TABLE 3: KEY ACTIVITY 1 PERFORMANCE MEASURES

Number	Measure	2025-26 Target	Outcome
1	Number of Diagnostic Reference Level (DRL) surveys per category are sufficient to infer national characteristics per annual survey period.	>2,650 surveys per reporting period.	Achieved
2	Radiation doses of occupationally exposed workers indicates optimisation of radiation protection.	Worker radiation dose trends, published annually, indicate optimised radiation protection.	Achieved
3	Influence international radiation protection, nuclear safety and security to facilitate compliance with related agreements and treaties.	<p>- 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.</p> <p>- 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.</p>	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.	<p>At least 12 advisory documents are reviewed in line with international literature and, if required, updated, annually.</p> <p>Annual count of engagement activities with domestic and international stakeholders furthers EME knowledge exchange and advancement:</p> <p>Domestic</p> <ul style="list-style-type: none"> • Various stakeholders <p>International</p> <ul style="list-style-type: none"> • International Commission on Non-Ionizing Radiation Protection (ICNIRP) • World Health Organization <p>Annual count of engagement activities with the community promotes health and safety and addresses misinformation about EME:</p> <p>Community</p> <ul style="list-style-type: none"> • Media coverage and social media posts • Events • Talk to a Scientist questions about EME <p>Research</p>	Achieved

		Development of technical reports, guidelines, 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.	Emergency preparedness and response systems are operational and available to respond to an incident in alignment with the national planning framework.	Achieved

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

Target: >2,650 surveys received per calendar year.

Source: ARPANSA Corporate Plan 2025-26

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 5,984 surveys of patient dose in computed tomography (CT) scans during the 2025-26 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 CT. The NDRLS operates on a calendar year: 5,817 surveys were received in 2025, compared to 4,921 in 2024. The data received includes surveys from around 500 to 700 scanners for the 10 scan categories covered by the DRL program.

Survey numbers are dependent on the submissions provided to ARPANSA. At a minimum, ARPANSA believes 2,650 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.

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

Target: Worker radiation dose trends, published annually, indicates optimised radiation protection.

Source: ARPANSA Corporate Plan 2025-26

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 2024 calendar year and published on the ARPANSA website in September 2025. With the assistance of additional internal resources, an updated methodology for the development of the statistical summary was completed during this process. In relation to those workers working in the uranium mining industry or for relevant Commonwealth license holders, the data shows that maximum and average occupational radiation exposures are below the annual radiation dose limit of 20 millisieverts per year; furthermore, the data shows that for these workers, occupational exposure to ionising radiation in Australia is well controlled.

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 2025-26

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 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 Australia's actions to fulfil its obligations under the IAEA Convention on Nuclear Safety as follows:

- ARPANSA submitted the National Report prior to the deadline of 1 September 2025 for review by other contracting parties, describing specific measures being taken to address relevant articles of the convention.
- ARPANSA ensured a review of all reports in our country group and provided questions by the deadline of 15 December 2025. ARPANSA also ensured responses to all questions and comments were received by Australia by the deadline of 16 March 2026.
- ARPANSA led the Australian delegation to the tenth Review Meeting of the Convention on Nuclear Safety (CNS) which was held between 13 – 24 April 2026 at the IAEA headquarters in Vienna. During the review meeting, Australia received 2 challenges and 2 areas of good performance. The challenges related to a) the recruitment and retention of suitably qualified and experienced personnel, in response to recent changes in the nuclear sector, and b) the ongoing development of a national framework for radiation safety, linked to changes in the national regulatory landscape. The good performances were a) ANSTO's certification under ISO 19443 and ARPANSA's measures to improve transparency, including the use of the Citizen Space platform, and b) undertaking additional public consultation where there was no legislative requirement to do so.
- The agency also remotely attended the Thirteenth Meeting of the Representatives of Competent Authorities under the IAEA nuclear conventions, which took place in Vienna, Austria, from 8 to 12 June, 2026. Staff could not attend in person due to international travel restrictions resulting from conflict in the Middle East.
- 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.

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

Target: 54 audits delivered according to schedule.

Source: ARPANSA Corporate Plan 2025-26

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: In 2025-26, ACDS performed a total 38 remote and 32 on-site scheduled audits in 2025-26, which was 100% of all contracted audits. Additional audits for new linacs, specialty techniques, repeat audits and non-contracted facilities totalled 3 remote and 34 on-site. There were also 6 on-site field trials performed, thus the total number of audits completed in 2025-26 was 113 – up by 9.7% on the previous year.

ACDS audits provide confidence in radiotherapy treatment quality and patient safety. ACDS audit services align with the initiative of ARPANSA in promoting the safe and effective use of medical radiation by enabling clinicians and treatment staff to further drive improvements in contemporary treatment techniques and technology.

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

Source: ARPANSA PBS 2025-26

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 12 fact sheets, FAQs and advisories 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 (ICNIRP)
- World Health Organization (WHO)

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.

Result: Achieved

Analysis: ARPANSA successfully achieved this planned performance result through the provision of information, advice and standards on EME and health to the Australian Government and community.

The EME team has undertaken ongoing engagement activities with key stakeholders:

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

International stakeholders:

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

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

- numerous media, such as print, radio, and television
- social media posts about our EME program (highlighting our published research, Talk to a Scientist service, RF EME measurements, and public health advice), as well as our significant role in bringing the BioEM 2026 conference to Australia
- ARPANSA response to 505 TTAS enquiries in 2025 - 2026, approximately 60% of which were written correspondence and 40% of which were phone calls.

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ARPANSA played a significant role in co-hosting the BioEM 2026 conference – the largest international conference in bioelectromagnetics research. As part of this event ARPANSA's research, as well as collaborative work with academia and other government departments, was highlighted. Key research collaborations with a number of 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 2025-26

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 for field, network and laboratory measurements, and information management and decision support systems, are calibrated, tested and exercised to ensure availability, and personnel are trained.

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 successfully maintained the previous reporting period's KPIs for this measure, participating in 7 training activities, 10 exercises, and 8 operations. In the previous reporting period, ARPANSA participated in 9 training activities, 9 exercises and 8 operations for the financial year. Support systems uptime for planned events exceeded 95%, which was consistent with previous years.

Highlights of activities during the 2025-26 reporting period include:

- publication of the AUSRNEPLAN, which outlines the processes the Australian Government may use to communicate in preparation for, and coordinate during a significant radiological or nuclear emergency event
- supporting DFAT to protect Australians in the Middle East by providing technical advice on potential radionuclide spread from targeted nuclear facilities
- supporting Western Australia and Queensland during multiple NPW visits, as well as supporting port verification exercises for 2 ports.

ARPANSA's role as the Australian Government Coordination Agency for radiological and nuclear events under the Australian Government Crisis Management Framework (AGCMF) – including coordinating Commonwealth support to jurisdictions – has led to increased engagement across government. Through this role, ARPANSA has consistently provided reliable, science-based advice and operational support during complex incidents. This work has strengthened national preparedness and response arrangements, contributing to a more consistent and coordinated approach to managing radiological and nuclear emergencies across Australia.

TABLE 4: PROJECTS WHICH HAVE SUPPORTED THE DELIVERY OF KEY ACTIVITY 1 IN 2025-26

Project	Overall status	Project summary
ANRDR upgrade	Continuing in 2026-27	ARPANSA is anticipating a steady increase in the number of workers who might be exposed to radiation in the course of their work. This upgrade will ensure dose records are made available to workers, the nuclear-powered submarines operator and relevant regulators (noting that workers will move from one workplace to another).
Joint Convention Ninth Review Meeting	Continuing in 2026-27	Participation in the IAEA's Joint Convention and Convention on Nuclear Safety conventions affirms ARPANSA's position, and helps to ensure that Australia can influence nuclear protection and radiation safety protocols internationally.
National Diagnostic Reference Level Database (NDRLD) Replacement Discovery Project	Continuing in 2026-27	The NDRLD is a data portal that supports the National Diagnostic Reference Level Service (NDRLS). The discovery project will develop requirements and tender documents for a new data portal and management system to replace the existing NDRLD.

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 partially delivered this key activity, with 5 out of 7 performance measures achieved (71%).

TABLE 5: KEY ACTIVITY 2 PERFORMANCE MEASURES

Number	Measure	2025-26 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
10	Maintain the teletherapy laboratory calibration capability by replacing the Cobalt-60 teletherapy source.	<ul style="list-style-type: none"> A Cobalt-60 source is purchased, installed and commissioned to maintain the agency's teletherapy laboratory calibration capability The successful upgrade of ARPANSA's Primary Standards Laboratory to support the installation of a new Cobalt-60 source. 	Partially achieved
PBS-3	Promote patient safety in radiotherapy and diagnostic radiology.	The ACDS annual report is published to the ARPANSA website by 31 March 2026.	Partially achieved
		Publication of Diagnostic Reference Level data on the ARPANSA website by 31 March 2026.	

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 2025-26

How was this performance assessed?

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

Result: Achieved

Analysis: ARPANSA exceeded this target, delivering 16 publications in the 2025-26 period. Publication in national and international peer reviewed journals is a cornerstone of our reputation as radiation protection and nuclear safety experts. Publications also enable Australian and international operators of radiation equipment and measuring devices to access the best and most reliable data and techniques.

This is the fourth year that ARPANSA has exceeded this target.

Performance measure 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.

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

Source: ARPANSA Corporate Plan 2025-26

How was this performance assessed?

Data collected from IMS 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 99.0% across all particulate monitoring stations for the quarter to 30 June 2026 and 99.6% for the year. The network 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 as a consequence of detector quality problems requiring additional maintenance, and some minor operational issues. Notwithstanding, ARPANSA continues to remain poised to address such matters in a timely fashion, utilising skilled staff to repair and affect improvements.

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 2025-26

How was this performance assessed?

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

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Result: Achieved

Analysis: ARPANSA's UV monitoring network achieved data availability for the quarter of 99.28%, meeting the minimum 95% KPI – and this has been achieved consistently throughout the reporting period. The data is made available via the ARPANSA website and is updated every minute in real-time for the 17 sites around the country and Antarctica. The quarterly performance has been 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 UV radiation exposure levels, because 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, thus extending its reach.

UV exposure remains a leading cause of skin cancer in Australia. The high quality data provided by ARPANSA's UV monitoring network helps to minimise this risk using education and real time tools. This therefore enables people in the community 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 2025-26

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 (ACDS), Personal Radiation Monitoring Service (PRMS), Primary Standards Dosimetry Laboratory (PSDL), Radioanalytical Services (RAS), CTBTO Radionuclide Laboratory (CRL), Ultraviolet Radiation Services (UVRS), and Radio Frequency Calibration (RFC).

Result: Achieved

Analysis: The ARPANSA customer survey was issued to 2025-26 customers and closed in June 2026. In line with expectations, the survey had 125 responses and an overall net promotor score of 56 – or a rating of 'good'.¹

This target focuses on the overall 'Quality of the service', for which we achieved a rating of 89%. 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 service (TTAS).

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

¹ A Net Promoter Score is a metric that measures customer loyalty, calculated on a scale from -100 to +100. As a general guide, scores are interpreted as follows:

- Below 0: Signals 'significant room for improvement'.
- Above 20: Considered a 'good' score.
- Above 70: Considered 'exceptional'.

Source: ARPANSA Corporate Plan 2025-26

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 2025-26, there were 508 enquiries to this service. Of these, approximately 60% were email correspondence, and 40% phone calls. Overall, > 80% of these enquiries were responded to within 5 business days.

Since our Talk to a Scientist program 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 radiation risks. Not only does our Talk to a Scientist program allay community concerns, but it provides an opportunity to educate the public about their real radiation risks, such as exposure to ultraviolet radiation from the sun. It's 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.

Performance measure 10: Maintain the teletherapy laboratory calibration capability by replacing the Cobalt-60 teletherapy source.

Target:

- A Cobalt 60 source is purchased, installed and commissioned to maintain the agency's teletherapy laboratory calibration capability
- The successful upgrade of ARPANSA's Primary Standards Laboratory to support the installation of a new Cobalt 60 source.

Source: ARPANSA Corporate Plan 2025-26

How was this performance assessed?

Reporting on this measure will be supported by monthly project reporting to the Executive Group.

Result: Partially achieved

Analysis: 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 a fraction of its activity from 2010, when it was installed. The calibration capability underpins a range of services – most importantly calibrations for radiotherapy centres in Australia and New Zealand – but extending to calibrations for PRMS readers, and calibration services outside ARPANSA, where verification to the Australian Primary Standard is required via an intermediary Caesium-137 source.

The project was funded by an injection of Department Capital Budget in March 2025 and entered the execution phase in 2025-26. The procurement was delayed 8 months due to the importance of evaluating potential vendors against ARPANSA's stringent technical, security and regulatory requirements. Following the completion of this process, plans have been made to transport the source safely and securely to Melbourne. The transfer of the new

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source is currently expected to occur before the end of 2026. Successful implementation will enable ARPANSA to continue to provide radiotherapy calibrations and radiation measurements at the highest accuracy.

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

Source: ARPANSA PBS 2025-26

How was this performance assessed?

Measured through a combination of annual publications and evaluations based on data collected from the ACDS and 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

Analysis: This measure was deemed partially achieved, because Planned Performance Result 1 was not achieved. This work helps communicate best practice to the user community and ensure a rigorous expert review of their practices.

Planned Performance Result: Report annually on significant deviations and trends discovered through the ACDS.

Target: The ACDS annual report is published to the ARPANSA website by 31 March 2026.

Result: Not achieved

Analysis: A draft of the annual report was produced by the end of the financial year but has not yet been published the website due to resourcing limitations. As a result, this measure was not met.

However, it is important to note that ACDS audit results, including significant deviations, are maintained and monitored through the ACDS Australia New Zealand Data Set (ANZDS). Each audit completed by the ACDS reports results compared to national data, with each significant deviation followed up by the Clinical Advisory Group (CAG). All audit outcomes not meeting tolerance in 2025-26 have been followed up with the clinics and reported to the CAG.

The ACDS has disseminated findings through journal publications as well as national and international conference presentations. 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 of ACDS audit results aligns with the initiative of ARPANSA in promoting the safe and effective use of medical radiation.

Planned Performance Result: Report annually on significant deviations and trends discovered through the National Diagnostic Reference Level (NDRL) programs.

Target: Publication of Diagnostic Reference Level data on the ARPANSA website by 31 March 2026.

Result: Achieved

Analysis: Summary data for the National Diagnostic Reference Level Service for 2025 has been published on the ARPANSA website. The data includes the distributions of dose metrics for the 10 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 compare 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.

TABLE 6: PROJECTS WHICH HAVE SUPPORTED THE DELIVERY OF KEY ACTIVITY 2 IN 2025-26

Project	Overall status	Project summary
Radiochemistry Laboratory Information Management Systems (LIMS)	Closed	These 2 projects were initiated as part of a staged agency-wide program to modernise ARPANSA's LIMS by moving to a standardised platform. The new LIMS will enhance the agency's delivery of research, expert evaluations, advice and services.
Personal Radiation Monitoring Service (PRMS) LIMS	Continuing in 2026-27	
PRMS Portal Application Programming Interface (API)	Continuing in 2026-27	The key deliverable of this project is a secure API which will enable the automated transfer of dose reports and associated contextual data from the PRMS customer portal to third-party radiation safety management applications.
A primary standard water calorimeter	Continuing in 2026-27	Successful implementation of the water calorimetry system will ensure that ARPANSA is able to provide traceability to an Australian primary standard for megavoltage photon, electron and proton beams.
Teletherapy Cobalt-60 source replacement	Continuing in 2026-27	ARPANSA is replacing its ageing Cobalt-60 source. The new source will ensure we can continue to calibrate the measurement equipment used by hospitals to provide accurate radiotherapy for cancer patients.
Perth RN10 Station Relocation	Continuing in 2026-27	A replacement CTBT air monitoring station is being constructed at Edith Cowan University in Perth. This will support Australia to continue to fulfil its international obligations through the Comprehensive Nuclear-Test-Ban Treaty.

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 licencing, compliance, inspection and enforcement. ARPANSA has assessed that we have successfully delivered this key activity, with 4 out of 4 performance measures achieved (100%).

TABLE 7: KEY ACTIVITY 3 PERFORMANCE MEASURES

Number	Measure	2025-26 Target	Outcome
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.	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 (meeting > 70% of measures) is undertaken consistent with the RMG 128.	Achieved
PBS-4	Ensure protection of people and the environment through efficient and effective regulation.	Demonstrate national leadership in engagement with jurisdictions on national uniformity issues, including safety standards and guidance, and exploring opportunities for progressing greater consistency of radiation safety regulation in Australia	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.	Achieved

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 2025-26

How was this performance assessed?

Analysis of Environmental Radiation Monitoring System (ERMS) gamma dose rate data is 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: Achieved

Analysis: ARPANSA's annual 2024-25 Independent Monitoring and Verification Program report on the radiological impact of ANSTO facilities at Lucas Heights on the environment was published on the ARPANSA website in December 2025. The results showed that the ANSTO's operation at Lucas Heights had a negligible impact on the environment.

The regulatory assurance environmental monitoring program is undergoing a holistic review to ensure compliance with IAEA General Safety Requirements Part 3 and alignment with other international best practice. ARPANSA's Regulatory Services Branch (RSB) is working with the Radiation Health Services Branch (RHS) to clarify scope, escalation, follow-up responsibilities, and reporting, so that monitoring evidence can be integrated into regulatory decision-making. Improvements have already been identified and the number of samples increased to include additional discharge streams. RHS is also undertaking an interlaboratory comparison to improve the quality of the verification measurements. Results will feed into the 2026-27 monitoring program and annual report.

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 (> 70%) with the Australian Government Regulator Performance Resource Management Guide (RMG 128).

Source: ARPANSA Corporate Plan 2025-26

How was this performance assessed?

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

Result: Achieved

Analysis: During the reporting period, ARPANSA demonstrated strong alignment with the Commonwealth Government's Regulator Performance Resource Management Guide (RMG 128), achieving 9 of 13 performance metrics and partially achieving a further 2 metrics. While several areas were affected by increased regulatory workload associated with enforcement activities, ARPANSA continued to deliver effective regulatory oversight and maintained a strong focus on transparency, stakeholder engagement and continuous improvement.

Regulatory performance is assessed against the 3 principles of best practice outlined in RMG 128.

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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.

Continuous improvement and building trust

The Regulatory Services Branch successfully delivered its annual training. This training ensures inspectors and regulatory staff maintain the knowledge, skills and competencies required to undertake their roles effectively. Ongoing professional development supports consistent, risk-informed regulatory decision-making and helps ensure ARPANSA continues to meet contemporary regulatory, technical and legislative expectations.

ARPANSA collaborates with Australian regulators including Comcare, the Australian Naval Nuclear Power Safety Regulator (ANNPSR), the Department of Climate Change, Energy, the Environment and Water and the Australian Safeguards and Non-Proliferation Office (ASNO) to support effective and coordinated regulatory oversight. During the reporting period, ARPANSA participated in 16 engagements with national regulators to exchange information, discuss emerging regulatory issues and maintain alignment on shared priorities.

ARPANSA continued to strengthen radiation protection and nuclear safety outcomes through active engagement with international regulators and organisations. Throughout the year, ARPANSA contributed to the development of international safety standards through participation on all IAEA safety standards committees and the Commission on Safety Standards and contributed to a range of IAEA missions and consultancies. This reporting period, ARPANSA was an active participant in the IAEA RegCon2026 conference and the National Energy Agency Webinar, 'A Regulatory Agency's Role in Radioactive Waste Management and Decommissioning'. ARPANSA also participated in virtual and in-person meetings with international counterparts, such as the United Kingdom's Office of Nuclear Regulation. These activities support the application of international best practice within Australia's regulatory framework and provide opportunities to share regulatory knowledge and lessons learned.

ARPANSA undertakes an annual review of its regulations and associated charging arrangements to ensure the regulatory framework remains effective, proportionate and responsive to emerging technologies, evolving regulatory practices and stakeholder needs.

Risk based and data driven

ARPANSA continues to enhance its modern, integrated, digital management system: Regulatory Administration Database (RAD). Bi-annual evaluation of our regulatory data shows a strengthening of uptake and that the system supports more timely, risk-informed regulatory decision-making. RAD features in-built processes and workflows that manage regulatory data effectively and efficiently. This system enhances ARPANSA's regulatory oversight by tracking ARPANSA's performance and highlighting potential safety issues at our licence holders for investigation through its analytical capabilities. The system also provides licence holders with secure online access to regulatory services, enabling submissions, action tracking and information updates. These capabilities strengthen communication between ARPANSA and licence holders.

ARPANSA's inspection program focuses on the areas of greatest potential safety risk, with inspection frequency determined for sites with sources based on their hazard; and facilities based on hazard, the level of control, and the safety performance of the licence holder. This year, ARPANSA maintained its inspection program, conducting 38

inspections, but did not fully meet its self-imposed target. To reach this target, 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.

Of the 7 priority facilities and 12 sites, 68% have been inspected within the desired frequency. As the target is 80%, this metric is considered partially met. As a result of increased facility inspections over the past 2 years, 86% of priority facilities were inspected. While some positions have been backfilled, new staff need 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.

Inspection and site visit reports are an important regulatory tool, providing licence holders with timely feedback on regulatory findings, areas for improvement and compliance expectations. During the reporting period, about half of reports were finalised within 30 business days of the completion of an inspection or site visit, below the target of 75%. To improve performance, ARPANSA has continued to streamline regulatory processes, enhance reporting workflows and leverage automation improvements delivered through RAD. These initiatives are expected to support more efficient report preparation and approval processes, helping to improve the timeliness of regulatory feedback while maintaining the quality and consistency of regulatory outcomes.

Collaboration and engagement

ARPANSA integrates consultation into its regulatory management system for all licence decisions and inspection reports. Throughout the year, there were 62 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), 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.

In May, ARPANSA hosted its annual Licence Holder Forum in Canberra, bringing together more than 80 representatives from licence holders. The forum provided an opportunity to share regulatory updates, discuss emerging safety issues and strengthen collaboration across the regulated community.

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.

In December 2025, ARPANSA published the Regulatory Assessment Principles, which establish a transparent framework for assessing the safety of proposed facilities, activities and modifications. This publication supports consistent regulatory decision-making, clarifies regulatory expectations and assists applicants in preparing safety submissions. Development of the publication involved extensive consultation with licence holders and other stakeholders.

During the reporting period, ARPANSA published inspection summaries and statements of reasons for significant licensing decisions. This information helps improve transparency, supports public understanding of regulatory decisions and builds confidence in the regulatory process. This included the licence applications for the Australian Submarine Agency Construction Licence Application for a Controlled Industrial facility at HMAS Stirling in WA and the Site Preparation Licence of an ANSTO Nuclear Medicine Manufacturing Facility in Sydney.

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ARPANSA applies a cost recovery model that allocates regulatory charges based on the level of regulatory effort required. This approach helps ensure that regulatory costs are shared fairly and transparently across licence holders, while supporting the delivery of effective, risk-informed regulation. During the reporting period, ARPANSA communicated licence charge changes and the reasons underpinning them to major licence holders, providing clarity on the cost drivers and supporting informed engagement with stakeholders. This ongoing communication contributes to confidence in the fairness, transparency and sustainability of the regulatory framework.

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-framework.

Collectively, these activities demonstrate ARPANSA's commitment to continuous improvement, transparent decision-making, evidence-based regulation and meaningful engagement with stakeholders, supporting public confidence in the effective regulation of radiation protection and nuclear safety in Australia.

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

Source: ARPANSA PBS 2025-26

How was this performance assessed?

A plan is developed, in consultation with ARPANSA's Executive Group 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, including safety standards and guidance, and exploring opportunities for progressing greater consistency of radiation safety regulation in Australia.

Target: Implement the Radiation Health Committee 2025 Work Plan and develop a Radiation Health Committee 2026 Work Plan.

Result: Achieved

Analysis: Both targets under this performance measure were achieved prior to Q4 of the 25-26 financial year.

The first target required the implementation of the 2025 Work Plan, measured by completion or commencement of Work Plan items. At the end of the 2025-26 financial year, 18 (54.5%) of the 33 items listed on this workplan were completed/resolved, and a further 14 (42.4%) have commenced; together, 32 (97%) of the items of work are either commenced or completed. This satisfies the assessment criterion of '> 75% of the work commenced under the 2025 work plan'.

The second target related to the development of the 2026 RHC Work Plan. This was developed in draft form in late 2025 for consideration at the November 2025 RHC meeting. While not endorsed at that time, an updated version was revisited and endorsed on 3 March 2026 by the RHC. This satisfies the assessment criterion of '>75% of the 2026 Work Plan is developed'.

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

Source: ARPANSA PBS 2025-26

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.

Planned Performance Result

- Appropriate interfaces and boundaries, and roles and responsibilities for ARPANSA, within the system of regulation for nuclear-powered submarines, are agreed and defined.
- Review and update the national framework for radiation and nuclear safety standards and guidance to ensure suitability for nuclear-powered submarines.
- Develop a strategic plan for the development of any newly required guidance and standards in this national framework and commence implementation in accordance with government timeframes.
- Harmonisation of legislation for regulation of nuclear-powered submarines in accordance with Government determined timeframes.

Overall Result: Achieved

Analysis: In 2025-26, ARPANSA continued to provide sustained support to the nuclear-powered submarine enterprise, as well as to the newly established Australian Naval Nuclear Power Safety Regulator (ANNPSR). The focus of this support was in 3 phases.

The first involved providing regulatory oversight of early stage nuclear and radiological facilities associated with submarine maintenance and construction, which took place until ANNPSR was established on 1 November 2025. The second phase involved continued support to the Nuclear-Powered Submarine Regulatory Design (NPSRD) team in establishing the new regulator. The third phase relates to providing ongoing technical and scientific services to ANNPSR post 1 November 2025.

In September 2025, ARPANSA issued the Australian Submarine Agency (ASA) a licence to construct the prescribed radiation facility known as the Controlled Industrial Facility (CIF). The CIF will provide low-level waste management and maintenance services to support the Submarine Rotational Force – West program at the existing HMAS Stirling Navy Base, Garden Island in Western Australia. As with the siting licence application stage of this facility, ARPANSA elected to undertake a period of public consultation which ran for 5 weeks from 11 June 2025. Licences previously issued by ARPANSA relating to ASA's CIF were transferred to ANNPSR on 1 November 2025. Future stage licence applications for this facility (for example the licence application to operate the CIF) will be submitted to ANNPSR.

On 1 April 2025, ARPANSA received an application for a siting licence from Australian Naval Infrastructure (ANI) for the Nuclear-Powered Submarine Construction Yard at Osborne in South Australia. The application was incomplete, and a large number of documents required to demonstrate nuclear safety were not submitted until late in quarter one of 2025-26. Therefore, ARPANSA was unable to make a decision on the licence application, and it was withdrawn by ANI and submitted to ANNPSR in December 2025. ARPANSA worked closely with NPSRD as it undertook a preliminary assessment of the information that was provided in the licence application prior to 1 November 2025 and provided extensive technical support to ANNPSR in their assessment of this licence application after 1 November 2025.

ARPANSA continued to assist NPSRD prior to 1 November 2025 to establish the new regulator, and now acts a technical and scientific service to ANNPSR. During 2025-26, this service included provision of workshops on

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regulatory assessment, inviting ANNPSR team members to attend ARPANSA inspections of licence holders, conducting regular forums to align regulatory practices and the development of a shared set of regulatory assessment principles for assessment of facilities. ARPANSA has also shared RAD with ANNPSR, to provide a common platform for regulatory processes and decisions between the 2 agencies. ARPANSA also worked closely with NPSRD to ensure that any licences granted by the CEO of ARPANSA were recognised by the Director-General (DG) of ANNPSR through the Australian Naval Nuclear Power Safety (Transitional Provisions) Act 2024.

The DG of ANNPSR is an invited observer on the Radiation Health Committee and the Nuclear Safety Committee. This assists in providing various mechanisms for achieving as much uniformity as possible between the civilian and military nuclear safety frameworks. There are plans in the future for a member of ANNPSR to become a permanent member of these committees.

ARPANSA’s role within the Australian naval nuclear-powered enterprise following the establishment of ANNPSR includes regulation of non-nuclear powered propulsion related sources and apparatus within designated zones and emergency response. Technical and scientific services to ANNPSR include training, licence assessment support, dose modelling, environmental monitoring, dosimetry services and the development of shared regulatory assessment guidance to promote national uniformity.

TABLE 8: PROJECTS WHICH HAVE SUPPORTED THE DELIVERY OF KEY ACTIVITY 3 IN 2025-26

Project	Overall status	Project summary
Inspector Training Redevelopment Uplift	Continuing in 2026-27	This project aims to reduce the time taken to train inspectors.

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 3 out of 4 performance measures achieved (67%).

TABLE 9: KEY ACTIVITY 4 PERFORMANCE MEASURES

Number	Measure	2025-26 Target	Outcome
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 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 relating to: <ul style="list-style-type: none"> • workload • change management • wellbeing policies and support indicate a positive variance when compared to other small sized agencies.	Partially achieved

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 2025-26

How was this performance assessed?

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

Result: Achieved

Analysis: ARPANSA's Workforce Strategy continues to be the primary document guiding the focus on people priorities across the agency. Although it has now come to the end of its intended timeline, this key document is relied upon to provide clarity and focus for programs of work shaping the ARPANSA workforce. Specifically, progress has been made in attracting graduates into the agency through the ASA graduate program, with 5 graduates hosted over the last year.

In terms of workforce planning and resourcing, much work has advanced in ensuring an accurate data capture of actual roles needed to fulfil the agency remit, with many dormant roles being removed from the system, and fixed term roles being made permanent with clear alignment to funding streams. Although succession planning commenced within one branch, there is still work needed to be done in this space to align with specific training and development planning. The work done to date on succession planning can certainly be leveraged for broader agency succession plans.

An area that has had much success in the last year is leadership and management development. A comprehensive audit of the APDS performance management process was completed and reviewed by the EG, with particular focus on leadership goals. Multiple executive leadership sessions were held with the EG throughout the year to strengthen leadership capability, support the CEO, and promote a more collective and accountable leadership

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approach. Monthly Manager Connect sessions were well attended, and covered topics such as effective communication, performance management, security clearance obligations, ARPANSA Performance Development System audit outcomes, leadership stories and practical management guidance.

Significant progress was made in implementing policies and procedures required under the Enterprise Agreement. Of 17 policies requiring review, 13 have been drafted, consulted on, revised and published, and the remaining 4 will be progressed over the coming months. Another area that has recently experienced some improvement is Diversity, Equality and Inclusion (DEI). An Executive Sponsor now leads the DEI working group. With the support of an experienced DEI professional from the HR team, a new Terms of Reference has been developed and a budget has been secured ahead of a planned approach for DEI initiatives in 2026 and new strategic plan for DEI in 2027.

The agency has largely achieved the objectives of the 2022-25 Workforce Strategy, with strong results in leadership development, DEI, graduate recruitment and development, workforce capability building, and policy implementation. The focus is now shifting toward the successful rollout of the 2026-28 Workforce Strategy, with an increased emphasis on digital and technical capability development.

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.

Source: ARPANSA Corporate Plan 2025-26

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: ARPANSA's 2025 APS Census results for the 'Enabling Innovation' index were positive and included a 2 percent increase from the 2024 result (from 67% to 69%). Our result also compares favourably to similar-sized agencies as a whole, with a 3 point positive variance. Of particular note are 2 questions, which recorded increased variances against last year's result and other APS agencies:

- 'My immediate supervisor encourages me to come up with new or better ways of doing things' – an increase of 6 points against 2024 and 2 points against similar-sized agencies.
- 'People are recognised for coming up with new and innovative ways of working' – an increase of 11 points from 2024 and 13 against similar-sized agencies.

Some notable areas of innovation in the last reporting period included the continued 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 recognises exceptional creativity, problem-solving skills, and the willingness to trial an innovative approach or technology. This award provides an opportunity to formally show-case innovation work examples across the agency to staff. Further information about the winner/s of the 2025 award is 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 relating to:

- workload
- change management
- wellbeing policies and support

indicate a positive variance when compared to other small sized agencies.

Source: ARPANSA Corporate Plan 2025-26

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, and then compared to similar-sized agencies. 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.

The 2025 APS Census recorded the following results related to management of psychosocial hazards:

1. Workload: 'At capacity – about the right amount of work to do'
 - This metric had a negative variance of 6 points when compared to 2024 Census results.
 - This metric had a negative variance of 5 points when compared to similar sized agencies.
2. Change Management: 'Change is managed well in my agency'
 - This metric had a negative variance of 5 points when compared to 2024 data.
 - This metric had a negative variance of 4 points compared to similar-sized agencies.
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 from 2024.
 - There was a 4 points positive variance compared to similar-sized agencies.

Although the combined results for the 3 hazards indicate the agency has partially met the target for managing psychosocial hazards, ARPANSA has continued to actively uplift awareness and management of psychosocial risks and hazards in 2025-26. To manage psychosocial risks in the workplace, briefings have been delivered to managers, and supported heavily by Human Resources strategies. Workload pressures continue to endure as an ongoing hazard, however, active workforce strategy implementation is managing the associated risks in concert with measures to strengthen leadership capability, build effective communication, improve performance management, and share practical guidance to uplift management capability and prioritisation.

ARPANSA's perception of change management demonstrates risks associated with managing change within the agency. ARPANSA's 2025-2026 Census Action Plan includes targeted strategies to improve communication and provide employees with the information needed to perform effectively and manage organisational change.

APS Census results demonstrate ARPANSA's commitment to health and wellbeing and a supportive workplace. The ARPANSA Workforce Strategy prioritises employee wellbeing through a comprehensive Employee Wellbeing

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Program (EAP) – which includes the provision of health and financial support – alongside an employee-led harassment support network and varied workplace social events. Monthly Manager Connect sessions strengthen leadership skills and support employee wellbeing.

TABLE 10: PROJECTS WHICH HAVE SUPPORTED THE DELIVERY OF KEY ACTIVITY 4 IN 2025-26

Project	Overall status	Project summary
Infrastructure upgrade projects	Closed	Alongside structural upgrades and renovations, ARPANSA received funding to support a range of capital works projects to upgrade end-of-life systems, equipment and infrastructure.
ARPANSA Website	Continuing in 2026-27	This project is delivering a new website with enhanced functionality, improved accessibility and a more intuitive structure to help visitors find information and services more easily.
Library operational software	Continuing in 2026-27	This project aims to improve library services by streamlining available functions and transitioning to a cloud-based solution.
Content Manager upgrade	Continuing in 2026-27	The Content Manager upgrade project aims to maintain a secure and supported records management environment, while also improving performance and function.
Development, Security, and Operations (DevSecOps)	Continuing in 2026-27	This project addresses the entire IT development lifecycle and deployment practices, with a focus on how security is integrated throughout the process.

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 2025–26.

Case study one: Anchoring safety in Australia’s naval nuclear-powered submarine future

During 2025–26, ARPANSA played a key role in supporting a significant change to Australia’s nuclear and radiation safety regulatory landscape with the establishment of the Australian Naval Nuclear Power Safety Regulator (ANNPSR) on 1 November 2025.

The stand up of ANNPSR followed extensive collaboration between ARPANSA and the Department of Defence’s Nuclear Powered Submarine Regulatory Design team, which formed the foundation of the new regulator. Throughout the process, ARPANSA worked closely with stakeholders to support a seamless handover of regulatory responsibilities, while maintaining confidence in Australia’s approach to radiation protection and nuclear safety. This included the transfer of regulatory responsibility for relevant licences associated with Australia’s nuclear-powered submarine program from ARPANSA to ANNPSR under the *Australian Naval Nuclear Power Safety (Transitional Provisions) Act 2024* and associated legislation. This transition marked an important milestone in the development of Australia’s nuclear-powered submarine program while ensuring robust, independent oversight of nuclear and radiological safety.

While oversight of naval nuclear propulsion activities has now transferred to ANNPSR, ARPANSA continues to play an important role in Australia's wider radiation protection framework. The agency is providing ongoing regulatory, scientific and technical services to ANNPSR and continues to work closely with Commonwealth, state and territory regulators to promote nationally consistent approaches to radiation protection and environmental safety. This cooperation helps ensure that the protection of people and the environment remains central across both civilian and military nuclear activities.

Licence approval for controlled industrial facility in Western Australia

A significant milestone leading up to the transition was ARPANSA's assessment and approval of the Australian Submarine Agency's application to construct the Controlled Industrial Facility (CIF) at HMAS Stirling, Western Australia. The facility will provide low-level waste management and maintenance services to support the Submarine Rotational Force – West program.

The construction licence was approved following a comprehensive independent assessment process, including subject matter specialist's reviews in radioactive waste management, radiological dose modelling and emergency response, radiological security, technical human and organisational factors and radiological protection. The licence decision also considered the results of public consultation which included 93 submissions. ARPANSA determined that the application met the stringent requirements of the *Australian Radiation Protection and Nuclear Safety Act 1998* (the ARPANS Act) and the Australian Radiation Protection and Nuclear Safety Regulations 2018, as well as international best practice for radiological protection.

The decision was also the final licensing action undertaken by ARPANSA for the facility before responsibility transferred to ANNPSR on 1 November 2025. Future licensing stages, including approval for operation, will be assessed by the new regulator, ANNPSR.

Together, these milestones highlight ARPANSA's role in supporting the establishment of ANNPSR while ensuring regulatory continuity, transparency and public confidence throughout the transition and into the future.

Case study 2: Strengthening environmental protection through an innovative framework

Through its Innovation Awards, ARPANSA recognises outstanding staff-led initiatives that deliver measurable benefits, strengthen organisational capability and support the agency's mission of protecting people and the environment from the harmful effects of radiation.

The 2025-26 Innovation Award was presented to the Environmental Protection Team for the publication of the *Framework for Monitoring and Assessment of Radiation in the Australian Environment*.

Published in July 2025, the Framework brings together decades of ARPANSA expertise and draws on national and international best practice to provide contemporary guidance for monitoring and assessing radiation in the Australian environment.

The Framework establishes clear expectations for environmental monitoring and assessment activities and represents the first step towards bringing ARPANSA's diverse environmental protection programs under a common governance approach. It promotes a lifecycle-based approach to program planning that is informed by community values, where programs have clear objectives, measurable indicators and meaningful reporting based on high quality scientific evidence and expert judgement.

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A key strength of the project was its collaborative and inclusive approach. Workshops were held with multidisciplinary teams across the agency, public feedback was sought to establish and refine community values, and presentations at national and international conferences provided opportunities to gather expert feedback to help strengthen the framework.

The framework supports a range of environmental monitoring activities undertaken by ARPANSA. These include ambient gamma monitoring to track background radiation levels, Australia's ultraviolet (UV) radiation monitoring network that provides real-time UV Index information, monitoring of radionuclides in drinking water to help protect public health, and atmospheric radionuclide sampling to support Australia's obligations under the Comprehensive Nuclear-Test-Ban Treaty.

The publication of the framework has strengthened ARPANSA's focus on transparency and communication, supporting best-practice environmental protection, monitoring and assessment activities. This commitment is further demonstrated through the Australian Environmental Radiation Monitoring and Assessment Program (RADMAP-Aus), ARPANSA's new environmental monitoring portal, which provides greater access to environmental data and reporting, helping Australians access clear, reliable information about radiation in the environment and reinforcing confidence in the agency's independent, evidence-based advice.

Case study 3: New national emergency preparedness and response plans



IMAGE: ARPANSA'S RECC IN ACTION

Radiation incidents are rare. However, the impacts from a radiation or nuclear emergency can be far reaching, such as the long-term displacement of people from their homes or anxiety about health effects that may occur after exposure. Preparing and planning for radiological or nuclear incidents is vital to protecting the Australian people and the environment from the harmful effects of radiation.

Emergency preparedness and response is one of ARPANSA's key roles. In April 2026, ARPANSA published the Australian Government Radiological and Nuclear Events Plan (AUSRNEPLAN) - which outlines the processes the

Australian Government may use to prepare for and coordinate during a significant radiological or nuclear emergency event.

ARPANSA has extensive experience supporting radiological event responses internationally and in Australia, including the lost source in Western Australia, and the nuclear incident in Fukushima, Japan in 2011. Publication of the AUSRNEPLAN marks the first time that ARPANSA's work to prepare and respond to a radiation incident has been embedded in the Australian Government 'all hazards' crisis response.

Key to this emergency plan is ARPANSA's unique capability. ARPANSA coordinates the Australian Government's emergency response through established mechanisms, such as the Radiation Emergency Coordination Centre (RECC), which acts as the central coordination hub. The RECC brings together technical experts and representatives from across Australian Government to develop a single, authoritative understanding of the situation through radiation monitoring, modelling and analysis, and engagement with international partners such as the International Atomic Energy Agency.

In the last financial year our emergency management team has been busy working with internal and external stakeholders to embed these preparedness and response arrangements across Australia.

Case study 4: Expanding Australia's radiation monitoring network in the pacific



IMAGE: RELOCATION OF THE MONITORING STATION IN FIJI

A new temporary radiation monitoring station in Fiji was commissioned in February 2026.

The new radionuclide monitoring station is part of a collaboration between Fiji and Australia in contributing to the Comprehensive Nuclear-Test-Ban Treaty (CTBT) Organization's International Monitoring System (IMS).

The new station strengthens the global network designed to detect nuclear explosions around the world so that no nuclear activity goes unnoticed. The IMS is a unique global verification system comprising more than 300 monitoring facilities worldwide, using technologies such as radionuclide, seismic, hydroacoustic, and infrasound monitoring to detect signs of nuclear testing.

By analysing, integrating, and comparing data from the IMS, the time, location, and nature of a possible nuclear event can be determined.

ARPANSA's experts work closely with colleagues in the Australian Safeguards and Non-Proliferation Office (ASNO) to ensure that Australia's international obligations are met through the CTBT, which bans nuclear explosions and testing.

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ARPANSA has a long history of supporting regional partners in operating radionuclide stations. Our collaboration with Fiji strengthens the coverage of the IMS in Australia and the Pacific.

In 2019, ARPANSA took on the operation and maintenance of 2 additional radionuclide stations as part of the IMS in the Pacific – one in Fiji and one in Kiribati.

Fiji's new station is an upgrade to previous infrastructure on the island nation. This upgraded facility will collect data for the IMS while a much larger facility is constructed.

Case study 5: New reference levels published to support the Australian Government lung cancer screening program

On 1 July 2025, low-dose chest Computed Tomography (CT) scans were added to Australia's national diagnostic reference levels (DRLs) program to help ensure patients receive the lowest radiation dose needed to produce high-quality images for lung cancer screening.

This inclusion supported the introduction of the Australian Government's National Lung Cancer Screening Program, which aims to detect lung cancer earlier in people deemed at high risk, including long-term smokers.

The update is an example of how our work supports broader Australian Government health priorities and responds to emerging healthcare needs.

As the Australian Government's primary authority on radiation protection and nuclear safety, we develop and maintain national DRLs to help healthcare providers optimise radiation doses from medical imaging. The DRLs support the principle of keeping radiation exposure as low as reasonably achievable while still obtaining the image quality needed for accurate diagnosis.

Healthcare practitioners use DRLs to identify when radiation doses are unusually high or low compared with national benchmarks and can adjust imaging protocols where needed to improve patient care.

The 1 July 2025 update also included a review of the national DRLs for the 8 existing adult CT scan categories. As a result of advances in imaging technology and clinical practice, the adult CT DRLs were reduced by between 10 and 20 per cent, reflecting lower radiation doses while maintaining image quality.

A major revision of the national paediatric CT DRLs was also undertaken. Additional categories were introduced to better account for changes in body size as children grow.

For paediatric body scans, the revised DRLs moved from age-based categories to weight-based categories, aligning with international recommendations and supporting more accurate dose optimisation for children.

In addition, national DRLs for paranasal sinus CT scans were introduced due to the relatively high number of these procedures performed each year.

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

Financial performance

For the financial year ended 30 June 2026, ARPANSA recorded an operating deficit of \$7.6 million. This result was primarily driven by \$6.1 million in depreciation and amortisation expenses not requiring appropriation. The balance of \$1.6 million relates to timing and funding impacts associated with government program activities.

Total operating revenue for the year was \$39.7 million and consisted of:

- government appropriation of \$22.0 million
- regulatory license fees and charges of \$7.7 million
- sale of goods and provision of services and other revenue of \$10.0 million.

ARPANSA's total operating expenses were \$47.3 million and consisted of:

- employee benefits of \$27.7 million
- supplier and other expenses of \$13.5 million
- depreciation and amortisation expenses of \$ 6.1 million.

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 \$77.8 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 investment in 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

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the efficient, effective and ethical use of Commonwealth resources. During 2025–26, ARPANSA procurement activities complied with the CPRs.

Consultants

TABLE 11: EXPENDITURE ON REPORTABLE CONSULTANCY CONTRACTS

Reportable consultancy contracts 2025-26	Number	Expenditure \$
New contracts entered into during the reporting period	39	\$2,939,664
Ongoing contracts entered into during a previous reporting period	4	\$119,885
Total	43	\$3,059,549
Organisations receiving a share of reportable consultancy contract expenditure 2025-26	Expenditure \$	
Evolve FM Pty Ltd (Corporate Real Estates & Facilities Management Solutions) ABN: 52 605 472 580	\$2,614,121	
Centium Pty Ltd ABN: 30 646 309 015	\$122,370	
Swinburne University of Technology ABN: 13 628 586 699	\$52,800	
Peter Berry Consultancy Pty Ltd ABN: 77 077 400 606	\$28,248	

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 2025-26, 39 new reportable consultancy contracts were entered into, involving total actual expenditure of \$2,939,664. In addition, 4 ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$2,817,539.

Decisions to engage consultants during 2025-26 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 12: EXPENDITURE ON REPORTABLE NON-CONSULTANCY CONTRACTS

Reportable non-consultancy contracts 2025-26	Number	Expenditure \$
New contracts entered into during the reporting period	60	\$2,266,786
Ongoing contracts entered into during a previous reporting period	33	\$1,757,525
Total	93	\$4,024,571
Organisations receiving a share of reportable non-consultancy contract expenditure 2025-26		Expenditure \$
Hays Specialist Recruitment (Australia) Pty ABN: 47 001 407 281		\$1,958,354
Technologyone Limited ABN: 49 613 048 043		\$128,275
Paras & Partners Pty Ltd ABN: 52 160 599 520		\$100,938

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 2025–26, 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 2025–2026

	Actual available appropriation for 2025-26	Payments made 2025-26	Balance remaining 2025-26
	\$'000	\$'000	\$'000
	(a)	(b)	(a)-(b)
Ordinary annual service¹			
Departmental appropriation			
Prior year departmental appropriation ²	8,463	8,463	-
Departmental appropriation ³	22,022	22,022	-
Departmental Capital Budget	2,189	-	2,189
Receipts retained under PGPA Act – section 74	17,052	17,052	-
Total ordinary annual services	49,726	47,537	2,189
Other services			
Departmental non-operating			
Prior year Equity injection	4,968	1,873	3,095
Equity injection ⁴	1,820	587	1,233
Total other services	6,788	2,460	4,328
Special Account⁵			
Opening balance	836		
Appropriation receipt ⁶	33,756		
Non-appropriation receipts to Special Accounts	17,312		
Payments made		48,283	
Total Special Account	51,904	48,283	3,621
Total resourcing	56,514	49,997	6,517
Less departmental appropriations and equity injections drawn from the above and credited to Special Account	(33,756)	(30,485)	
Total net resourcing for ARPANSA	22,758	19,512	3,246

1 Appropriation Act (No.1) 2025-26

2 Balance carried forward from previous year for annual appropriations. Includes an amount of \$4.000 million 2024-25 Departmental Capital Budget.

3 Includes an amount of \$2.189 million in 2025-26 for Departmental Capital Budget. For accounting purposes, this amount has been designated as 'contributions by owners'.

4 Appropriation Act (No. 2) - Equity Injections 2025-26.

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 2025-26 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
	2025-26	2025-26	2025-26
	\$'000	\$'000	\$'000
	(a)	(b)	(a)-(b)
Program 1.1: (Radiation protection and nuclear safety)			
Departmental expense			
Departmental appropriation ¹	17,301	14,994	2,377
Special accounts	17,052	17,052	-
Expenses not requiring appropriation in the budget year ²	8,463	8,463	-
Subtotal for Program 1.1	42,816	40,627	2,377
Program 1.2: (Nuclear-powered submarines)			
Departmental expense			
Departmental appropriation ¹	6,910	7,028	(188)
Subtotal for Program 1.2	6,910	7,028	(188)
Total for Outcome	49,726		2,189
	2026	2025	
Average employee level (number)	180	178	

* Full year budget including any subsequent adjustment made to the 2025-26 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 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 legislated committees. Our extended governance structure includes internal management committees and independent advisory bodies that are not statutory or legislated, but which provide the CEO and/or Executive Group (EG)² with 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 other related matters.

A summary of the issues considered and discussed at Council during 2025–26 can be found in Appendix 2.

² 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 2025–26 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 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 2025–26 can be found in Appendix 2.

Legislated 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 2025-26, 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 13: AUDIT AND RISK COMMITTEE MEMBERS

Member name	Qualifications, knowledge, skills or experience	Number of meetings attended/total number of meetings	Total annual remuneration 2025-26 (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 and Safety Member Australian Institute of Occupational Hygienists	Ms Donnan attended 5 ARC meetings and 2 Executive Group meetings during 2025-26	\$27,636.37
Claire Miller Current Committee Member: appointment commenced 2021.	Bachelor of Laws Bachelor of Arts Graduate Diploma of Applied Corporate Governance Member Governance Institute of Australia Member Australian Institute of Company Directors	Ms Miller attended 5 ARC meetings during 2025-26	\$10,000.00
Dennis Clark Current Committee Member: appointment commenced 2021.	Bachelor of Economics Diploma of Education Company Directors Diploma Fellow Governance Institute of Australia Fellow Australian Institute of Company Directors Fellow Chartered Accountant	Mr Clark attended 5 ARC meetings during 2025-26	\$10,000.00
Dr Richard Thornton Current Committee Member: appointment commenced 2022.	Bachelor of Science (Physics) PhD (Physics) Graduate Member Australian Institute of Company Directors Member Institute Community Directors Australia Member Institute of Physics Member Institute of Electrical and Electronics Engineers Member International Association of Wildland Fire	Dr Thornton attended 5 ARC meetings during 2025-26	\$10,000.00

Work Health and Safety Committee

The CEO established the Workplace Health and Safety Committee – as required by section 75 of the *Work Health and Safety Act 2011* (WHS Act) – to improve health and safety in the workplace and resolve issues quickly and effectively. The committee assists the agency to review and update measures used to protect the health and safety of workers. Members assist in developing procedures and instructions relating to health and safety, and their participation sets the standard for safety culture at ARPANSA.

The committee provides the agency with a consultative mechanism that enables management and worker contributions to WHS improvements across all operations. It 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 Manager. Other subject matter experts may participate in meetings as required.

The WHS Committee met 4 times in 2025–26, in accordance with the Terms of Reference.

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 agency. It works closely with the WHS team, the Assistant Director Quality and the WHS Committee.

The committee met twice in 2025–26.

Non-legislated advisory and governance bodies

The agency's extended committee structure includes internal and external advisory bodies that are not statutory or legislated, but which provide the CEO and/or Executive Group with oversight and accountability.

Executive Group

ARPANSA's EG is responsible for the day-to-day and strategic future management of ARPANSA, including:

- assessment of the agency's financial position, including long-term investment priorities, employees and resourcing issues
- provision of top-level advice to the CEO on all key plans, projects, budget, spending, organisational development, workforce capability and capacity, and continual improvement
- review and oversight of the agency's Risk Management Framework and associated risk treatments, registers, and controls to drive ownership and accountability for ongoing risk mitigation
- review and monitoring of systems of risk management, internal control and compliance
- governance and oversight of agency projects
- provision of a safe environment for workers by prioritising safety with other organisational goals, allocating resources, embedding a positive safety culture across the agency, and setting measurable objectives and targets to ensure continual improvement aimed at the elimination of risk
- contribution to the development and implementation of ARPANSA's Corporate Plan, policies, strategies and associated plans, including setting objectives and measures to monitor and report on performance
- consideration of key issues or risks identified by ARPANSA's advisory bodies.

The EG met 12 times in 2025–26.

The Clinical Advisory Group

The CEO reviews and appoints invited expert applicants from the radiation oncology professions to participate in the Clinical Advisory Group (CAG). The CAG advises the Director of the Australian Clinical Dosimetry Service (ACDS) on clinical practice, measurement techniques, and audit results. This independent group also reviews the ACDS' activities annually and provides expert clinical advice on the patient impact of unexpected audit outcomes. The CAG is chaired by a senior radiation oncologist.

The CAG met for 4 scheduled meetings and one extraordinary meeting in FY 2025-26³.

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 employees (one of whom is the Chair) and a representative from each of the unions supporting ARPANSA employees.

The SCF met on 6 occasions in 2025–26 to discuss issues relating to management of the agency and associated impacts to employees.

Digital Information Advisory Group

The Digital Information Advisory Group (DIAG) helps ensure the agency develops and maintains information, data, digital technology and cybersecurity strategies that support the delivery of the ARPANSA Corporate Plan. DIAG oversees strategic planning for digital technology, data governance and cybersecurity across the agency. The advisory group is guided by the *Archives Act 1983*, the National Archives policy 'Building trust in the public record', the National Archives Information Management Framework, and the Protective Security Policy Framework (PSPF).

DIAG met on 2 occasions in 2025–26.

Insider Risk Case Management Committee

The Insider Risk Case Management Committee (IRCMC) provides accountable oversight of ARPANSA's Insider Risk Program. This includes identifying emerging and existing insider risks, reviewing ongoing insider risk cases, and providing information relating to insider risk to the accountable authority for decision-making.

The IRCMC is also responsible for testing program governance to ensure the program is fit-for-purpose.

To ensure cross-functional transparency and accountability, and that relevant subject matter expertise is considered, the committee is comprised of members from the Security and Insider Risk, Legal and Human Resources Sections, and the Chief Information Security Officer (CISO). It is chaired by the ARPANSA Insider Risk Program owner – the Chief Security Officer (CSO).

IRCMC met on 6 occasions in 2025-26.

³ Extraordinary meetings are held at the ACDS Director's discretion when expert advice on audit findings with potential clinical impact is required.

Quality Management Committee

The Quality Management Committee (QMC) serves as ARPANSA's authority on the suitability, adequacy and effectiveness of the ARPANSA Management System (AMS). It is guided by requirements within ISO/IEC 17025 and helps to ensure that the AMS meets the needs of the whole agency.

Newly established in 2026, the Quality Management Committee met on 2 occasions in 2025-26.

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 of upcoming projects and the opportunity to provide constructive feedback.

The group met on 5 occasions in 2025–26 to discuss project health, the project framework and support project compliance.

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

Part 4: Management and accountability

- 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 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. The RMF aligns with requirements of the Commonwealth Risk Management Policy, the international standard ISO 31000 Risk Management and section 16 of the PGPA Act. Our enterprise risks are reported to the EG and ARC quarterly and work continues to ensure that operational risk registers are developed and maintained, with significant and arising risks elevated for attention. Further promulgation and training work will continue in 2026-27 to uplift risk capability and culture.

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, Comprehensive Nuclear-Test Ban Treaty Organization, Comcare, and the National Association of Testing of 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 2026-2028 covers key functional areas of ARPANSA and is aligned with the agency's key enterprise 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 internal audits is 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 and meets the obligations of the PGPA Act.

Significant non-compliance issues with the PGPA Act and finance law

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 2025-26, the agency transferred the Fraud and Corruption function to the Security and Insider Risk section to align prevention, detection and response capabilities, and other critical assurance functions. The agency implemented an 18-month fraud and corruption uplift program, with oversight provided by the EG and ARC. This program uplifted detection measures and employee training, embedded response processes and investigation, and updated fraud and corruption risk assessment at the enterprise level prior to embedding fraud and corruption controls in operational risk registers.

Fraud and corruption reporting during 2025-26 identified suspected fraud and corruption vulnerabilities, which – in turn – informed investigations and the strengthening of controls across the enterprise.

Work Health and Safety

In 2025-26, ARPANSA continued its commitment to ensuring ARPANSA has a fit-for-purpose Work Health and Safety (WHS) system that protects the health and wellbeing of all workers. Activities supporting a safe and healthy workplace included:

- The review and update of ARPANSA's First Aid Officer (FAO) program with the appointment and training of 8 new first aid officers. The FAO program provides immediate, life-saving care to sick or injured individuals until professional medical help arrives, focusing on preserving life, preventing the condition from worsening, and promoting recovery.
- Re-establishment and restructure of the agency's Emergency Planning Committee (EPC) co-chaired by Yallambie and Miranda Site Managers, to provide clear accountability for emergency preparedness and strengthen executive assurance.
- Continuation of the agency's annual influenza vaccination and skin check programs. A total of 86 individual vaccinations were completed onsite and 25 employees took advantage of the option to have their offsite vaccinations reimbursed. Through the agency's engagement of a melanographer for skin checks, 79 staff

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took advantage of the service, 4 of whom were identified with potential skin cancers requiring further medical diagnosis.

Hazard and incident reporting

Hazard and incident reports were discussed throughout the year at the EG and WHS committee meetings. In 2025–26, ARPANSA recorded a total of 61 incident reports comprising: 23 hazards, 13 near misses, 4 injuries/illnesses, one off-site vehicle collision, 5 property/asset damage, 9 radiation safety and 6 others (i.e. miscellaneous events that fall outside prescribed categories).

The agency has now fully integrated our hazard and incident reporting to a dedicated incident management tool (Noggin). This has made it easier for employees to report a broad range of events, which are then captured in a central system. As anticipated, reports have increased following the agency's transition to digital reporting. This approach has contributed to the continuous improvement of our safety management program.

Workers' compensation

There was one workers' compensation claim made in 2025–26. A worker submitted a Comcare claim on 11 December 2025 for medial epicondylitis (golfer's elbow), which was accepted. The condition continues to be managed through a structured return to work plan, including an independent ergonomic assessment of all tasks and workstations, developed in consultation with the employee, their manager and WHS.

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

There were no notifiable incidents reported to Comcare in the 2025–26 period.

Comcare conducted a proactive virtual compliance inspection on 18 May 2026 which focused on WHS risk management. ARPANSA was found to be fully compliant, with no enforceable action. However, advisory observations included:

- strengthening documentation of risk management record-keeping
- continuing to monitor and maintain control measures
- reinforcing consultation and sharing of WHS information with workers and WHS representatives.

External scrutiny

Judicial review

During 2025–26 the agency was not involved in any proceedings before the Federal Court of Australia, the Full Federal Court of Australia or the Administrative Review 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 2025–26 reporting period. As of 30 June 2026, no reports were made by Parliamentary Committees regarding ARPANSA for the 2025–26 reporting period.

During 2025–26, 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 2025–26, 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 14: FOI STATISTICS

FOI requests	FY 2025-2026
Number of requests	9
Requests withdrawn	1
Requests transferred to another agency	1
Requests outstanding at end of financial year	1
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 responsibilities

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, New South Wales. The team provides a combination of facilities management, engineering services, stores 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 and Insider Risk 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-seven per cent of the site lighting has now been replaced over the past 7 years, with the remainder expected to be undertaken as part of future operational refresh works, pending funding availability.

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 2025–26.

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, 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 2025–26 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-Australian Government approach as part of the APS Net Zero 2030 policy.

The agency's recorded environmental emissions for the 2025-26 financial year are captured in the following table:

TABLE 15: 2025-26 GREENHOUSE GAS EMISSIONS INVENTORY– LOCATION-BASED METHOD

Emission source	Scope 1 t CO ₂ -e	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e
Electricity (location-based approach)	N/A	789	87	876
Natural gas	153	N/A	12	165
Solid waste	-	N/A	28	28
Refrigerants	59	N/A	N/A	59
Fleet and other vehicles	2	N/A	-	2
Domestic commercial flights	N/A	N/A	154	154
Domestic hire car	N/A	N/A	12	12
Domestic travel accommodation	N/A	N/A	36	36
Other energy	-	N/A	-	-
Total t CO₂-e	214	789	329	1,332

Note 1: Scope 1, Scope 2, Scope 3 and 'total emissions' are presented as tonnes carbon dioxide equivalent (tCO₂-e)

Note 2: The table above presents emissions related to electricity usage using the location-based accounting method.

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Note 3: Refrigerants are being phased and are an optional source in 2025-26 emissions reporting. See the [Emissions Reporting Framework](#) for more details.

* ARPANSA tenancies do not receive waste data from the vendors and as a result, are unable to report on volume and associated CO2 emissions. The Emissions Accounting approved estimation methodology is based on a commonly accepted industry proxy, being the use of FTE-based estimation applying average waste generation per FTE to the organisation head count.

TABLE 16: 2025-26 ELECTRICITY GREENHOUSE GAS EMISSIONS

Emission source	Scope 2	Scope 3	Total	Electricity
Location-based electricity emissions	789	87	876	1,028,394
Market-based electricity emissions	-	-	-	-
Total renewable electricity	N/A	N/A	N/A	1,028,394
Renewable power percentage	N/A	N/A	N/A	100%
Jurisdictional renewable power	N/A	N/A	N/A	-
Greenpower	N/A	N/A	N/A	1,028,394
Large-scale generation certificates	N/A	N/A	N/A	-

Note 1: The table above presents emissions related to electricity usage using both the location-based and the market-based accounting methods.

Note 2: Scope 2, Scope 3 and Total emissions are presented as tonnes carbon dioxide equivalent (tCO₂-e). Electricity data is reported in kilowatt hours (kWh).

Note 3: Total renewable electricity excludes behind-the-meter solar other than generation used to create large-scale generation certificates (LGCs)

Note 4: The renewable power percentage (RPP) accounts for the portion of electricity used, from the grid, that falls within the Renewable Energy Target (RET)

Note 5: Jurisdictional Renewable Power refers to the Jurisdictional Renewable Power Percentage (JRPP). Currently, the Australian Capital Territory is the only jurisdiction with JRPP.

Using a location-based approach, in 2025–2026 the agency was accountable for total carbon emissions quantified at 1,332 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.
- ARPANSA is reporting refrigerant emissions, having opted to include them in alignment with the Emissions Reporting Framework. While reporting of refrigerant emissions is optional, ARPANSA has adopted the prescribed methodology to quantify and disclose these emissions in the current reporting period.
- 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](#). The agency is currently updating this plan to reflect the current status of deliverables, as well as new strategies for environmentally sustainable solutions.

Recycling awareness

Posters have been put up throughout the offices to encourage employees to recycle items such as mobile phones (both in the 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 32kg 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 testing fabric samples going to landfill by offering these materials for art and craft projects.

Human resources

Our workforce comprises highly skilled technical professionals with extensive expertise in radiation protection, nuclear safety and a range of critical corporate service functions. Our people are highly qualified and recognised nationally and internationally for their specialist knowledge and leadership. Their commitment to the agency's purpose remains strong, with recent APS Census results indicating 92% of employees are committed to the agency's purpose and objectives.

The past year has been particularly challenging, with sustained and growing demand for the agency's expertise and advice – especially from Australian Government agencies responsible for the development, operation and regulation of nuclear-powered submarines. However, our workforce responded with professionalism, flexibility and dedication, while readily taking on new roles, responsibilities and projects. Through this commitment, employees have ensured that the highest standards of radiation protection and nuclear safety continue to be shared, applied and strengthened across the Australian Public Service.

ARPANSA's strategic approach to workforce priorities

ARPANSA is currently updating its Workforce Strategy, which will be embedded next financial year. The refreshed strategy builds on the current Workforce Strategy by guiding ARPANSA's workforce priorities and providing a roadmap for uplifting capability and resourcing.

The current Workforce Strategy 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

Part 4: Management and accountability

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.

The strategy takes an enterprise-wide view by identifying the tools and approaches required to equip the workforce to successfully respond to immediate and emerging challenges. Significant achievements from the Workforce Strategy and Plan across the last year included:

- supporting Australian Submarine Agency (ASA) graduate rotational assignments within the agency, thereby supporting continued growth in technical capability across the nuclear sector
- enhancing the data capture of our workforce complement to enable better resource management and planning
- regular monthly manager capability training and information sessions to enable manager capability uplift
- online resources being made available to all managers in the agency to help them navigate psychosocial hazards in their workplace and team
- executive leadership workshops and training across the year, to enable senior leaders to acquire and/or develop strengths at a strategic leadership level – both individually and collectively
- regular wellbeing seminars offered to all employees on a range of pertinent life topics
- advancement of our Reconciliation Action Plan as a key component of the agency's broader Diversity and Inclusion Plan.

Attraction and recruitment

ARPANSA bases all attraction and recruitment work on the APS principles of merit, fairness and transparency. Over the past year there has been a sustained and elevated level of recruitment across the agency, due to new roles required to support the uplift in the nuclear workforce. To ensure all recruitment is carried out in alignment with APS principles, a 'Getting that Selection Right' refresher training course was conducted in-house, facilitated by a trainer from the APS Academy. This training was foundational in ensuring all employees on interview panels were aware of and able to operationalise the APS standards of recruitment practice.

At ARPANSA, before any new or existing role is filled, a business case is required to ascertain the potential impact on the workforce complement and budget. During this monthly review, any contracting roles are evaluated to ascertain if they are either meeting short term resourcing needs, or perhaps longer-term roles to be considered for non-ongoing or ongoing APS engagement. Over the last year, contractors have represented only 3% of the workforce, exclusively in roles where standard recruitment has not yielded suitable candidates. This approach,

reviewing our resourcing needs against our core compliment, aligns with the APS' Strategic Commissioning Framework.

During the 2025-26 reporting period, ARPANSA ran 44 external recruitment campaigns for 15 executive level (EL) positions, 29 APS positions and 0 SES positions. The campaigns attracted 832 total applicants and resulted in 15 new starters, 12 internal transfers and 10 internal promotions. The previous financial year generated slightly more external recruitment campaigns (50), attracting 919 total applicants, and resulting in 22 new starters, 8 internal transfers, and 12 internal promotions.

Employment arrangements

As of 30 June 2026, ARPANSA employed 162 ongoing and 20 non-ongoing employees, and one statutory office holder (1.0 FTE). ARPANSA also employs casual employees intermittently to support peak workloads. Our total number of employees has remained within the average staffing level of 178 ASL across the year (including temporary NPS-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 employees. The Agreement contains an individual flexibility arrangement term, which enables the agency to vary the operation of specified terms and conditions for individual non-SES employees (where necessary and appropriate). As of 30 June 2026, 25 individual flexibility arrangements were in place in the agency.

Non-salary benefits

Under the Enterprise Agreement and in common law contracts, ARPANSA employees 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 within the agency. 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.

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*. There are 2 key employment instruments used to determine remuneration for the different categories of ARPANSA officials:

- The CEO is remunerated under the Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination 2025.
- 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 17: EXECUTIVE REMUNERATION INFORMATION FOR THE 2025–26 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	\$323,624	-	\$70,672	\$59,163	\$8,734	-	-	\$462,192
Rick Tinker	Chief Radiation Health Scientist	\$225,388	-	\$35,525	\$47,238	\$7,683	-	-	\$315,834
Jim Scott	Chief Regulatory Officer	\$240,933	-	\$29,359	\$41,617	\$7,049	-	-	\$318,958
Ivan Williams	Chief Medical Radiation Scientist	\$236,025	-	\$29,527	\$33,022	-\$1,359	-	-	\$297,214
David Colliver	Interim Office Head and Chief Financial Officer	\$196,827	-	\$50,308	\$42,856	\$2,715	-	-	\$292,705
Martin Reynolds	General Counsel	\$185,130	-	\$59,823	\$32,579	\$6,466	-	-	\$283,998
Tone Doyle	Office Head and Chief of Staff	\$146,417	-	\$64,651	\$38,894	\$5,779	-	-	\$255,740

Learning and knowledge sharing

ARPANSA employees 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 employees 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.

To enable employees 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 employees 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 employees 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 employees to share their technical research and/or practice with other employees across the agency
- monthly Toastmaster sessions for employees interested in developing their presentation skills
- financial and/or workload support for employees 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 that Selection Right and Courageous Conversations
- support and uplift of knowledge and capabilities for Harassment Contact Officer volunteers.

Additionally, employees attend national and international conferences to present papers and as delegates. Through these experiences, employees strengthen their technical expertise and capabilities.

Diversity and inclusion

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

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

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

In 2025-26, the agency held events and/or published a range of resource material in support of these key areas. The working group supporting Diversity, Equality and Inclusion updated its Terms of Reference and added an Executive Sponsor to the group.

An area of substantial advancement is the agency's support for Aboriginal and/or 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 Aboriginal and Torres Strait Island 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 2025-26, ARPANSA encouraged applicants with disability to apply for vacancies through the use of an inclusive recruitment statement and the RecruitAbility scheme.

Disability reporting is included the Australian Public Service Commission's Annual State of the Service reports and twice-yearly APS Employment Data snapshot releases. These reports are available at www.apsc.gov.au.

Wellbeing

The 2022-2025 agency Workforce Strategy identified employee health and wellbeing as a key priority. Accordingly, wellbeing programs and actions have been a focus for the agency, including:

- 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/office 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 2025 Census was consistent with the 2024 Census score. 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 employees in 2025 was 81%. This result was consistent with the overall APS response rate of 81%. Key insights included strong levels of workplace engagement (76% positive) and supervisor leadership (77%). Wellbeing policies and support continue to rate positively at 75%, which is 4 per cent higher than the overall APS wellbeing index for 2025. Employees also rated their connection to the agency's purpose and objectives highly (92%). Areas for improvement included internal communications, change management and 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 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 and specifically identifying which corporate key activity their goals are linked to.
- 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.

Employee statistics

As at 30 June 2026, ARPANSA engaged 182 APS employees on a full-time or part-time basis (not including the CEO or casual employees). No employees identified as Aboriginal and/or Torres Strait Islander.

Table 18 sets out the salary ranges of the ARPANSA Enterprise Agreement 2024-2027 as at 30 June 2026.

Table 19 sets out employees by location, gender and APS classification. The table shows that 89% of employees were located in the Victorian office.

Table 20 shows that:

- of the 182 employees (not including the CEO or casual employees), 162 employees were ongoing and 20 employees were non-ongoing
- 150 ongoing employees were full-time and 12 ongoing employees were part-time
- 16 non-ongoing employees were full-time and four non-ongoing employees were part-time.

Table 21 shows that, as at 30 June 2026, Radiation Health Services is the largest Branch with 67 employees, followed by the Office of Business Support (36), Regulatory Services (28), Medical Radiation Services (24), Office of the CEO (24) and Office of the General Counsel (3).

TABLE 18 SALARY RANGES BY CLASSIFICATION LEVEL AS AT 30 JUNE 2026

ARPANSA Classification Structure	APS Classification	Salary Range (\$)
ARPANSA Graduate	APS Level 3–5 (Broadband)	74,586-97,052
ARPANSA Level 1	APS Level 1	57,497-63,641
ARPANSA Level 2	APS Level 2	65,540-71,920
ARPANSA Level 3	APS Level 3	74,587-83,421
ARPANSA Level 4	APS Level 4	85,917-89,767
ARPANSA Level 5	APS Level 5	92,450-97,052
ARPANSA Level 6	APS Level 6	99,956-114,290
ARPANSA Executive Level 1	Executive Level 1	123,416-141,958
ARPANSA Executive Level 2 (Lower)	Executive Level 2	150,742-171,140
ARPANSA Executive Level 2 (Upper)		177,973-191,133

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TABLE 19: EMPLOYEES 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	
	2025	2026	2025	2026	2025	2026	2025	2026	2025	2026	2025	2026	2025	2026	2025	2026	2025	2026	2025	2026	2025	2026
New South Wales																						
Female	-	-	2	2	2	4	3	4	-	-	4	3	-	-	-	-	-	-	-	-	11	13
Male	1	1	6	5	8	7	4	3	2	4	1	-	-	-	-	-	-	-	-	-	22	20
Non-binary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefers not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uses a different term	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	1	1	8	7	10	11	7	7	2	4	5	3	-	-	-	-	-	-	-	-	33	33
Victoria																						
Female	-	-	8	10	21	20	11	13	11	10	3	2	9	10	3	1	-	-	-	-	66	66
Male	3	2	9	13	22	30	33	26	7	5	1	1	4	6	-	-	-	-	-	-	79	83
Non-binary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefers not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uses a different term	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	3	2	17	23	43	50	44	39	18	15	4	3	13	16	3	1	-	-	-	-	145	149
Total																						
Female	-	-	10	12	23	24	14	17	11	10	7	5	9	10	3	1	-	-	-	-	77	79
Male	4	3	15	18	30	37	37	29	9	9	2	1	4	6	-	-	-	-	-	-	101	103
Non-binary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefers not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uses a different term	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	4	3	25	30	53	61	51	46	20	19	9	6	13	16	3	1	-	-	-	-	178	182

TABLE 20: DISTRIBUTION OF EMPLOYEES BY FULL OR PART-TIME STATUS

	Full-time ongoing		Full-time non-ongoing		Part-time ongoing		Part-time non-ongoing		Total	
	2025	2026	2025	2026	2025	2026	2025	2026	2025	2026
Female	61	61	8	7	8	11	-	-	77	79
Male	81	89	16	9	2	1	2	4	101	103
Non-binary	-	-	-	-	-	-	-	-	-	-
Prefers not to answer	-	-	-	-	-	-	-	-	-	-
Uses a different term	-	-	-	-	-	-	-	-	-	-
Total	142	150	24	16	10	12	2	4	178	182

TABLE 21: DISTRIBUTION OF EMPLOYEES BY BRANCH/OFFICE

Branch/Office	Female		Male		Total		
	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Ongoing	Non-ongoing	Total
Radiation Health Services Branch	28	1	31	7	59	8	67
Office for Business Support	14	2	16	4	30	6	36
Regulatory Services Branch	8	2	18	-	26	2	28
Medical Radiation Services Branch	10	-	13	1	23	1	24
Office of the CEO	11	2	10	1	21	3	24
Office of the General Counsel	1	-	2	-	3	-	3
Total	72	7	90	19	162	20	182

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 2026:

- (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 2026 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 2026 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 and forming part of 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.

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38 Sydney Avenue, Forrest ACT 2603
Phone (02) 6203 7300

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



Anne Rainger
Executive Director
Delegate of the Auditor-General
Canberra
30 September 2026

Statement by the Accountable Authority and Chief Financial Officer

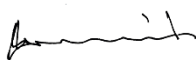
In our opinion, the attached financial statements for the year ended 30 June 2026 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

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

30 September 2026



David Colliver
Chief Financial Officer

30 September 2026

Statement of comprehensive income

for the period ended 30 June 2026

		Original Budget		
		2026	2025	2026
NET COST OF SERVICES	Notes	\$	\$	\$
Expenses				
Employee benefits	1.1A	27,640,143	26,003,810	26,641,000
Suppliers	1.1B	13,525,707	14,550,381	10,991,000
Depreciation and amortisation	2.2A	6,120,960	5,789,977	3,105,000
Finance costs	1.1C	17,212	25,774	5,000
Write-down and impairment of other assets	1.1D	23,660	20,829	-
Total expenses		47,327,682	46,390,771	40,742,000
Own-Source income				
Own-source revenue				
Revenue from contracts with customers	1.2A	9,970,548	8,688,759	8,200,000
Licence fees	1.2B	7,687,250	7,295,623	7,231,000
Other revenue	1.2C	63,000	58,000	-
Total own-source revenue		17,720,798	16,042,382	15,431,000
Gains				
Foreign exchange gains	1.2D	3,709	380	
Total gains		3,709	380	
Total own-source income		17,724,507	16,042,762	15,431,000
Net (cost of) contribution by services		29,603,175	30,348,009	25,311,000
Revenue from Government	1.2E	22,022,000	21,613,000	22,448,000
Deficit on continuing operations		(7,581,175)	(8,735,008)	(2,863,000)
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to net cost of services				
Changes in asset revaluation reserve		(1,578,328)	6,407,332	-
Total other comprehensive income		(1,578,328)	6,407,332	-
Total comprehensive income / (loss)		(9,159,503)	(2,327,676)	(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 loss of \$0.118 million as at 30 June 2026. This loss is attributable to timing differences and funding impacts associated with government program activities. The Department of Finance has approved ARPANSA incurring an operating loss of up to \$2.5 million for the 2025-26 financial year.

ARPANSA considers that the operating loss reported in 2025-26 does not affect the agency's ongoing financial sustainability in relation to this program.

Suppliers

The \$2.5 million variance in supplier expenditure is attributable to higher supplier spending on government program activities than originally anticipated, rather than capital purchases.

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 right-of-use (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 2026

		Original Budget		
		2026	2025	2026
	Notes	\$	\$	\$
ASSETS				
Financial assets				
Cash and cash equivalents	2.1A	3,621,673	836,393	1,224,000
Trade and other receivables	2.1B	8,722,494	15,258,743	16,793,000
Other financial assets	2.1C	570,734	514,613	675,000
Total financial assets		12,914,901	16,609,749	18,692,000
Non-financial assets ¹				
Land	2.2A	15,000,000	16,200,000	15,000,000
Buildings	2.2A	45,079,770	43,742,610	37,378,000
Leasehold improvements	2.2A	1,462,463	1,859,354	-
Plant and equipment	2.2A	11,173,075	13,513,804	16,781,000
Intangibles	2.2A	3,798,872	3,111,630	3,523,000
Inventories	2.2B	324,651	386,266	428,000
Other non-financial assets	2.2C	1,007,157	1,287,303	1,609,000
Total non-financial assets		77,845,988	80,100,967	74,719,000
Total assets		90,760,889	96,710,716	93,411,000
LIABILITIES				
Payables				
Suppliers	2.3A	206,802	1,146,328	809,000
Other payables	2.3B	625,000	709,678	637,000
Total payables		831,802	1,856,006	1,446,000
Interest bearing liabilities				
Leases	2.4	1,017,761	1,289,042	1,030,000
Total interest-bearing liabilities		1,017,761	1,289,042	1,030,000
Provisions				
Employee provisions	4.1	7,931,860	7,435,699	6,994,000
Total provisions		7,931,860	7,435,699	6,994,000
Total liabilities		9,781,423	10,580,748	9,470,000
Net assets		80,979,466	86,129,969	83,941,000
EQUITY				
Contributed equity		66,927,000	62,918,000	66,927,000
Reserves		53,679,357	55,257,685	48,850,000
Accumulated deficit		(39,626,891)	(32,045,716)	(31,836,000)
Total equity		80,979,466	86,129,969	83,941,000

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 variation relates to the estimated timing of the issue and payment of annual licence charge invoices.

Trade and other receivables

The trade and other receivables budget variations relate to a large number of credit notes raised 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 work in progress assets of \$1.462m that was not included in the budget.

Plant & Equipment

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

Inventories

Variance relates to the difference in inventory on-hand and distributed at 30 June.

Other non-financial assets

Variance relates to less prepayment invoices than budget received at year end. Corresponding supplier payable is also decreased.

Suppliers payables

Variance relates to less prepayment invoice than budget received at the year end.

Employee provisions

The variance due to the interest and discount rate for the annual leave and long service leave provisions calculation only available 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 additional expenditure incurred during the year that was approved by the Finance Minister but was not included in the original budget. This additional spending was enabled by the carryover of surplus funds from the previous financial year into the current financial year.

Statement of changes in equity

for the period ended 30 June 2026

	Notes	Original Budget		
		2026	2025	2026
CONTRIBUTED EQUITY		\$	\$	\$
Opening balance				
Balance carried forward from previous period		62,918,000	58,380,000	62,918,000
Adjusted opening balance		62,918,000	58,380,000	62,918,000
Transactions with owners				
Contributions by owners				
Departmental capital budget	3.1A	2,189,000	4,538,000	2,189,000
Equity injection - appropriation		1,820,000	-	1,820,000
Total transactions with owners		4,009,000	4,538,000	4,009,000
Closing balance as at 30 June		66,927,000	62,918,000	66,927,000
RETAINED EARNINGS				
Opening balance				
Balance carried forward from previous period		(32,045,716)	(23,310,707)	(28,973,000)
Adjusted opening balance		(32,045,716)	(23,310,707)	(28,973,000)
Comprehensive income				
Deficit for the period		(7,581,175)	(8,735,008)	(2,863,000)
Total comprehensive income		(7,581,175)	(8,735,008)	(2,863,000)
Closing balance as at 30 June		(39,626,891)	(32,045,716)	(31,836,000)
ASSET REVALUATION RESERVE				
Opening balance				
Balance carried forward from previous period		55,257,685	48,850,353	48,850,000
Adjusted opening balance		55,257,685	48,850,353	48,850,000
Comprehensive income				
Other comprehensive income		(1,578,328)	6,407,332	-
Total comprehensive income		(1,578,328)	6,407,332	-
Closing balance as at 30 June		53,679,357	55,257,685	48,850,000
TOTAL EQUITY				
Opening balance				
Balance carried forward from previous period		86,129,969	83,919,646	82,795,000
Adjusted opening balance		86,129,969	83,919,646	82,795,000
Comprehensive income				
Other comprehensive income		(1,578,328)	6,407,332	-
Deficit for the period		(7,581,175)	(8,735,008)	(2,863,000)
Total comprehensive income		(9,159,503)	(2,327,676)	(2,863,000)
Transactions with owners				
Contributions by owners				
Departmental capital budget		2,189,000	4,538,000	2,189,000
Equity injection - appropriation		1,820,000	-	1,820,000
Total transactions with owners		4,009,000	4,538,000	4,009,000
Closing balance as at 30 June		80,979,466	86,129,969	83,941,000

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

Decrease relates to the independent revaluation of land and building completed since the budget was prepared.

Deficit for the year

The variance relates to additional expenditure incurred during the year that was approved by the Finance Minister but was not included in the original budget. This additional spending was enabled by the carryover of surplus funds from the previous financial year into the current financial year.

Cash flow statement

for the period ended 30 June 2026

			Original Budget
		2026	2025
		2026	2026
Notes	\$	\$	\$
OPERATING ACTIVITIES			
Cash received			
Appropriations	28,936,000	25,447,000	22,448,000
Sales of goods and rendering of services	9,410,000	8,862,707	8,623,000
Other cash received	7,903,000	7,295,623	7,231,000
GST received	806,350	790,796	490,000
Total cash received	47,055,350	42,396,126	38,792,000
Cash used			
Employees	(27,724,821)	(25,457,328)	(26,641,000)
Suppliers	(14,465,233)	(15,588,565)	(11,481,000)
Interest payments on lease liabilities	(17,212)	(25,774)	(5,000)
GST paid		-	(423,000)
Total cash used	(42,207,266)	(41,071,666)	(38,550,000)
Net cash from / (used by) operating activities	4,848,084	1,324,459	242,000
INVESTING ACTIVITIES			
Cash used			
Purchase of property, plant, equipment and intangibles	(5,815,629)	(7,484,528)	(4,009,000)
Total cash used	(5,815,629)	(7,484,528)	(4,009,000)
Net cash used by investing activities	(5,815,629)	(7,484,528)	(4,009,000)
FINANCING ACTIVITIES			
Cash received			
Contributed equity - Departmental capital budget	2,189,000	1,898,000	2,189,000
Contributed equity - Equity injection	1,820,000	4,100,000	1,820,000
Total cash received	4,009,000	5,998,000	4,009,000
Cash used			
Principal payments of lease liabilities	(256,175)	(225,343)	(242,000)
Total cash used	(256,175)	(225,343)	(242,000)
Net cash from financing activities	3,752,825	5,772,657	3,767,000
Net increase in cash held	2,785,280	(387,411)	-
Cash and cash equivalents at the beginning of the reporting period	836,393	1,223,804	1,224,000
Cash and cash equivalents at the end of the reporting period 2.1A	3,621,673	836,393	1,224,000

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.

Operating activities - cash received

The variance relates to the timing for actual and estimated drawdown of appropriation and payment to suppliers.

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.

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 2026.

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 statements for the year ended 30 June 2026.

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 2026.

Note 1.1: Expenses

1.1A: Employee benefits

	2026	2025
	\$	\$
1.1A: Employee benefits		
Wages and salaries	19,775,232	18,933,474
Superannuation - defined contribution	2,422,473	2,352,915
Superannuation - defined benefit	1,401,217	1,100,000
Leave and other entitlements	4,041,221	3,617,421
Total employee benefits	27,640,143	26,003,810

Accounting policy

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

Note 1.1B: Suppliers

	2026	2025
	\$	\$
Goods and services supplied or rendered		
Audit fees	63,000	58,000
Audit fees - outsourced	140,153	162,462
Advisory council and committees	245,410	188,257
Communications	165,073	194,964
Construction and maintenance - Comprehensive nuclear test ban treaty	885,416	868,699
Contractors/consultants	2,713,143	2,944,326
Information technology	2,704,606	2,565,672
Insurance	191,862	169,546
Laboratory and office supplies	412,538	392,397
Monitors	711,227	984,052
Postage and freight	457,188	333,388
Reference material & subscriptions	408,202	553,880
Repair and maintenance	752,620	759,358
Research Agreements	122,025	320,488
Training and conferences	338,442	546,666
Travel	1,869,047	2,217,607
Utilities	678,948	479,183
Other goods and services	666,807	811,437
Total goods and services supplied or rendered	13,525,707	14,550,381
Goods supplied	2,264,145	3,164,918
Services rendered	11,261,562	11,385,463
Total goods and services supplied or rendered	13,525,707	14,550,381

Note 1.1C: Finance costs

	2026	2025
	\$	\$
Interest on lease liabilities	17,212	25,774
Total Finance Costs	17,212	25,774

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

	2026	2025
	\$	\$
Property, plant and equipment - write-off	23,660	20,829
Total write-down and impairment of assets	23,660	20,829

Note 1.2: Own-source revenue and gains

Own-source revenue

Note 1.2A: Revenue from contracts with customers

	2026	2025
	\$	\$
Sale of goods and rendering of services	9,970,548	8,688,759
Total revenue from contracts with customers	9,970,548	8,688,759
Major product / service line:		
Scientific services - Personal radiation monitoring service	4,027,883	3,564,691
Construction and maintenance - Comprehensive nuclear test ban treaty	2,512,894	2,472,128
Australian clinical dosimetry service	1,303,563	1,237,300
Other scientific services	2,126,208	1,414,640
	9,970,548	8,688,759
Type of customer:		
Australian Government entities (related parties)	273,824	150,429
State and Territory Governments	1,523,951	1,419,148
Non-government entities	8,172,773	7,119,182
	9,970,548	8,688,759
Timing of transfer of goods and services:		
Over time	3,816,457	3,709,428
Point in time	6,154,091	4,979,331
Total	9,970,548	8,688,759

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 is reviewed at end of reporting period. Allowances are made 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).

Note 1.2B: Licence fees

	2026	2025
	\$	\$
Application fees	252,917	108,210
Annual charges	7,434,333	7,187,413
Total licence fees	7,687,250	7,295,623

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.

ARPANSA has assessed each revenue stream to determine whether an enforceable agreement exists that contains sufficiently specific performance obligations in exchange for consideration, in accordance with *AASB 15 Revenue from Contracts with Customers*.

Revenue streams that do not meet the recognition requirements of AASB 15 have been assessed under *AASB 1058 Income of Not-for-Profit Entities*. Annual charges represent income arising from statutory requirements. In

accordance with paragraph 28 of AASB 1058, income arising from statutory requirements is disclosed separately and disaggregated into categories that reflect the nature of the income and the manner in which economic factors affect both the amount recognised and the related cash flows.

Note 1.2C: Other revenue

	2026	2025
	\$	\$
Resources received free of charge - ANAO	63,000	58,000
Total other revenue	63,000	58,000

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: Foreign exchange gains

	2026	2025
	\$	\$
Non-speculative	3,709	380
Total foreign exchange gains	3,709	380

Accounting policy

Gains and losses from foreign currency are recognised when incurred.

1.2E: Revenue from Government

	2026	2025
	\$	\$
Appropriation:		
Departmental appropriation	22,022,000	21,613,000
Total revenue from Government	22,022,000	21,613,000

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 2026. Employee related information is disclosed in the 'People and relationships' section.

Note 2.1: Financial assets

Note 2.1A: Cash and cash equivalents

	2026	2025
	\$	\$
Cash in Special Account	3,621,673	787,236
Cash on hand or on deposit	-	49,157
Total cash and cash equivalents	3,621,673	836,393

The closing balance of Cash in Special Accounts does not include any amounts held in trust: (nil in 2025).

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

	2026	2025
	\$	\$
Goods and services receivables		
Goods and services	2,097,232	1,534,228
Total goods and services receivables	2,097,232	1,534,228
Appropriations receivable:		
For existing program 6131	-	3,746,000
Departmental capital budget - program 6131	5,283,993	4,000,000
Undrawn equity injection-program 6131	1,233,007	
For existing program 1115	-	717,000
Undrawn equity injection-program 1115	-	4,968,000
Total appropriations receivable	6,517,000	13,431,000
Other receivables		
Statutory receivables — GST	126,595	314,549
Total other receivables	126,595	314,549
Total trade and other receivables (gross)	8,740,827	15,279,777
Less impairment loss allowance	(18,333)	(21,034)
Total trade and other receivables (net)	8,722,494	15,258,743

Goods and services receivable was with entities external to the Australian Government. Credit terms are net 30 days (2025: 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

	2026	2025
	\$	\$
Goods and services		
Opening balance	21,034	36,782
Amounts written off	(2,701)	(15,748)
Closing balance	18,333	21,034

Note 2.1C: Other financial assets

	2026	2025
	\$	\$
Accrued revenue	570,734	514,613
Total other financial assets	570,734	514,613

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 improve- ments	Plant and equipment	Computer software ¹	Other intangibles - Trademarks	Total
	\$	\$	\$	\$	\$	\$	\$
As at 1 July 2025							
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 1 July 2025	16,200,000	43,742,610	1,859,354	13,513,804	3,110,415	1,215	78,427,398
Additions:							
Purchase	-	3,768,033	-	530,192	1,517,404	-	5,815,629
Right-of-use assets	-	-	-	-	-	-	-
Revaluations and impairments recognised in other comprehensive income	(1,200,000)	(378,328)	-	-	-	-	(1,578,328)
Depreciation and amortisation	-	(1,788,009)	(396,891)	(2,847,261)	(829,842)	(320)	(5,862,323)
Depreciation on right-of-use assets	-	(258,637)	-	-	-	-	(258,637)
Other movements	-	-	-	-	-	-	-
Reclassification	-	-	-	-	-	-	-
WIP - expensed	-	-	-	-	-	-	-
Other movements of right-of-use assets	-	(5,899)	-	-	-	-	(5,899)
Disposals:	-	-	-	-	-	-	-
Write-offs	-	-	-	(23,660)	-	-	(23,660)
Total as at 30 June 2026	15,000,000	45,079,770	1,462,463	11,173,075	3,797,977	895	76,514,181
Total as at 30 June 2026 represented by:							
Gross book value	15,000,000	48,578,754	2,123,364	19,127,041	9,260,405	3,200	94,092,764
Accumulated depreciation, amortisation and impairment	-	(3,498,984)	(660,901)	(7,953,966)	(5,462,428)	(2,305)	(17,578,583)
Total as at 30 June 2026	15,000,000	45,079,770	1,462,463	11,173,075	3,797,977	895	76,514,181
Carrying amount of right-of- assets	-	949,318	-	-	-	-	949,318

¹The carrying amount of computer software included \$3,797,977 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 2026, an independent valuer conducted revaluations of Land (decrement \$1,200,000) and Buildings on freehold land (decrement of \$378,328).

Correction on ROU asset

ROU adjustment of \$5,899 has been made to correct prior year calculation error.

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

Contractual commitments totalled \$2,184,844 in 2026 and (\$4,798,464 in 2025) for the acquisition of property, plant, equipment and intangible asset.

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 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 CBRE Valuation & Advisory Service Pty Ltd conducted desktop review of the valuation of land and buildings, on 30 June 2026.

A revaluation decrement of \$1,200,000 for land (increment 2025: \$3,000,000) and \$378,328 for buildings on freehold land (increment 2025: \$3,407,332) were transferred to the asset revaluation reserve surplus by asset class and included in the equity section of the statement of financial position. Land and building decrements were recognised in other comprehensive income and debited to the asset revaluation reserve by class, to the extent of the existing reserve.

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	2026 and 2025
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 2026. 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.

Intangibles are amortised on a straight-line basis over their anticipated useful life.

All Intangibles were assessed for indications of impairment as at 30 June 2026.

Note 2.2B Inventories

	2026	2025
	\$	\$
Inventories held for sale		
Finished goods	26,764	20,236
Total inventories held for sale	26,764	20,236
Inventories held for distribution	297,887	366,030
Total inventories	324,651	386,266

For the year ended 30 June 2026, \$20,236 of inventory held for sale was recognised as an expense (2025: \$36,066).

For the year ended 30 June 2026, \$703,039 of inventory held for distribution was recognised as an expense (2025: \$891,482).

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

	2026	2025
	\$	\$
Prepayments	1,007,157	1,287,303
Total other non-financial assets	1,007,157	1,287,303

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

Note 2.3: Payables**Note 2.3A: Suppliers**

	2026	2025
	\$	\$
Trade creditors and accruals	206,802	1,146,328
Total suppliers	206,802	1,146,328

Settlement is usually made within 20 days (2025: 20 days).

Note 2.3B: Other payables

	2026	2025
	\$	\$
Salaries and wages	264,855	604,401
Superannuation	123,747	108,909
Unearned income	231,320	-
FBT Payable	5,075	(3,635)
Other	3	3
Total other payables	625,000	709,678

Note 2.4: Interest bearing liabilities

	2026	2025
	\$	\$
Leases		
Lease liabilities	1,017,761	1,289,042
Total leases	1,017,761	1,289,042
Maturity analysis - contractual undiscounted cash flows		
Within 1 year	271,583	263,672
Between 1 to 5 years	779,240	1,082,950
Total leases	1,050,823	1,346,622

Total cash outlay for leases for the year ended 30 June 2026 was \$273,387 (2025: \$251,117)

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 2026					
	Annual appropriation ¹	Adjustments to appropriation	Total appropriation	Appropriation applied in 2026 (current and prior years)	Variance ²
	\$	\$	\$	\$	\$
DEPARTMENTAL					
Ordinary annual services	22,022,000	-	22,022,000	27,390,007	(5,368,007)
Capital budget ³	2,189,000	-	2,189,000	-	2,189,000
Other services					
Equity injections	1,820,000	-	1,820,000	5,554,993	(3,734,993)
Total departmental	26,031,000	-	26,031,000	32,945,000	(6,914,000)

Notes:

1. No funds have been withheld (Section 51 of the PGPA Act) or quarantined for administrative purposes.
2. The variance of \$6,914,000 reflects the movement at 30 June 2026 in appropriation receivable amount for ordinary annual services, capital budget and other services.
3. 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 2025					
	Annual appropriation ¹	Adjustments to appropriation ²	Total appropriation	Appropriation applied in 2025 (current and prior years)	Variance ³
	\$	\$	\$	\$	\$
DEPARTMENTAL					
Ordinary annual services	21,613,000	-	21,613,000	25,834,411	(4,221,411)
Capital budget ⁴	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 \$5,681,411 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.
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.

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

	2026	2025
Authority	\$	\$
DEPARTMENTAL		
Appropriation Act (No. 1) 2025-26 - Departmental Capital Budget	2,189,000	-
Appropriation Act (No. 1) 2025-26 - equity injection	1,233,007	
Appropriation Act (No. 1) 2025-26 - cash at bank	3,621,673	
Appropriation Act (No. 1) 2024-25 - Operating		4,463,000
Appropriation Act (No. 2) 2023-24 - equity injection	-	4,968,000
Appropriation Act (No. 1) 2024-25 - Departmental Capital Budget	3,094,993	4,000,000
Appropriation Act (No. 1) 2024-25 - cash at bank	-	836,393
Total Departmental	10,138,673	14,267,393

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.’

	2026	2025
	\$	\$
Balance brought forward from previous period	836,393	1,223,804
Increases		
Departmental	51,067,985	48,394,126
Total increase	51,067,985	48,394,126
Available for payments	51,904,378	49,617,930
Decreases		
Departmental	(48,282,705)	(48,781,537)
Total decrease	(48,282,705)	(48,781,537)
Total balance carried to next period	3,621,673	836,393
Balance represented by:		
Cash held in entity bank accounts	3,621,673	787,236
Cash on hand or on deposit	-	49,157
Total balance carried to next period	3,621,673	836,393

Note 3.3 Regulatory charging

	2026	2025
	\$	\$
Expenses		
Departmental	245,346	279,732
Total expenses	245,346	279,732
External Revenue		
Departmental	245,346	279,732
Total external revenue	245,346	279,732

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

	2026	2025
	\$	\$
Total comprehensive income - as per Statement of Comprehensive Income	(7,581,175)	(2,327,676)
Plus: depreciation/amortisation of assets funded through appropriations (departmental capital budget funding and/or equity injection) ¹	5,862,323	5,525,441
Plus: depreciation right-of-use assets ²	258,637	264,536
Less: principal repayment - leased assets ²	(256,175)	(225,343)
Net Cash Operating Surplus	(1,716,390)	3,236,958

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

	2026	2025
	\$	\$
Employee provisions		
Leave	7,931,860	7,435,699
Total employee provisions	7,931,860	7,435,699

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 2026. 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:

	2026	2025
	\$	\$
Short-term employee benefits	1,922,309	1,823,394
Post-employment benefits	295,368	264,894
Other long-term employee benefits	37,066	(11,777)
Total key management personnel remuneration expenses¹	2,254,743	2,076,511

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 is 7 individuals (2025: 8). In 2026, there was no individual employed in a key management personnel role for part of the year only (2025: 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 2026 ARPANSA had no quantifiable or unquantifiable contingencies (2025: 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

	2026	2025
	\$	\$
5.2A: Categories of financial instruments		
Financial assets at amortised cost		
Cash and cash equivalents	3,621,673	836,393
Trade and other receivables	2,078,899	1,513,194
Other financials assets	570,734	514,613
Total financial assets at amortised cost	6,271,306	2,864,200
Financial liabilities measured at amortised cost		
Trade creditors	206,802	1,146,328
Total financial liabilities measured at amortised cost	206,802	1,146,328

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 principal 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	
	2026	2025
	\$	\$
Non-financial assets		
Land	15,000,000	16,200,000
Buildings on freehold land	44,130,452	42,508,107
Leasehold Improvements	1,462,463	1,859,354
Plant and equipment	11,173,075	13,513,804
Total non-financial assets	71,765,990	74,081,265

Buildings on freehold land amount in this table excludes the \$949,318 right-of-use asset.

No change in valuation technique occurred during the period. However, the assumptions were revised to exclude estimated demolition costs included in the prior-year valuation.

Other information

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

	2026	2025
	\$	\$
Assets expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	3,621,673	836,393
Trade and other receivables	8,722,494	15,258,743
Other financial assets	570,734	514,613
Other non-financial assets	1,007,157	1,287,303
Inventory	324,651	386,266
Total no more than 12 months	14,246,709	18,283,318
More than 12 months		
Land and buildings	61,542,233	61,801,964
Plant and equipment	11,173,075	13,513,804
Computer software	3,797,977	3,111,630
Other intangibles	895	-
Total more than 12 months	76,514,180	78,427,398
Total assets	90,760,889	96,710,716
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	206,802	1,146,328
Other payables	625,000	709,678
Leases	271,583	242,232
Employee provisions	2,202,643	1,999,494
Total no more than 12 months	3,306,028	4,097,732
More than 12 months		
Leases	746,178	1,046,810
Employee provisions	5,729,217	5,436,205
Total more than 12 months	6,475,395	6,483,015
Total liabilities	9,781,423	10,580,747

Part 6: Appendices

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.

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

In 2025-26, there were 11 breaches with significant implications for safety:

- The Australian Nuclear Science and Technology Organisation (ANSTO), under the Waste Operations section licence, was found to be in breach of 4 sections of the Regulations. These related to: preventing and minimising human error and organisational failures (section 57A); failing to comply with plans and arrangements (section 60); failing to review plans and arrangements (section 61); and failing to seek approval to make a safety significant change (section 63). The breaches related to the storage of legacy waste and were identified in an inspection undertaken after ANSTO self-reported unauthorised construction activity. On 22 April 2026, ARPANSA issued a formal direction to ANSTO under section 41 of the Act, details of which are described below.
- ANSTO's Actinide Suite facility was found to be in breach of section 60(1) of the Regulations due to a failure to take all reasonably practicable steps to manage the safety of the facility. Regulatory inspections identified deficiencies related to the management of ageing infrastructure. ARPANSA issued an improvement notice requiring corrective action and continues to monitor implementation of the required improvements. Details of the improvement notice are described below.
- The Department of Agriculture, Fisheries and Forestry was found to have breached licence condition 2 by failing to maintain effective control of baggage X-ray units. This resulted in an unintentional minor radiation exposure to a member of the public and was self-reported by the licence holder. Corrective actions have been implemented, and the breach is considered closed.
- ARPANSA was found to be in breach of Sections 59 and 60(1) of the Regulations through failing to comply with security and governance arrangements. The breaches involved: not conducting an annual security

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exercise as required by Radiation Protection Series 11; using an unapproved change management process; and not holding Radiation Safety Committee meetings at the required frequency. These arrangements are important controls that support effective oversight of safety and security and help ensure preparedness for security incidents involving radioactive sources. Corrective actions have been implemented to address the findings.

- ANSTO's Gamma Technology Research Irradiator (GATRI) facility was found to be in breach of section 59 and 63 of the Regulations. The breaches involved a failure to conduct an annual security exercise in accordance with Radiation Protection Series 11, and the implementation of a modification to a facility interlock without prior approval from the CEO of ARPANSA. Both matters were identified during a routine inspection. Security exercises are an important component of preparedness for security incidents involving radioactive material, while the approval process for facility modifications enables ARPANSA to confirm that safety requirements continue to be met before changes are implemented. ANSTO was required to address both matters through corrective actions and ongoing regulatory follow-up.
- ANSTO was found to be in breach of Section 59 of the regulations related to the transport of irradiated ytterbium oxide. The breach involved dispatching a transport package containing 137% of the allowable radioactive activity for a Type-A package, which exceeded the limits set by the Code for the Safe Transport of Radioactive Material, RPS C-2. Exceeding approved activity limits undermines the assumptions used to demonstrate transport safety. ANSTO is undertaking an internal investigation as required under sections 56 and 57 of the Regulations. ARPANSA will determine whether further regulatory action is required following review of the ANSTO investigation findings.

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

Five breaches were confirmed with no significant safety or security implications:

- An inspection found the Commonwealth Scientific and Industrial Research Organisation (CSIRO) exceeded the dose rate limit set in AS/NZS 2243.4 for a radiation store. The elevated dose rates were low and did not result in any safety concerns for workers or the public.
- ANSTO self-reported not maintaining an accurate inventory, which is a condition of licence. This breach was considered administrative in nature.
- An inspection found the Australian Signals Directorate had not maintained an accurate source inventory. This breach was considered administrative in nature.
- The National Museum of Australia had not reviewed the Radiation Safety Policy within 3 years, as required. This breach was considered administrative in nature.
- CSIRO self-reported not maintaining an accurate inventory, which is a condition of licence. This breach was considered administrative in nature.

Details of any improvement notices or directions issued during the year

ARPANSA issued one improvement notice under section 80A and one direction under section 41 of the Act.

Improvement Notice

Following an inspection of the ANSTO Actinide Suite, an improvement notice was issued to ANSTO on 23 September 2025. It addressed deficiencies in the management and maintenance of gloveboxes containing radioactive

materials at one of its ageing facilities. The gloveboxes were a hazard to workers, as routine maintenance to ensure containment of the material had not been undertaken. The notice requires ANSTO take the actions to ‘make safe’ the facility and provide ARPANSA with monthly updates on the status of its actions. These actions are necessary to ensure worker safety and maintain proper safety margins to prevent the release of material to the environment.

Direction

On 22 April 2026, ARPANSA issued a direction to ANSTO under section 41 of the Act. The direction relates to the safety of operations at a building on ANSTO’s Lucas Heights campus used to store legacy radioactive waste generated from past production of nuclear medicines at ANSTO between 1971 and 2007. It is not related to the Open Pool Australian Lightwater (OPAL) nuclear reactor.

ARPANSA has engaged with ANSTO over many years to monitor the management of this waste. Following a recent investigation, ARPANSA is no longer confident that ANSTO’s management of its plans and arrangements for the building adequately address all risks. The investigation identified 4 breaches of the Australian Radiation Protection and Nuclear Safety Regulations 2018.

The direction is a precautionary regulatory action intended to reduce the risk of a potential future incident. There is no evidence that the facility has adversely affected the environment, ANSTO workers or the community.

Issued on 22 April 2026, the direction requires ANSTO to:

- prepare contingency plans in case of an incident at the building
- undertake a full risk assessment and update its Safety Analysis Report
- appoint an independent review team to undertake an independent safety and risk review, and provide recommendations
- prepare a program to address any findings and recommendations.

ANSTO must complete each action within specified timeframes and report progress to ARPANSA. So far ANSTO has submitted contingency plans and appointed an independent review team.

The direction, and the associated statement of reasons, was tabled in both houses of Parliament in accordance with Section 41(5) of the Act and is available on the [ARPANSA website](#).

ARPANSA will continue to engage with ANSTO to ensure the waste is managed safely and securely.

Other significant activities

ARPANSA issued 35 approvals for a range of controlled activities. Some of these were administrative in nature, and most required varying degrees of technical assessment. Notable approvals are described below.

ARPANSA approved 5 new licence requests, 5 licence amendment requests, and 5 changes to controlled (licensed) activities under Section 63 of the regulations for making changes that have significant implications for safety.

ARPANSA granted 2 major facility licences for significant national infrastructure projects: the siting licence for ANSTO’s new Nuclear Medicine Manufacturing Facility (NMMF) and the construction licence for the Australian Submarine Agency’s (ASA) Controlled Industrial Facility (CIF) at HMAS Stirling in Western Australia. These applications went through public consultation and the statement of reasons for each is published on the ARPANSA website.

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ARPANSA also issued licences to Western Sydney International Airport for security operations, National Film and Sound Archive of Australia for analysis, and the Department of Home Affairs to support the Australian Border Force's cargo screening operations.

ARPANSA amended 2 licences to allow dealing with additional source types, amended 2 licence conditions related to periodic reviews, and one for submission of dosimetry results as part of commissioning.

Four significant change requests were for ANSTO. One change related to the OPAL Reactor regarding the design criteria used for the OPAL riser based on the conditions of the facility. It was concluded that the change to the design criteria could be made without affecting the required safety functions of the component during normal and accident conditions. ANSTO requested to change its liquid waste transfer method from its Nuclear Medicine facility to its SyMo waste processing facility (which is currently under construction) from a piped conduit to flask transfer. However, the request was refused as ANSTO failed to properly demonstrate that flask transfer was the optimal design in terms of radiation exposure or risk.

The year also saw increased regulatory attention on ANSTO's ageing facilities, particularly those used to store and contain radioactive materials. The regulator identified concerns that ANSTO's management and stewardship of ageing infrastructure and legacy radioactive material did not meet regulatory expectations. This prompted additional inspections, a direction, and an improvement notice and remain the focus of regulatory activities and oversight.

A major regulatory transition occurred during the year with the establishment of the Australian Naval Nuclear Power Safety Regulator (ANNPSR) on 1 November 2025. As part of this transition, ARPANSA transferred previously issued licences relating to the ASA's Controlled Industrial Facility to ANNPSR under the new Australian Naval Nuclear Power Safety legislative framework. ARPANSA continued to work closely with ANNPSR to support the effective transfer of regulatory responsibilities and maintain alignment between the 2 regulators. ARPANSA retains responsibility for any sources or controlled apparatus not associated with naval nuclear propulsion activities.

Licences as at 30 June 2026

Commonwealth entity	Facility Licences held	Source Licences held	Licences held
ASC Pty Ltd	-	1	1
Attorney-General's Department	-	1	1
Australian Criminal Intelligence Commission	-	1	1
Australian Federal Police	-	1	1
Australian Institute of Marine Science	-	1	1
Australian National Maritime Museum	-	1	1
Australian National University	3	1	4
Australian Nuclear Science and Technology Organisation	18	3	21
Australian Postal Corporation	-	1	1
Australian Radiation Protection and Nuclear Safety Agency	1	2	3
Australian Securities and Investments Commission	-	1	1
Australian Signals Directorate	-	1	1
Australian Sports Commission	-	1	1
Australian Submarine Agency	-	1	1
Australian Trade and Investment Commission	-	1	1
Australian Transaction Reports and Analysis Centre	-	1	1
Australian War Memorial	-	1	1
Commonwealth Bureau of Meteorology	-	1	1
Commonwealth Scientific and Industrial Research Organisation	-	6	6
Department of Agriculture Fisheries and Forestry	-	1	1
Department of Climate Change Energy the Environment and Water	-	3	3
Department of Defence and Australian Defence Force	3	1	4
Department of Foreign Affairs and Trade	-	1	1
Department of Home Affairs	5	4	9
Department of Industry Science and Resources	-	1	1
Department of Infrastructure Transport Regional Development Communications Sport and the Arts	-	3	3
Department of Parliamentary Services	-	1	1
Department of the Prime Minister and Cabinet	-	1	1
Federal Court of Australia	-	1	1

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Commonwealth entity	Facility Licences held	Source Licences held	Licences held
Geoscience Australia	-	2	2
High Court of Australia	-	1	1
Law Courts Limited	-	1	1
National Film and Sound Archive of Australia	-	1	1
National Gallery of Australia	-	1	1
National Museum of Australia	-	1	1
Note Printing Australia	-	1	1
Reserve Bank of Australia	-	1	1
Royal Australian Mint	-	1	1
Silex Systems Limited	-	1	1
The Director of National Parks	1	2	3
Western Sydney International Airport	-	1	1
Total	31	58	89

Appendix 2

Operations of the Radiation Health and Safety Advisory Council and Committees

Operations of the Radiation Health and Safety Advisory Council

During the 2025–26 financial year, the Council met virtually or in-person on 3 occasions: 31 July - 1 August 2025, 26-27 November 2025, and 25-26 March 2026.

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 2026 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

- Ms Tracy Ward – Executive Director Health Protection, Public Health Division, Northern Territory Health

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 2025–26, the Council considered and discussed the following:

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- Advice issued to the CEO of ARPANSA on: frameworks for national competency requirements for the use of radiation sources; how ARPANSA may contribute to Safe Work Australia's Deemed Diseases List in relation to occupational diseases from ionising radiation; how sustainability may be applied in radiation protection policy or practice; and waste recycling and minerals reprocessing for radiopharmaceutical production.
- Updates to emergency management governance for radiological events in Australia, including the Australian Government Radiological and Nuclear Events Plan (AUSRNEPLAN); a review of clinical guidelines for radiological emergencies; and an ARPANSA advisory note on the use of potassium iodide in radiological emergencies.
- Strategic priorities with state or territory radiation advisory bodies, such as the South Australian Radiation Protection Committee, and ways to better coordinate national approaches to radiation safety.
- Issues raised by the Member representing the interests of the general public regarding both nuclear proliferation; ARPANSA advice to the Australian Government for Smartraveller; and sunscreen testing.
- New and emerging issues in radiation protection including: the use of artificial intelligence; low cost hazardous lasers marketed directly to consumers online; potential international changes to the use of the Linear No-Threshold (LNT) model in radiation regulation.

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 2025–26, the Council provided written advice to the CEO on:

- a National Workforce Competency Framework for the safe use of radiation sources
- Safe Work Australia's List of Deemed Diseases in Australia report
- sustainability and radiation protection in Australia
- minerals reprocessing and radium waste for theranostics.

Operations of the Radiation Health Committee

During 2025-26, the RHC met on 3 occasions: 25-26 November 2025, 3-4 March 2026 and 17-18 June 2026.

The meeting minutes are available at: www.arpansa.gov.au/about-us/advisory-council-and-committees/radiation-health-committee/minutes.

The membership of the RHC on 30 June 2026 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 2025–26, the RHC considered and discussed the following:

- The RHC 2026 Workplan and key priorities, including: the revision or drafting of Radiation Protection Series documents, including on waste management, fixed and portable gauges; the exemption and clearance of radioactive material from regulatory control; medical safety guidance and x-ray apparatus; non-medical human imaging; and a national glossary of terms in radiation protection.
- The AUSRNEPLAN; the Australian Environmental Radiation Monitoring and Assessment Program (RADMAP-Aus); guidance around the use of potassium iodide in a radiological emergency; and a review of clinical guidelines for radiological emergencies.
- Jurisdictional regulatory issues, including: approaches to radiation regulation and radiological safety assessments; the regulation of cosmetic uses of non-ionising radiation; the recognition of diagnostic computed tomography (CT) competencies that are included in Nuclear Medicine Technologist degree programs; the management of radon exposure; the estimation of internal alpha dose; radiation shielding standards; national workforce competency requirements for the safe use of radiation sources; opportunities for interlaboratory cooperation through the Australian Radioanalytical Laboratory Network; and, revision of the National Directory for Radiation Protection.
- Other relevant work across government, including: the National Health and Medical Research Council guidelines for recreational water; Commonwealth Scientific and Industrial Research Organisation (CSIRO) and Australian Radioactive Waste Agency (ARWA) activities regarding radioactive waste management; and the Australian Commission on Safety and Quality in Health Care Diagnostic Imaging Accreditation scheme standards.
- Emerging issues, including: the potential impacts of increased rare earth and critical mineral refining activities; the increasing use of theranostics; the potential rising use of fluoroscopy during pain

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management procedures; the remote operation of CT scanners; and low cost very hazardous lasers marketed directly to consumers online.

Written statements from the Radiation Health Committee are available at: www.arpansa.gov.au/about-us/advisory-council-and-committees/radiation-health-committee/statements.

The RHC did not provide any written statement to the CEO during 2025-26.

Operations of the Nuclear Safety Committee

During the reporting period, the NSC met on 4 occasions: in person on 29-30 July 2025, 19 -20 November 2025 and 18-19 March 2026, and online on 3 June 2026. There is a standing invitation to the Director-General of the Australian Naval Nuclear Power Safety Regulator (ANNPSR) to attend 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 of 30 June 2026 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.

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 2025–26, the committee considered and discussed matters including:

- Safety and regulatory oversight of major controlled facilities, including: updates on ARPANSA's regulatory activities relating to the licensing of the Nuclear Medicine Manufacturing Facility; progress on the Intermediate Level Waste Capacity Increase (ILWCI+); matters relating to the SyMo facility; HIFAR decommissioning activities; and transport of radioactive material. The Committee reviewed ARPANSA's oversight of corrective actions and discussed approaches to safety assessment, risk management and regulatory controls.
- ANSTO waste management and legacy waste issues, including: regulatory responses to non-compliances; enforcement options; radioactive waste management strategies; and long-term considerations for managing radioactive waste and associated liabilities.
- Regulatory actions at the ANSTO Actinide Suite, including: inspection activities that identified safety management deficiencies associated with ageing infrastructure; an improvement notice issued; and updates on regulatory actions being taken to ensure safety at the facility.
- Regulatory activities associated with nuclear submarine programs, including updates from ANNPSR, and collaboration between ARPANSA and ANNPSR.
- Regulatory policy and governance, including advice to ARPANSA on implementing a graded approach to regulation to better align regulatory effort with safety significance and risk. The committee provided advice on strengthening employees' guidance, governance arrangements and regulatory decision-making processes.

Appendix 3

Workforce Statistics

A 3.1 All ongoing employees current report period (2025-26)

	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	9	1	10	-	-	-	-	-	-	-	-	-	28
Vic	71	1	72	52	10	62	-	-	-	-	-	-	-	-	-	134
Total	89	1	90	61	11	72	-	-	-	-	-	-	-	-	-	162

A 3.2 All non-ongoing employees current report period (2025-26)

	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	3	-	3	-	-	-	-	-	-	-	-	-	5
Vic	7	4	11	4	-	4	-	-	-	-	-	-	-	-	-	15
Total	9	4	13	7	-	7	-	-	-	-	-	-	-	-	-	20

A 3.3 All ongoing employees previous 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

A 3.4 All non-ongoing employees previous 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

A 3.5 Australian Public Service Act ongoing employees current report period (2025-26)

	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	15	-	15	9	2	11	-	-	-	-	-	-	-	-	-	26
EL 1	34	-	34	18	4	22	-	-	-	-	-	-	-	-	-	56
APS 6	21	1	25	15	2	17	-	-	-	-	-	-	-	-	-	42
APS 5	7	-	7	10	-	10	-	-	-	-	-	-	-	-	-	17
APS 4	1	-	1	2	-	2	-	-	-	-	-	-	-	-	-	3
APS 3	5	-	5	6	3	-	-	-	-	-	-	-	-	-	-	14
APS 2	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	1
APS 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	89	1	90	61	11	72	-	-	-	-	-	-	-	-	-	162

A 3.6 Australian Public Service Act non-ongoing employees current report period (2025-26)

	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	1	3	1	-	1	-	-	-	-	-	-	-	-	-	4
EL 1	2	1	3	2	-	2	-	-	-	-	-	-	-	-	-	5
APS 6	4	-	4	-	-	-	-	-	-	-	-	-	-	-	-	4
APS 5	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-	5
APS 4	-	-	-	3	-	3	-	-	-	-	-	-	-	-	-	3
APS 3	-	1	1	1	-	1	-	-	-	-	-	-	-	-	-	2
APS 2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
APS 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	9	4	13	7	-	7	-	-	-	-	-	-	-	-	-	20

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A 3.7 Australian Public Service Act ongoing employees previous 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	-	-	-	-	-	-	-	-	-	-	-	-	4
EL 2	14	-	14	8	2	10	-	-	-	-	-	-	-	-	-	23
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 3.8 Australian Public Service Act non-ongoing employees previous 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

A 3.9 Australian Public Service Act employees by full time and part-time status current report period (2025-26)

	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	24	2	26	3	1	4	30
EL 1	52	4	56	4	1	5	61
APS 6	39	3	42	4	-	4	46
APS 5	17	-	17	1	1	2	19
APS 4	3	-	3	3	-	3	6
APS 3	11	3	14	1	1	2	16
APS 2	1	-	1	-	-	-	1
APS 1	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-
TOTAL	150	12	162	16	4	20	182

A 3.10 Australian Public Service Act employees by full time and part-time status previous 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	-	-	-	-	-	-	-
TOTAL	142	10	152	24	2	26	178

Part 6: Appendices

A 3.11 Australian Public Service Act employment type by location current report period (2025-26)

	Ongoing	Non-ongoing	<i>Total</i>
NSW	28	5	33
Vic	134	15	149
<i>Total</i>	162	20	182

A 3.12 Australian Public Service Act employment type by location previous 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 3.13 Australian Public Service Act Indigenous employment current report period (2025-26)

	<i>Total</i>
Ongoing	0
Non-Ongoing	0
<i>Total</i>	0

A 3.14 Australian Public Service Act indigenous employment previous report period (2024-25)

	<i>Total</i>
Ongoing	0
Non-Ongoing	0
<i>Total</i>	0

A 3.15 Australian Public Service Act employment arrangements current report period (2025-26)

	SES	Non-SES	<i>Total</i>
Enterprise Agreement	-	151	151
Individual Flexibility Arrangement	-	25	25
Common Law Contract	3	3	6
<i>Total</i>	3	179	182

A 3.16 Australian Public Service act employment salary ranges by classification level (minimum/maximum) current report period (2025-26)

	Minimum Salary	Maximum Salary
SES 3	-	-
SES 2	-	-
SES 1	228,856	228,856
EL 2	150,742	191,133
EL 1	123,416	141,958
APS 6	99,956	114,290
APS 5	92,450	97,052
APS 4	85,917	89,767
APS 3	74,587	83,421
APS 2	65,540	71,920
APS 1	57,497	63,641
Other	-	-
<i>Minimum/Maximum range</i>	57,497	228,856

Appendix 4

Correction of material errors in previous annual report

The following errors were made in the 2024–25 annual report:

In Part 3: Report on performance, under the ‘Consultants’ section (p. 69), Table 9: Expenditure on reportable non-consultancy contracts:

- Incorrectly duplicated expenditure information from the previous reporting period (2023-24) against the 5 organisations listed in the table.
- Incorrectly listed Evolve FM, Duratec and DATA #3, which were not relevant to reporting requirements for financial year 2024-25.

The correct table is below.

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 \$	
Hays Specialist Recruitment (Australia) Pty Ltd ABN 47001407281	1,502,306	
Centorrino Technologies Pty Ltd ABN 83606931524	128,525	
Labware Australia Pty Ltd ABN: 56 0950 738 426	261,286	

Part 7: Reference material

Abbreviations

ACDS	Australian Clinical Dosimetry Service
AI	Artificial Intelligence
AGCMF	Australian Government Crisis Management Framework
AMS	ARPANSA Management System
ANAO	Australian National Audit Office
ANNPSR	Australian Naval Nuclear Power Safety Regulator
ANRDR	Australian National Radiation Dose Register
ANSTO	Australian Nuclear Science and Technology Organisation
APDS	ARPANSA Performance Development System
APS	Australian Public Service
API	Application Programming Interface
ARC	Audit and Risk Committee
ARIR	Australian Radiation Incident Register
ARPANS Act	Australian Radiation Protection and Nuclear Safety Act
ARWA	Australian Radioactive Waste Agency
ASA	Australian Submarine Agency
ASNO	Australian Safeguards and Non-Proliferation Office
AUSRNEPLAN	Australian Radiological and Nuclear Event Plan
CAG	Clinical Advisory Group
CEO	Chief Executive Officer
CIF	Controlled Industrial Facility
CISO	Chief Information Security Officer
CNS	Convention on Nuclear Safety
CPRs	Commonwealth Procurement Rules
CRPG	Commonwealth Regulator Performance Guide
CSIRO	Commonwealth Scientific and Industrial Research Organisation
CSO	Chief Security Officer
CT	Computed tomography
CTBT	Comprehensive Nuclear-Test-Ban Treaty

Part 7: Reference material

CTBTO	Comprehensive Nuclear-Test-Ban Treaty Organization
DEI	Diversity, equality and inclusion
DevSecOps	Development, Security, and Operations
DIAG	Digital Information Advisory Group
DRLs	Diagnostic reference levels
EAP	Employee Assistance Program
EG	Executive Group
EL	Executive level
EME	Electromagnetic energy
EPR	Emergency preparedness and response
F&E	Facilities and engineering
FBT	Fringe benefits tax
FOI	Freedom of Information
FOI Act	Freedom of Information Act 1982
GATRI	Gamma Technology Research Irradiator
GST	Goods and Services Tax
IAEA	International Atomic Energy Agency
ICNIRP	International Commission on Non-Ionizing Radiation Protection
ILWCI+	Intermediate Level Waste Capacity Increase
IMS	International Monitoring System
IRCMC	Insider Risk Case Management Committee
IRRS	Integrated Regulatory Review Service
LIMS	Laboratory information management system
MRI	Magnetic resonance imaging
MRSB	Medical Radiation Services Branch
NATA	National Association of Testing Authorities
NDRLD	National Diagnostic Reference Level Database
NDRLS	National Diagnostic Reference Level Service
NMMF	Nuclear Medicine Manufacturing Facility
NPS	Nuclear Powered Submarines
NPSRD	Nuclear-Powered Submarine Regulatory Design
NPW	Nuclear-Powered Warships
NSC	Nuclear Safety Committee
OBS	Office for Business Support

OCEO	Office of the Chief Executive Office
OGC	Office of the General Counsel
OPAL	Open Pool Australian Lightwater
OTM	Other Trust Monies accounts
PADC	Poly Allyl Diglycol Carbonate
PBS	Portfolio Budget Statement
PGPA Act	Public Governance, Performance and Accountability Act 2013
PGPA Rule	Public Governance, Performance and Accountability Rule 2014
PMAG	Project Management Advisory Group
PRMS	Personal Radiation Monitoring Service
PSDL	Primary Standards Dosimetry Laboratory
PSPF	Protective Security Policy Framework
QMC	Quality Management Committee
RADMAP-Aus	Australian Environmental Radiation Monitoring and Assessment Program
RAP	Reconciliation Action Plan
RECC	Radiation Emergency Coordination Centre
RF	Radiofrequency
RHC	Radiation Health Committee
RHSAC	Radiation Health and Safety Advisory Council (the Council)
RMF	Risk Management Framework
RPS	Radiation Protection Series
SCF	Staff Consultative Forum
SES	Senior Executive Service
SMC	Strategic Management Committee
SME	Small and Medium Enterprises
SOETM	Services for Other Entities and Trust Moneys Special Accounts
SOG	Services for other Government and Non-Agency Bodies accounts
TSS	Technical and Scientific Services
UVR	Ultraviolet radiation
WHO	World Health Organization
WHS	Work Health and Safety
WHS Act	Work Health and Safety Act 2011

Glossary

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.
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.
non-ionising radiation	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 4 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	145
17AJ(c)	Glossary	Glossary of abbreviations and acronyms.	Mandatory	136
17AJ(d)	Reporting requirements	List of requirements.	Mandatory	138
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	6-7
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 programs administered by the entity.	Mandatory	8-9
17AE(1)(a)(iv)	Purpose	A description of the purposes of the entity as included in corporate plan.	Mandatory	8
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
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	49
17AF(1)(b)	ARPANSA resource statement 2023–2024	A table summarising the total resources and total payments of the entity.	Mandatory	52
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 and corruption systems).	Mandatory	60
17AG(2)(b)(i)	Letter of transmittal	A certification by accountable authority that fraud and corruption risk assessments and fraud and corruption control plans have been prepared.	Mandatory	4
17AG(2)(b)(ii)	Letter of transmittal	A certification by accountable authority that appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud and corruption that meet the specific needs of the entity are in place.	Mandatory	4
17AG(2)(b)(iii)	Letter of transmittal	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud and corruption relating to the entity.	Mandatory	4

Part 7: Reference material

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	54
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	55
17AG(2A)(b)	Audit committee members	The name of each member of the entity's audit committee.	Mandatory	56
17AG(2A)(c)	Audit committee members	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory	56
17AG(2A)(d)	Audit committee members	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory	56
17AG(2A)(e)	Audit committee members	The remuneration of each member of the entity's audit committee.	Mandatory	56
External Scrutiny				
17AG(3)	External Scrutiny	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory	62
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
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	67
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;	Mandatory	127-131

		(c) statistics on gender; (d) statistics on employee location.		
17AG(4)(b)	Workforce statistics	Statistics on the entity's APS employees on an ongoing and non-ongoing basis; including the following: <ul style="list-style-type: none"> Statistics on employee classification level; Statistics on full-time employees; Statistics on part-time employees; Statistics on gender; Statistics on employee location; Statistics on employees who identify as Aboriginal and/or Torres Strait Islander. 	Mandatory	126-131
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	69-70, 130
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	69-70, 130
17AG(4)(c)(ii)	Salary ranges by classification	The salary ranges available for APS employees by classification level.	Mandatory	75
17AG(4)(c)(iii)	Non-salary benefits	A description of non-salary benefits provided to employees.	Mandatory	69
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	49
Reportable consultancy contracts				

Part 7: Reference material

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	50
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	50
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	50
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	50
Reportable non-consultancy contracts				
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	51
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	51
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	51

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	51
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	51
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	77
17AD(da)	Executive remuneration	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 2-3 of the Rule.	Mandatory	71

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	51
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	73
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	63
17AH(1)(e)	N/A	Correction of material errors in previous annual report.	If applicable, mandatory	N/A
17AH(2) Information required by other legislation	Environmental performance Work health and safety	Section 516A of the Environment Protection and Biodiversity Conservation Act 1999. Section 4 Work Health and Safety Act 2011	Mandatory	65-67 61-62

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