Australian Government
Australian Radiation Protection and Nuclear Safety Agency

arpansa

Census Action Plan 2026–28

ARPANSA's 2026 APS Employee Census achieved an 82% response rate. The results highlighted organisational strengths and opportunities for improvement, informing three priorities for 2026–28: **Connection, Capacity and Leadership.**

What we're doing well

- Wellbeing continues to be a key strength, with positive results for wellbeing communication, support and flexible work arrangements.
- Employees continue to suggest ideas and identify better ways of working.
- 81% of respondents rated their team's performance as excellent or very good.
- 73% of respondents were satisfied with the recognition they receive for doing a good job.
- Support from immediate supervisors remains a key strength, with positive results above the APS benchmark.

Our priorities

We will strengthen connections between employees and senior leaders, support sustainable workloads, and build leadership capability.



Connection

We will build a more visible and connected Executive Group that communicates clearly, collaborates consistently and reinforces shared agency priorities.



Capacity

We will improve planning, prioritisation and resourcing so work is aligned to organisational priorities, enabling sustainable delivery.



Leadership

We will equip people leaders with development, feedback and shared expectations to lead teams effectively and model the culture ARPANSA wants to build.

Implementation and monitoring

We will implement the plan through targeted activities and existing staff communication, knowledge-sharing and leadership development programs. Progress will be monitored through regular leadership reporting, with updates shared with employees through agency communication channels.