



## ARPANSA 2024 APS Census action plan

#	Target area	Type of goal	Goal	Actions
1	Leadership	Key focus 2023-24	All people managers have the leadership knowledge and capabilities to ensure their teams can perform optimally	Executive Group to undertake 360 assessment and debrief to inform individual and group development plans.
				All people manager Annual Performance Development System plans to reflect leadership accountabilities and behaviours.
				People managers provided with 1-1 meeting guide to support engagement with their staff.
				People managers to undertake training on having difficult conversations.
2	Communication	Key focus 2023-24	Managers and employees across the agency feel informed and listened to on key issues impacting their work	Continue to use internal communication channels to share outcomes from executive meetings and key agency information.
				Hold monthly Manager Connect sessions to support people manager's leadership and communication skills.
				Conduct a pulse check survey on communication effectiveness to continuously improve agency communications.
				Implement Internal Communications Strategy to ensure effective communication framework is in place.

3	Innovation	Key focus 2023-24	Increase the use of innovative technologies, methodologies and practices across the agency	Use internal communication channels and events to showcase 1-2 projects or programs of work that are exploring new technologies or practices.
				Establish an ARPANSA Award category for innovation to highlight day-to-day innovations.
				Trial a half day staff forum to explore new concepts for application or future development.
4	Change management	Key focus 2023-24	All managers and employees have the resources and skills to navigate change within the agency	Develop a change management framework and tools that guide the agency through changes to work processes or systems and specifically consider the impact on people.
				Conduct change management workshops for areas specifically navigating people or system changes to equip them to be change ready.
5	Wellbeing policies and support	Sustain from 2022-23	The wellbeing of employees remains a key focus in our agency	Conduct a wellbeing survey to gather more insights on how psychosocial risks can be minimised in the workplace.
				Create a wellbeing plan that captures existing wellbeing initiatives and considers modifications to support current employee wellbeing needs.
6	Inclusive culture	Sustain from 2022-23	All employees feel respected and connected to agency goals and values	Active involvement of employees in the development of the Reconciliation Action plan including all staff involvement in a half day Cultural Competence RAP session.
				Regular events scheduled across the calendar to celebrate diversity, equality and inclusion to enable greater agency awareness and connection.
7	Connection to ARPANSA purpose and objectives	Sustain from 2022-23	That employees remain closely aligned with the purpose and key objectives of the agency	Continue to use internal communication channels to share information connecting work programs to agency purpose and strategic outcomes.
				Employees are actively engaged through corporate planning, business planning, regular team meetings and the Annual Performance Development System.