



Australian Government
Australian Radiation Protection
and Nuclear Safety Agency



Reflect Reconciliation Action Plan

JULY 2024 – JANUARY 2026



ARTWORK BY
Natalie L. Simmons

Acknowledgement of Country

The Australian Radiation Protection and Nuclear Safety Agency (ARPANSA) respectfully acknowledges Aboriginal and Torres Strait Islander peoples, communities and their rich cultures. We pay respects to all Elders past and present. We acknowledge Aboriginal and Torres Strait Islander peoples as Australia's First Peoples and the Traditional Owners and Custodians of the lands and waters where we live and work.

We also recognise and value the ongoing contribution of Aboriginal and Torres Strait Islander peoples and communities to Australian life and how this enriches us. We embrace the spirit of reconciliation, working towards the equality of outcomes and ensuring an equal voice.

About the artist and artwork



Natalie L. Simmons

Artist

Natalie L. Simmons is a proud Wiradjuri/Wailwan woman. She is the founder and managing Director of DENAT Group where their vision is to shift impactful conversations into action.

As an artist Natalie was a finalist in 'The Fisher's Ghost Art Award 2023'. Her art focuses on a contemporary Indigenous form with a style passed down from her Nan and ancestors. Natalie is committed to continuing her culture through art, allowing art to be one way to visualise endurance, strong connections and belonging with the view of passing this down to not only her children but others also.

To pay respects and homage to her ancestors, Natalie paints under her family name being Natalie L. Simmons.

From the artist

Throughout the artwork significance is placed on the connection with land, water and sky being integral to the journey of ARPANSA, our Indigenous communities and the importance of this journey to ensure the future remains protected, sustainable and prosperous for all.

As a reflective piece, to accompany the Reflect Reconciliation Action Plan, the artwork holds themes of ARPANSA's current state and commitment to protecting the environment and its people from the harmful effects of radiation, the impacts, and effects caused on the environment and our actions or rather inactions for change.

All of the elements lead into one another throughout this artwork. This represents a future state of hope, unity, connection to Country and healing. Moving forward, with each other.

The colour white represents purity, spirituality, and ancestral spirits. These dotted white lines to the left and right upper quadrant connect my ancestors and the spiritual realm. I used this to symbolise my people and ancestors being part of your journey, walking with and into the future with you.

To pay respects and homage to her ancestors, Natalie paints under her family name being Natalie L. Simmons.

Statement from CEO of Reconciliation Australia



Karen Mundine

*...close to 3 million people
now working or studying in
an organisation with a RAP.*

Reconciliation Australia welcomes ARPANSA to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

ARPANSA joins a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The 4 RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the 5 dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all 5 dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables ARPANSA to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the 5 dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations ARPANSA, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

ARPANSA CEO Foreword

For at least 65,000 years, First Nations peoples have observed and recorded the physical world around them and continue to thrive as part of the oldest living cultures in the world. Through stories, traditional knowledge and practices, Western science has only recently started to understand and appreciate their sophisticated ways of living and caring for Country.

Throughout Australia, there is significant evidence linking Aboriginal and Torres Strait Islander peoples to complex astrology methods, the development of tools and engineering feats, along with bush medicines to cure illness. Most of these applications are still used today – this is why we consider First Nations Australians to be the world’s First Scientists.

As the Australian Government’s primary authority on radiation protection and nuclear safety, we acknowledge and deeply respect that First Nations knowledge and traditions have paved the way for our own approach to providing the care and guidance to the Australian people and environment.

We are committed to learning more from the philosophy and approaches of Aboriginal and Torres Strait Islander ways of doing and being – not only in responding to the impact of human habitation, but more proactively in the way we farm, care for Country and use resources.

In 1994, our agency was contracted by the Department of Primary Industries and Energy to provide a role in remediation works undertaken in Maralinga in the aftermath of British nuclear testing. We also provided a wide range of health physics and environmental monitoring services.

Almost 30 years on, the voice of Maralinga’s Traditional Owners continues to play an integral part in our approach to ensuring the safety of inhabitants and the environment. Crucially, the relationship between our scientists and the Tjarutja community is a two-way street. Our scientists

continue to learn from the community about their care and use of the land. We are also committed to further strengthening this relationship by facilitating opportunities for truth-telling and knowledge transfer of the test sites and their radiological condition.

Reconciliation is an ongoing process, and we still have much to learn and do – not just for our ongoing work in Maralinga – but also from the Traditional Owners of the sites at which ARPANSA operates: the Wurundjeri (Yallambie) and Dharawal (Miranda) peoples.

Developing this vital document – our Reflect RAP – is the agency’s first major step in formalising our commitment to reconciliation. Although this is a starting point, we are proud and excited about the actions and their potential impact laid out in this RAP. A key part of this process is making those connections, building relationships and working together to make real and effective change for First Nations communities and scientists of the future.

Here at ARPANSA, we are uniquely placed to support and encourage education programmes to improve access to scientific education for First Nations peoples. Engaging with young people to help them access employment and education in the STEM space is a vital part of our reconciliation journey. This first RAP lays the groundwork for this vision. We are confident that our next RAP – ‘Innovate’ – will take us further towards cementing programs that provide learning and professional development opportunities.

I am excited about the journey ahead.

From our scientists to the world’s first scientists, we wish for a reconciled and united Australia that is brave enough to reflect upon the truth of our past, and take real action to enable healing and meaningful change for First Nations communities.

Dr Gillian Hirth AO

Chief Executive Officer
ARPANSA

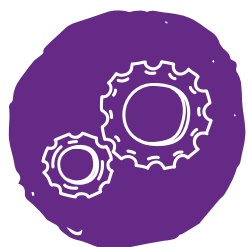


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Our business

Established by the *Australian Radiation Protection and Nuclear Safety Act 1998* (ARPANS Act), ARPANSA commenced operation on 5 February 1999 as an Australian Public Service (APS) agency. Our purpose is to protect the health and safety of people and the environment from the harmful effects of radiation. We achieve this through radiation protection and nuclear safety research, policy, advice, codes, standards, services and regulation.

How do we do this?



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 to protect people and the environment from the harmful effects of radiation.



We provide high quality advice to the government and the community. 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.

ARPANSA's primary reach is national, however, our experts are represented on a number of international committees and groups relating to radiation protection and nuclear safety.

Our agency has 2 office locations. Our main site sits on Wurundjeri land in the Melbourne suburb of Yallambie. Our Sydney office is located on Dharawal land in the suburb of Miranda.

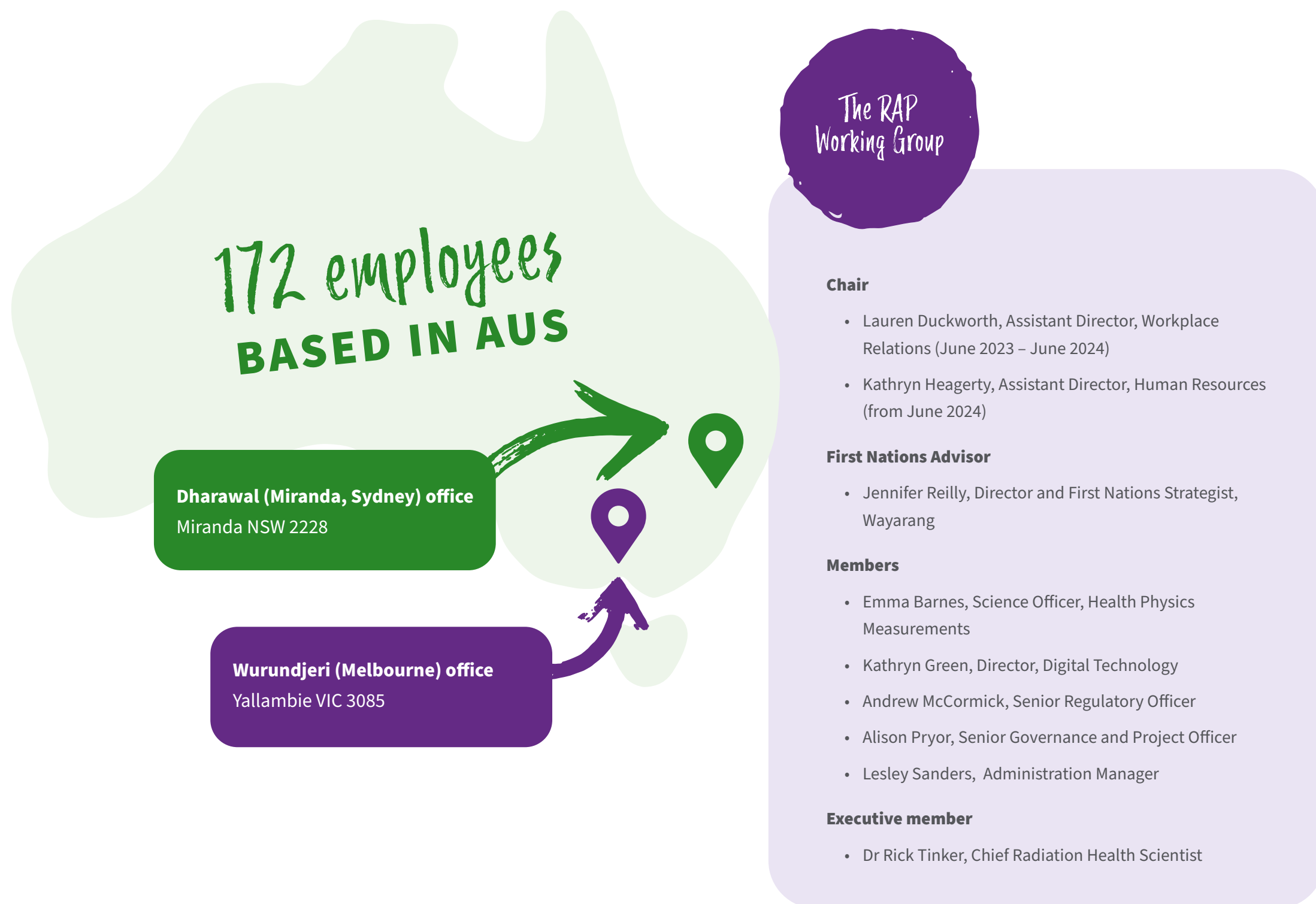


Our purpose is to protect the health and safety of people and the environment from the harmful effects of radiation.

Our people

ARPANSA currently has 172 employees, including ongoing, non-ongoing and casual employees. Although many of our staff travel regularly for international engagements, all are currently based in Australia.

We are currently unaware of any staff who identify as Aboriginal and/or Torres Strait Islander people. In January 2024, ARPANSA appointed an external First Nations Adviser to its RAP Working Group to provide critical cultural advice and input as we seek to increase the number of staff identifying as Aboriginal and/or Torres Strait Islander people through this RAP and ARPANSA's Diversity, Equality and Inclusion Plan.



Our reconciliation journey

While ARPANSA has taken steps along its reconciliation journey, including community engagement, support and promotion of NAIDOC week celebrations and events during National Reconciliation Week, we are ready to demonstrate further commitment and explore new ways to support reconciliation in Australia.

Developing a Reflect RAP is an exciting opportunity for the agency to both formalise and grow its commitment to reconciliation. The activities within this document are designed to support positive growth and change, as well as support our staff to learn, reflect on and collectively take part in the reconciliation journey.

ARPANSA recognises the development of its first Reflect RAP as an essential step as a workplace and a public service provider to identify current gaps and set out a plan that commits our organisation to reflection, truth-telling and deliverables that will work to contribute towards the Close the Gap targets in our workplace and in our sphere of influence.

Our RAP

ARPANSA is committed to playing a meaningful part in Australia's journey towards reconciliation.

Our vision is that each and every First Nations person is treated with respect, fairness and dignity, and that Aboriginal and Torres Strait Islander knowledge, histories and cultures are always welcomed and valued. This – our first 'Reflect' RAP – is only the starting point in our agency's contribution towards this vision, but we are excited about the journey ahead.

We know that some elements of our Plan are challenging, and may take time to reach fruition. However, the Plan's actions have been designed as a roadmap, with stops along the way to enable agency-wide reflection, evaluation and learning. By taking this approach, we can build toward future RAPs and reconciliation initiatives.



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Our RAP Champion



Dr Rick Tinker

Dr Rick Tinker is Chief Radiation Health Scientist at the Australian Radiation Protection and Nuclear Safety Agency (ARPANSA) where he has been since 2002. He leads multi-disciplinary teams to monitor and assess the health impact to workers, the public, and the environment from different radiation exposure situations.

With over 30 years' experience in measurement of radiation and risk characterisation he has made significant contributions to scientific knowledge in his field with over 50 publications and more than 100 scientific presentations in different forums. During this time, he has established successful collaborative partnerships and outreach with Australian Universities, government agencies, industry and communities to better understand radiation risk and foster awareness.

He has led and sponsored ARPANSA programs and activities that have directly engaged First Nations communities in Australia related to historical nuclear weapons testing and uranium mining.

Dr Tinker has played a leading role in advancing best practice radiation safety and protection in Australia. Since 2014 he has led the delivery of a range of codes, standards and guides that provide best practice radiation protection approaches for people and the environment. Internationally he represents Australia at international organisations, advisory bodies, and scientific committees with a focus on developing international standards and risk assessments. He is Director of the World Health Organisation (WHO) collaborating centre for radiation protection in Australia. Dr Tinker is the ARPANSA Executive Champion for its Reconciliation Action Plan and has completed the Foundation in Aboriginal and Torres Strait Islander Cultural Competence course in 2017.

Our external First Nations Cultural Adviser



Jennifer Reilly

Jen is from the Bidjara and Gunggari mobs in South West Queensland and has spent over a decade building a diverse and rewarding career in both the public and private sectors. She is passionate about supporting her mob and the wider community to access meaningful and sustainable opportunities that break the cycle and enable First Nations people to thrive.

Jen established her first business to support her community at just 25 years old, and was proud to be the first female Aboriginal Director of Indigenous Affairs for the Department of Defence at the age of 27.

Jen now works for Wayarang, an Indigenous owned, female led business. The Wayarang team bring deep insights, leadership and credibility that harnesses the diversity and collective experience of both First Nations people and culturally confident ally's to deliver change and positive outcomes. Jen believes everyone has a role in reconciliation and that many small steps will eventually create a stampede.

As ARPANSA's First Nations Cultural Advisor, Jen supports our RAP Working Group and broader organisation to provide well-considered advice and guidance to support us on our reconciliation journey.

Implementing our RAP

One of the first steps is establishing and building relationships with First Nations organisations and stakeholders to ensure a shared understanding and ownership of our RAP. Through these conversations, we hope to gain greater insights into how we can contribute to towards the 5 dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

Embarking on this important journey will also help our people to build connections and relationships with, the Traditional Custodians of the land on which we work – the Wurundjeri people of the Kulin nation (Yallambie) and the Dharawal people (Miranda). Through these ties, we hope to both create a deeper understanding of the histories, cultures and importance of the land we work on through the eyes of Traditional Owners and Custodians, as well as create collaborative opportunities. This work will also help to inform the development of a new Acknowledgement of Country – one which draws on the wisdom of the Wurundjeri and Dharawal Traditional Owners.

As well as these 2 sites, our agency has a long history of engagement with the Traditional Owners of Maralinga, due to our role in the remediation projects resulting from the British nuclear testing on the land. Importantly, undertaking a Reflect RAP provides the agency with a unique opportunity to strengthen relationships with the Maralinga Tjarutja people, and open up pathways for deep listening regarding historical and ongoing agency work which has impacted First Nations peoples.

Making new connections and building on existing relationships – as well as creating and sharing our vision with First Nations communities and organisations – is the foundation stone of our Reflect RAP. From this, we can build and grow strong and robust initiatives to strengthen our cultural capabilities as we progress our Plan. These connections will also inform the direction and focus of our future RAPs.

As well as striving to build and maintain relationships with the Traditional Owners and Custodians of our work environments, the agency is keen to create a built environment that is reflective of First Nations' cultures and our connection to local Country and Traditional Owners. ARPANSA has been a client of Artbank since 2001 and we have periodically leased a variety of artworks created by First Nations artists over the years. Throughout 2024, both of our offices will undergo significant renovations and we will be seeking to increase the representation of First Nations artwork to 50% in each office.

As a science agency, we are keen to create a foundation for future programs that improve access to scientific education for First Nations peoples, from primary to tertiary level. As a first step, in 2023 ARPANSA made contact with DeadlyScience to explore ways for our scientists to share some of the agency's STEM activities with school students as part of the Deadly Learners program. Deadly Learners is a virtual series that engages remote and rural schools with STEM experts from around Australia, giving young First Nations students a chance to learn key ideas, meet STEM professionals, ask questions and share knowledge.

Developing a RAP is the agency's first major step in formalising our commitment to reconciliation. Within this Plan are solemn commitments to actively engage in a process of agency-wide learning and truth-telling with the Traditional Owners of the agency's operational sites. This, in turn, will inform and support ARPANSA's ongoing journey towards reconciliation.



Our current activities



Partnership with ArtBank

ARPANSA's partnership with ArtBank commenced in 2001. This longstanding partnership has allowed ARPANSA to rent works for its Yallambie office site on ongoing basis, with a mixture of both First Nations and non-First Nations artists. This RAP commits ARPANSA to secure a minimum of 50% art created by First Nations artists from ArtBank.



ARPANSA events and activities

- National Reconciliation Week
- NAIDOC Week
- Ongoing relationship with Tjarutja peoples (see case study)



Working with Evolve FM

Since June 2019, ARPANSA has worked with Evolve FM to enhance our facilities management capability across the Yallambie and Miranda offices. Australia's first, First Nations owned full-service facilities management company, Evolve FM is currently project managing the refurbishment of the Miranda office, as well as providing ongoing services that keep both of our facilities operational.



Fruit2Work

In 2023 the agency contracted Fruit2Work – a not-for-profit social enterprise – to supply our milk to our Yallambie office. Fruit2Work is committed to maintaining a minimum First Nations peoples staffing level of 25%.

Case Study – ARPANSA and the Maralinga Tjarutja peoples

The British Government’s atomic testing in Australia is a confronting chapter in our national history – one which played out before First Nations people were granted the constitutional right to be counted as part of the population and the Commonwealth.

Between 1955 and 1963, 12 atomic detonations of nuclear devices occurred of varying sizes across Southern and Western Australia. These included 3 at the Montebello Islands, 2 at Emu Field and 7 at Maralinga.

The legacy of this time and its impact on the environment and lives of the Maralinga Tjarutja was devastating. Not only did the community suffer from immense social, emotional and physical hardship, but extensive radiological contamination meant that it would be 54 years before the Maralinga’s Traditional Owners could safely return home.

The long road to rehabilitation

In 1994, the Australian Radiation Laboratory (ARL) – as we were then known – was contracted by the Department of Primary Industries and Energy to provide a wide range of health physics and environmental monitoring services to the rehabilitation project.

The agency has been actively engaged with the community for almost 30 years to ensure that their needs are both heard and met. This long-standing relationship has evolved and changed over time, and we are committed to strengthening it in the years to come.

ARPANSA’s Assistant Director Health Physics Measurements Dr Stephen Long has been part of the journey since joining the agency in 1996 – shortly after the clean-up of the land began. He spent 18 days a month on site and was involved in a consultative process with the Traditional Owners around many aspects of the project.

Stephen’s connection to the community spans 4 generations of Elders.

Our commitment to the Maralinga Tjarutja

As the Australian Government’s primary authority on radiation protection and nuclear safety, ARPANSA provides care and guidance to the Australian people and protection of our natural environment.

With the cooperation of the Maralinga Tjarutja people – we commit to the ongoing facilitation of truth-telling about the radiological condition of the former British nuclear test sites with the Maralinga Tjarutja Rangers, the Maralinga Land and Environment Management Committee (MLEMC) and other Traditional Owners.

As well as our 3-yearly environmental monitoring activities, these conversations will aim to increase confidence amongst Traditional Owners to live upon and use their land as they desire.



Case Study – ARPANSA and the Maralinga Tjarutja peoples



...our team has to be proactive and keep fostering these connections and keep talking with the community.

‘I have spent a lot of time with the traditional owners, getting to know them and their stories. These discussions educated me about their relationship to Country, and what it meant to them to be able to access the land again,’ said Stephen.

However, Stephen also acknowledges that the relationship between the agency and the Maralinga Tjarutja is ongoing, and the learnings from this journey have been mutual.

‘We need to keep fostering the relationship. The Maralinga Tjarutja community had a high level of trust with ARL, and this has continued with ARPANSA. This is in no small part because we have been a constant presence throughout the rehabilitation project. However, our team has to be proactive and keep fostering these connections and keep talking with the community.’

Today and tomorrow – open and ongoing education, learning and yarns

ARPANSA’s Health Physics Measurements team continues to visit the former nuclear test site every 3 years to assess the long-term impacts of historical nuclear tests. These visits provide both an independent assessment of the site and help to support public confidence.

In 2024, ARPANSA commenced additional onsite trips to Maralinga every 18 months to increase interaction and knowledge transfer with Traditional Owners.





This work is conducted under a Memorandum of Understanding with the Department of Industry, Science and Resources (DISR) and in cooperation with the Maralinga Land and Environment Management Committee (MLEMC). MLEMC includes representatives from Traditional Owners, as well as State and Commonwealth Government bodies. ARPANSA representatives attend MLEMC meetings by invitation from Maralinga Tjarutja and the Department.

The team is excited about the opportunity to have more interactions with the community and create connections with the Oak Valley Rangers, who are responsible for a wide range of natural and cultural resource management.

‘Ultimately, we want the Maralinga Tjarutja to feel confident to live on and fully engage with the land. Our team is committed to building the trust and knowledge to enable this to happen,’ Stephen said.

As part of these ongoing collaborations, the agency will expand this case study to include the voices of the Maralinga Tjarutja Traditional Owners for our next RAP. In particular, we are committed to recording their experiences and perspectives regarding the rehabilitation of the land, their relationship with our agency, and the ongoing impact of legacy British nuclear testing.





Relationships

 Action	 Deliverable	 Timeline	 Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	Ongoing, reviewed January 2025, April 2025, July 2025, October 2025	Office Head, Office of the CEO Supported by Governance and the RAP Working Group, Administration Manager
	Develop an Engagement Plan that supports building partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Reviewed March 2025	Office Head, Office of the CEO Supported by Governance and Strategic Engagement team, RAP Working Group
	Continue to explore partnerships with the Maralinga Tjarutja community to support information sharing and truth-telling opportunities relating to the former British Nuclear Test site.	Review June 2025	Chief Radiation Health Scientist Supported by members of the Health Physics Measurement team
	Expand the 'Case Study: ARPANSA and the Maralinga Tjarutja peoples' in collaboration with Maralinga Tjarutja peoples for inclusion in ARPANSA's next RAP.	December 2025	Office Head, Office of the CEO Supported by the RAP Working Group and members of the Health Physics Measurement team
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025	Office Head, Office of the CEO
	Develop a staff pack which enables individuals to mark NRW in different ways, encouraging them to explore resources and attend external events.		Supported by HR team, Communications team, RAP Working Group
	RAP Working Group members to participate in an external NRW event.	27 May – 3 June 2025	Chief Radiation Health Scientist and RAP Champion
	Organise an ARPANSA NRW event, and encourage and support staff and senior leaders to attend and celebrate NRW events at ARPANSA and in their wider communities.	27 May – 3 June 2025	Chief Executive Officer or delegate Supported by HR team





Relationships

 Action	 Deliverable	 Timeline	 Responsibility
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff, including an update of progress on deliverables under the RAP as part of the monthly CEO check-in.	October 2024, January 2025, April 2025, July 2025, October 2025, December 2025	Chief Executive Officer Supported by Director, Human Resources
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Ongoing, January 2025, April 2025, July 2025, October 2025, January 2026	Office Head, Office of the CEO Supported by Governance team, RAP Working Group
	Identify other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	April 2025	Chief Executive Officer and RAP Working Group
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	Ongoing, reviewed June 2025	Office Head, Office for Business Support Supported by HR team, RAP Working Group
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2025	Office Head, Office for Business Support Supported by HR team




Respect

 Action	 Deliverable	 Timeline	 Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop and share with all staff a business case for why staff will be encouraged to increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights, and how this can impact how they approach their work.	March 2025	Chief Executive Officer Supported by RAP Working Group
	Conduct a review of cultural learning needs within our organisation.	March 2025	Office Head, Office for Business Support Supported by HR team
	Conduct CORE Cultural Learning drives for staff, to encourage staff to complete cultural learning modules.	January 2025, July 2025	Office Head, Office for Business Support Supported by HR team, RAP Working Group
	Include a provision in ARPANSA's Enterprise Agreement for compulsory CORE Cultural Learning for EL2 and above employees.	July 2024	Office Head, Office for Business Support Supported by HR team
	Investigate ways to promote resources available through the Australian Public Service Commission's Cultural Capability Hub to all staff to uplift their Aboriginal and Torres Strait Islander cultural capability.	Ongoing, reviewed January 2025	Office Head, Office for Business Support Supported by HR team and RAP Working Group





Respect

 Action	 Deliverable	 Timeline	 Responsibility
	Develop an understanding of the local Traditional Owners and/or Custodians of the lands and waters within our organisation's operational area.	May 2025	Office Head, Office of the CEO and Chief Radiation Health Scientist Supported by representative/s of Dharawal and Wurundjeri offices and the RAP Working Group
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2025	Office Head, Office of the CEO Supported by Communications team and RAP Working Group
	Update ARPANSA's template 'Acknowledgement of Country' with input from Wurundjeri and Dharawal stakeholders, emphasising the role of Aboriginal and Torres Strait Islander peoples as Australia's first scientists.	May 2025	Office Head, Office of the CEO Supported by Communications team, HR team, RAP Working Group
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2025, July 2025	Office Head, Office of the CEO Supported by Communications team, HR team, RAP Working Group
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2025	Office Head, Office of the CEO Supported by Communications team, HR team, RAP Working Group
	RAP Working Group to participate in an external NAIDOC Week event.	July 2025	RAP Working Group





Opportunities

 Action	 Deliverable	 Timeline	 Responsibility
<p>8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</p>	<p>Review initiatives under ARPANSA’s Diversity, Equality and Inclusion Plan that target Aboriginal and Torres Strait Islander employment within our organisation.</p>	<p>March 2025</p>	<p>Office Head, Office for Business Support Supported by HR team, DEI Working Group and RAP Working Group</p>
<p>8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</p>	<p>Build on initiatives aimed at increasing employment and professional development opportunities for Aboriginal and Torres Strait Islander peoples, both within ARPANSA and with other Government departments and organisations (such as DeadlyScience).</p>	<p>April 2025</p>	<p>Office Head, Office for Business Support Supported by HR team, Communications team and RAP Working Group</p>
<p>8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</p>	<p>Actively seek opportunities to engage ARPANSA scientists in DeadlyScience’s ‘Deadly Learners’ program, with the aim of inspiring First Nations students to explore an interest or career in science.</p>	<p>January 2025, July 2025</p>	<p>Office Head, Office for Business Support Supported by HR team, Communications team and RAP Working Group</p>
<p>9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</p>	<p>Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses and investigate the Commonwealth’s Indigenous Procurement Policy.</p>	<p>March 2025</p>	<p>Office Head, Office for Business Support Supported by Director Facilities and Engineering and RAP Working Group</p>
<p>9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</p>	<p>Investigate Supply Nation membership.</p>	<p>December 2024</p>	<p>Office Head, Office for Business Support Supported by Director, Facilities and Engineering and RAP Working Group</p>
<p>9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</p>	<p>Increase percentage of art rented through Artbank to 50% art created by First Nations artists.</p>	<p>November 2024</p>	<p>Office Head, Office for Business Support Supported by Director, Facilities and Engineering and RAP Working Group</p>

Governance

 Action	 Deliverable	 Timeline	 Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RAP Working Group to govern RAP implementation.	Monthly	Office Head, Office for Business Support Supported by Assistant Director Human Resources
	Review RAP Working Group Terms of Reference.	October 2024	RAP Working Group members
	Maintain external cultural advisor to the RAP Working Group.	September 2024	Office Head, Office for Business Support Supported by Assistant Director Human Resources and RAP Working Group
11. Provide appropriate support for effective implementation of RAP commitments.	Establish a RAP Governance framework to oversee, track and measure progress and implementation of RAP.	October 2024	RAP Working Group
	Engage senior leaders in the delivery of RAP commitments.	October 2024, January 2025, April 2025, July 2025, October 2025, December 2025	Chief Executive Officer and Chief Radiation Health Scientist Supported by RAP Working Group
	Update Executive RAP Champion on actions required to internally promote RAP and upcoming achievements and deliverables.	October 2024, January 2025, April 2025, July 2025, October 2025, December 2025	HR team and RAP Working Group

Governance

 Action	 Deliverable	 Timeline	 Responsibility
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	HR team
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	HR team
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September annually	Office Head, Office for Business Support Supported by HR team and RAP Working Group
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	October 2025	Office Head, Office for Business Support Supported by HR team and RAP Working Group

Contact details

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