Australian Government

Australian Naval Nuclear Power Safety Regulator

Australian Naval Nuclear Power Safety Regulator

Australian Public Service Employee Census

Action Plan 2026–28



Our commitment

The Australian Public Service (APS) Employee Census gives our people an important voice in shaping their workplace. As Australian Naval Nuclear Power Safety Regulator's (ANNPSR) inaugural Census Action Plan, it marks our commitment to listening to our workforce, learning from their experiences and actioning meaningful improvements. Our results reflect a workforce committed to our mission and vision, and is inspired to contribute to our shared goals. These strengths provide a strong foundation on which to build upon. They also highlight opportunities to strengthen leadership and communication, improve role clarity, address workload pressures and foster a safe, respectful and inclusive workplace.

We take this feedback seriously. In response, we have developed this Action Plan to focus our efforts across 2026-28. We understand that improving our workplace is everyone's responsibility, led by our senior leaders and shared across ANNPSR.

Our focus areas and commitments have been shaped through agency-wide collaboration, drawing on insights and expertise of our integrated workforce across APS, Australian Defence Force, and contractor staff. We remain committed to this collaborative approach as we implement our actions, measure our progress and work together to shape ANNPSR's future.

Our focus areas

Connect

Foster trust, collaboration and inclusion

Enhance workforce connectedness and inclusion through initiatives that strengthen collaboration, knowledge sharing, employee voice, and meaningful engagement.

- Promote trust, collaboration and shared accountability to support collective outcomes.
- Establish cross-function project opportunities to increase collaboration, knowledge exchange and organisational alignment.
- Implement structured mentoring, shadowing and coaching opportunities to support professional development and capability growth.
- Enhance formal mechanisms for employees to provide feedback, share ideas and contribute to organisational decision-making and continuous improvement.

Focus

Provide clarity, direction and accountability

Enable our people to deliver outcomes with confidence and purpose by providing clear priorities, decision-making and accountability.

- Strengthen leadership communication on strategic direction, organisational priorities and key decisions to improve transparency and alignment.
- Clarify roles, responsibilities and performance expectations to strengthen accountability and support effective delivery.
- Address workforce capability, capacity and workload challenges to enable sustainable performance.
- Streamline processes, remove unnecessary barriers and improve ways of working to increase productivity and organisational effectiveness.

Thrive

Support wellbeing, capability and performance

Support employee wellbeing and capability by fostering a positive, respectful and high-performing workplace where our people have the resources, support and opportunities to succeed.

- Promote psychological safety, wellbeing and respectful workplace behaviours.
- Encourage regular conversations about capacity, wellbeing and sustainable ways of working to support individual and team performance.
- Strengthen leadership capability to guide, develop and empower teams.
- Enhance access to professional development, learning opportunities and wellbeing resources to support our people to thrive.
- Maintain a safe, respectful and inclusive workplace culture through the prevention and effective management of bullying, harassment and inappropriate workplace behaviours.

ANNPSR: NOV005-26

Turning feedback into action

Throughout 2026–28, we will monitor progress through employee feedback, workforce insights and ongoing evaluation of our initiatives. We will share updates with our people, celebrate success and identify opportunities for improvement, and use what we learn to inform future priorities.

as at 19 November 2026