

Vision	A protected offshore workforce and environment			Purpose	To assure the protection of lives and the environment	
Values	Professionalism	Ethics	Independence	Leadership	Collegiality	
	We will be accountable, consistent, reasonable, and act in accordance with the law	We will demonstrate respect and integrity in all we do	We will make our decisions impartially on the merits of the circumstances, and without undue influence	We will be proactive, inclusive, and decisive in our conduct as a pre-eminent regulator	We will make and act on informed decisions through open and respectful dialogue	
Approach	Influence		Oversee		Enforce	
Functions	Promote and advise on occupational health and safety, well integrity, environmental management and greenhouse gas storage matters		Develop and implement effective monitoring and enforcement strategies to secure compliance	Investigate accidents, occurrences and circumstances	Report to relevant Commonwealth, State and Territory Ministers	Cooperate with other Commonwealth, State and Territory agencies or authorities
Focus Areas	Preventing major accident events		Preventing loss of well control	Effective oil pollution emergency preparedness		Responsible asset stewardship
	Goals and objectives		Delivery strategies		Performance indicators 2020-21	
Goal 1 RPF KPIs 3 and 4	Our regulatory approach is effective and efficient		Implement risk-based assessment procedures for all legislated submissions		1. Assessments are undertaken in line with risk-based elements as per NOPSEMA policies	92%
			Implement risk-based inspection programs for all offshore petroleum activities		2. Risk-based inspections are conducted to meet policy targets	90%
			Take proportionate enforcement actions that secure compliance, utilising the full range of available measures as applicable		3. Enforcement actions are undertaken in accordance with NOPSEMA policies	100%
			Undertake investigations in response to potential non-compliances		4. Incidents are investigated in accordance with NOPSEMA policies	95%
Goal 2 RPF KPIs 2 and 5	We are respected and transparent, provide and receive relevant information, and engage with all stakeholders		Analyse regulatory intelligence to identify issues and communicate performance and lessons learnt to industry		5. Analyse and publish industry-wide performance data each quarter	100%
			Continually review, update and publish policies and guidance on NOPSEMA's administration of the legislation where relevant		6. Demonstrate that feedback is sought from stakeholders on guidance provided where relevant	100%
			Provide timely, regular and relevant information and reports regarding NOPSEMA's performance		7. Reports are provided for all stakeholders, including relevant Ministers and the NOPSEMA Advisory Board each quarter	100%
			Work collaboratively with other International, Commonwealth, State and Territory agencies to improve efficiency, consistency and service		8. Engagement is undertaken via the established cooperative mechanisms that are in place with identified relevant entities	100%
Goal 3 RPF KPIs 1 and 6	We maintain business continuity by having robust and capable systems and resources to support delivery of our services now and into the future		Maintain and adjust our processes and systems to support NOPSEMA's capabilities		9. Internal audits and improvements are undertaken in line with the quality management system	100%
			Provide regulatory services in accordance with the published NOPSEMA Regulatory Service Charter		10. Feedback and complaints are processed in compliance with NOPSEMA's Regulatory Service Charter	100%
			Implement the NOPSEMA human resource strategy to ensure NOPSEMA has an effectively managed workforce capability		11. Resourcing levels and skills are maintained within establishment requirements	90%
			Ensure sufficient funding to provide cost-effective regulatory services that are financially managed with due care and diligence		12. A cost-effectiveness review of operations is undertaken and presented to industry each year	100%
RPF	Regulator Performance Framework - Key Performance Indicators					
	As a Commonwealth regulator, NOPSEMA is required to participate in this program to improve regulator performance by being publicly accountable in demonstrating effective management of risk. The framework also drives cultural change and encourages the adoption of risk-based approaches. Please visit our website www.nopsema.gov.au for more detail					
	KPI 1	Regulators don't unnecessarily impede the efficient operation of regulated entities		KPI 4	Compliance and monitoring approaches are streamlined and coordinated	
	KPI 2	Communication with regulated entities is clear, targeted and effective		KPI 5	Regulators are open and transparent in their dealings with regulated entities	
KPI 3	Actions undertaken by regulators are proportionate to the regulatory risk being managed		KPI 6	Regulators actively contribute to continuous improvement of regulatory frameworks		
Capability	People			Systems		
	We maintain our high-performance and values-based culture by retaining our highly skilled, capable and technically expert employees to deliver our strategic goals and objectives. We achieve this by implementing our human resource strategy and workforce planning.			We optimise availability and reliability of our information, communications and technology (ICT) systems whilst innovating and responding to new regulatory process and technological changes. We continually improve our systems using agile values-driven project methodology to minimise risk.		
Operating Environment	Key internal factors			Key external factors		
	Staffing capacity and levy revenue			Well control, ageing infrastructure and decommissioning activities		
	Organisational values-based culture			Global economic volatility		
	Effective and independent compliance oversight during COVID-19			COVID-19 management and impacts		
	Psychological stress and mental health of employees			Ongoing development of offshore renewable sector and enduring climate change concerns		
Risk	Risk Management					
	NOPSEMA is committed to the effective identification and management of risk consistent with the Commonwealth Risk Management Policy. We have identified strategic and business risks and maintain a risk register. We have a risk committee and an independent audit committee in place. The strategic risks cover the high level organisational risks and the business risks are managed at the divisional and functional levels. We ensure our decisions are risk and evidence-based and contribute to fulfilling our vision of a protected offshore workforce and environment. We have a low risk appetite relating to offshore safety, well integrity and environmental management, and a conservative appetite towards our organisational risk, continually seeking innovations and opportunities for improvement. Our strategic risks are primarily the risks of failing to achieve our organisational goals, as listed above.					