

NOPSEMA'S 2025 Australian Public Service Employee Census Survey Action Plan

NOPSEMA celebrates the continuing strong levels of commitment to our vision, purpose and values, the belief in our purpose and objectives and strong employee engagement. NOPSEMA will continue to focus on these positive results.

Target Areas	Goals	Action Steps	Potential Obstacles	Due Date	Responsibility for Actions	Responsibility for Review
Supervision	Improve communication, collaboration and engagement to guide and support employees undertake their duties.	1. Deliver initiatives, as identified in the NOPSEMA People Plan 2025-2028, including: - the development of leadership learning and development initiatives; - the implementation of NOPSEMA Learning Priorities; - the implementation of the cross functional teams and creative intelligence initiatives; and - the development of new tools, processes and information systems to promote engagement and support developmental needs as part of the NOPSEMA performance management review.	Capability and capacity to enact changes alongside competing priorities. Availability of resources.	June 2027	Director People, Culture and Safety & Senior Leadership Group & Executive Leadership Team	Chief Executive Officer
Conduct and Integrity	Ensuring staff are aware of internal and external processes to address conduct and integrity issues in the workplace.	1. establishment of an Ethics Framework and associated training as part of the People Plan 2025-28; 2. formalise the Ethics Officer role; and 3. further explore survey results to understand the root causes of responses and promote employee awareness and understanding in the use of the agency's reporting and complaints management systems.	Willingness from staff to report workplace conduct issues. Behavioural change in staff who may be consciously or unconsciously behaving inappropriately.	June 2026	Director People, Culture and Safety & Senior Leadership Group & Executive Leadership Team	Chief Executive Officer
Change Management	Ensure change management processes are incorporated into the ongoing embedding of organisational reform and process improvement activities.	1. continuation of recent enactment of a change management system – which will include training for managers and supervisors, as well as the implementation of tools under the NOPSEMA Change Management Framework; 2. utilisation of new internal forums and committees to support communication and engagement with change processes in the workplace including the NOPSEMA Consultative Committee, the Work Health and Safety Committee, and the Corporate Management Committee; and 3. the creation of a Senior Change Manager role for the Digital Transformation Program and utilising opportunities to leverage their skills and experience to build capability across the Agency.	Capability and capacity to enact changes. Availability of resources.	June 2026	Director People, Culture and Safety & Senior Leadership Group & Executive Leadership Team	Chief Executive Officer