NOPSEMA
Australia's offshore energy regulator

PLAN

NOPSEMA'S 2026 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
Senior Leadership	Improve alignment and collaboration within NOPSEMA's Executive Leadership Team, and how this is demonstrated and perceived across the organisation, focusing on strategic direction and priorities, communication, and teamwork.	1. Leverage existing strengths and identify and implement improvement opportunities within the Executive Leadership Team through continuing participation in a formal development programme, including multidirectional feedback. 2. Complete the Executive Leadership Team Development Program during 2026-2027, including executive coaching to support individual development opportunities. 3. Increase staff participation/observation in Compliance Committee and other key decision-making meetings.	Capability and capacity to enact changes alongside competing priorities. Availability of resources.	June 2027	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. Promote NOPSEMA's change management framework. 2. Strengthen change management capability through structured learning opportunities for Managers. 3. Engage subject matter expertise on as needs basis to support significant change processes within NOPSEMA.	Capability and capacity to enact changes. Availability of resources.	Ongoing	Director People, Culture and Safety & Executive Leadership Team	Executive General Manager Corporate and Business Transformation
Internal Communications and Engagement	Improve NOPSEMA's internal communications and engagement with staff.	1. Identify and utilise internal mechanisms and opportunities to communicate more effectively and regularly with senior leaders and provide guidance for cascading key messages to their teams. 2. Ensure that programs, projects, and change initiatives have appropriate and effective communications and engagement plans in place. 3. Facilitate workshops to focus on quick wins to improve employee experience and satisfaction.	Availability of resources. Varying individual perceptions and expectation of what "good" looks like in terms of communications.	Ongoing	Senior Leadership Group & NOPSEMA Leadership Team	Executive Director Strategic Communications and Engagement
Workplace Conduct and Integrity	Ensuring a focus on the wellbeing and safety of our workforce, including effective management of psychosocial hazards and risk factors, and that any instances of workplace conduct issues are reported, with an ongoing focus on prevention and management.	1. Develop and implement agreed strategies within the People Plan 2025-2028, including Values In Action training. 2. Implement the recently endorsed Ethics Framework and promote the Ethics Officer role in addition to the Workplace Contact Officers. 3. Utilise NOPSEMA Pulse Survey to support identification of root cause analysis of feedback from the APS Census Survey, including in relation to Workplace Conduct and Integrity.	Willingness from staff to report workplace conduct issues. Behavioural change in staff who may be consciously or unconsciously behaving inappropriately.	June 2027	Director People, Culture and Safety & Executive Leadership Team	Chief Executive Officer