

NOPSEMA'S 2024 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.	<ol style="list-style-type: none"> 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. Deliver initiatives, including senior leadership learning and development initiatives and Senior Leadership Group meetings/workshops to: <ol style="list-style-type: none"> a. Increase visibility of, and interaction with the Executive Leadership Team across the organisation, including greater engagement with individuals and business areas providing papers to executive meetings. b. Communicate more effectively and regularly with senior leaders and their teams and provide increased opportunities for input and feedback. c. Improve organisational awareness and understanding of strategic direction and priorities, as well as opportunities for collaboration and innovation to deliver these. 	<p>Capability and capacity to enact changes alongside competing priorities.</p> <p>Availability of resources.</p>	June 2025	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.	<ol style="list-style-type: none"> 1. Publish and promote NOPSEMA's change management framework. 2. Strengthen change management capability through access to support, e.g. coaching for managers. 	<p>Capability and capacity to enact changes.</p> <p>Availability of resources.</p>	December 2024	Director People, Culture and Safety	Executive General Manager Corporate and Business Transformation
Internal Communications	Improve NOPSEMA's internal communications.	<ol style="list-style-type: none"> 1. Engage NOPSEMA's Senior Leadership Group to undertake a review and develop recommendations for improving internal communications. 2. Utilise Senior Leadership Group meetings to communicate more effectively and regularly with senior leaders and provide guidance for cascading key messages to their teams. 3. Ensure that programs, projects, and change initiatives have appropriate and effective communications and engagement plans in place. 	<p>Availability of resources.</p> <p>Varying individual perceptions and expectation of what "good" looks like in terms of communications.</p>	March 2025	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.	<ol style="list-style-type: none"> 1. Embed the APS Values and NOPSEMA's Values through: <ol style="list-style-type: none"> a. Greater education and awareness, including a new corporate and manager induction program and focus area for the 2024/25 Appropriate Workplace Behaviour training program. b. Incorporating values into people management processes, including adding values into agendas and assessing alignment with values during selection processes. 2. Continue engagement with our Senior Leadership Group and NOPSEMA Leadership Team as part of our approach to FY26 Strategic Planning to ensure this is incorporated as a strategic and operational focus area. 3. Expanding NOPSEMA's Workplace Contact Officer Network to reflect the diversity of NOPSEMA's workforce, including participation of senior leaders. 	<p>Willingness from staff to report workplace conduct issues.</p> <p>Behavioural change in staff who may be consciously or unconsciously behaving inappropriately.</p>	June 2025	Director People, Culture and Safety & Executive Director Legal & Governance & Executive Leadership Team	Chief Executive Officer