



OFFICIAL

2025 APS Employee Census Action Plan

Continue improving employee experiences

Over the past few years, Geoscience Australia has made significant progress in enhancing the employee experience. Two recent examples are the Celebrating Ability Network and the Neurodiversity Network (ND@GA). Both networks have been well-received, and we are committed to building on their success as we continue fostering an inclusive workplace.

New initiatives	Timeline	Responsibility	In 2026 we want to see
Through our existing networks and working groups, we will develop new tools, resources and fact sheets to raise awareness of available support and entitlements for staff with a disability. These will help build understanding, improve education, and enhance the employee experience for everyone in an inclusive way.	June 2026	Executive Board Disability Champion Neurodiversity Champion Mental Health Champion	Percentage of people who are satisfied with their job increased for all staff to 78% (+2), for persons with a disability to 72% (+2), and neurodiverse staff to 75% (+2).

Wellbeing

Our wellbeing index remained steady in 2025, consistent with results across the APS. We remain committed to strengthening our safety performance, including supporting our people's wellbeing.

New initiatives	Timeline	Responsibility	In 2026 we want to see
Implement a new fit-for-purpose safety reporting system with tools and resources for staff to more easily identify and manage safety risks.	June 2026	Chief People Officer	Wellbeing index increased to 74% (+2)
Deliver our leadership development program to strengthen our Senior Leadership Team and EL2 leaders' ability to lead psychologically safe, high-performing teams and foster a culture of trust and wellbeing across the organisation.	June 2026	Chief People Officer	

Zero tolerance approach to sexual harassment

Our results show increased awareness of our zero-tolerance approach to workplace sexual harassment. This has been achieved through a suite of reporting and education materials with visible expectations from senior leaders.

New initiatives	Timeline	Responsibility	In 2026 we want to see
Increase completion rates of our e-learning modules and provide leaders with greater visibility of progress through regular reporting in Agency Manager Meeting papers.	June 2026	Executive Board	Percentage of staff who have completed workplace sexual harassment training within the last 12 months increased to 80% (+12)

Leadership development

We remain committed to developing our leaders to role model our Values-Driven Leadership Model and foster high-performing, safe teams.

New initiatives	Timeline for completion	Responsibility	In 2026 we want to see
Deliver our leadership development program to build on the capabilities of our Senior Leadership Team, aligned to our Values-Driven Leadership Model and organisational priorities.	June 2026	Executive Board Chief People Officer	SES manager index increased to 76% (+2)
Embed structured, organisation-wide mechanisms that enable the Senior Leadership Team to collaborate visibly, align decision-making, and model leadership behaviours that reinforce a cohesive strategic direction.	February 2026	Executive Board	

Innovation

In 2025 our people felt increasingly empowered to innovate. We remain committed to driving further incremental improvements across the organisation.

New initiatives	Timeline for completion	Responsibility	In 2026 we want to see
Implement a 'Bright Ideas' campaign, where employees can raise ideas for process improvements and projects for genuine consideration, and if appropriate allocation of resources.	December 2025	Chief Transformation Officer Executive Board	Innovation index increased to 69% (+1)

Streamlining administrative processes

In 2025 our people reported that, at times, administrative processes were a barrier to them completing their work.

New initiatives	Timeline for completion	Responsibility	In 2026 we want to see
Develop and implement a new safety risk assessment process to provide staff with streamlined, effective tools, resources, and processes for identifying, assessing, and managing safety risks.	June 2026	Chief People Officer	Percentage of people saying administrative processes are a barrier to work performance reduced to 64% (-10) ¹
Improve our annual business planning and budgeting processes to promote efficiency and consistency.	June 2026	Chief of Corporate Division	
Scale lean service design principles and services across the organisation.	June 2026	Executive Board	

Internal communication

We are committed to improving internal communication to ensure the right message is delivered at the right time in the right way. This underpins all our actions and responds to areas for improvement highlighted in our Census results.

New initiatives	Timeline for completion	Responsibility	In 2026 we want to see
Build a dedicated internal communications team with clear roles, governance, and planning rhythms to support effective messaging.	June 2026	Chief People Officer	Percentage of people agreeing that internal communications is effective increased to 55% (+5) ²
Provide tools, templates, and training that empower staff to plan and deliver purposeful, aligned messages using a shared framework.	June 2026	Chief People Officer	

¹ This is the percentage of people who answer 'somewhat', 'to a great extent' and 'to a very great extent'. The other answer options are 'very little', 'not at all'.

² This is the percentage of people who answer 'agree' or 'strongly agree'. The other answer options are 'neither agree nor disagree', 'disagree', 'strongly disagree'.