Australian Government
Geoscience Australia

APS Census Action Plan 2026-2030

We will use evidence, staff experience and annual review to enhance employee experience and wellbeing, and improve how work feels and functions, so our people can contribute meaningfully to outcomes for Australia. These focus areas support delivery of our Shaping Our Future Strategy 2026-2036 by strengthening the leadership, workforce, culture and ways of working needed to achieve Geoscience Australia's strategic objectives.

Strategic anchor *EG3.1* | Align priorities, resources and delivery through strategic, multi-year planning and monitoring

OUR FOCUS AREAS

1 Prioritising Science and Impact

By 2030, our people readily apply their expertise where it creates the most value, supported by clear authority, effective systems and proportionate governance.

WHY IT MATTERS

Our expertise delivers greater value when authority is clear, governance is proportionate and systems enable rather than impede delivery.

OUR COMMITMENTS

- We clarify decision making processes, uplift our governance and make decisions at the lowest appropriate level so it enables timely, efficient decision making.
- We involve relevant scientific, technical, operational and enabling expertise early in projects, investments and decisions.
- We simplify enterprise processes and invest in the data, technology and capabilities needed for secure, high-quality delivery.

ASPIRATIONS

Enabling Innovation Index
2026: 68 | 2030: 73

STRATEGIC LINK

EG3.2 efficient administrative processes, less duplication

2 Safe Work, Thriving People

By 2030, our people work in an environment where priorities, resources and capacity are better aligned, supporting sustainable performance, wellbeing and flexibility.

WHY IT MATTERS

Sustainable delivery depends on well-designed work, realistic priorities and responsible decisions about capacity that support the wellbeing of our people.

OUR COMMITMENTS

- We align organisational priorities, work programs and resources with available capacity, testing new initiatives for impact against investment and agreeing what to stop or defer.
- We design and govern work to support psychological safety, sustainable performance and early action on wellbeing risks.
- We sustain flexible, inclusive ways of working that balance individual wellbeing, team connection and operational needs.

ASPIRATIONS

Wellbeing Policies Support Index
2026: 71 | 2030: 78
Experiencing burnout
2026: 32% | 2030: 27%

STRATEGIC LINK

EG1.2 people feel safe and deliver with integrity

3 Connected to Change

By 2030, change at Geoscience Australia is something people anticipate, understand and influence, enabling greater ownership, confidence and readiness for the future.

WHY IT MATTERS

Meaningful change is grounded in evidence and shaped through the expertise and experience of the people it affects.

OUR COMMITMENTS

- We prioritise involving affected people and relevant expertise early alongside clear opportunities to shape change before key decisions are made.
- We develop tools to define the purpose, evidence, intended benefits, impacts and scope for influence before significant change proceeds.
- We communicate how staff feedback influences decisions, including where we will not act and why.
- We embed continuous improvement throughout implementation, using feedback, evidence and lived experience to refine our approach.

ASPIRATIONS

Communication Index
2026: 68 | 2030: 73
Change managed well
2026: 38% | 2030: 55%

STRATEGIC LINK

EG1.1 resilience and responsiveness to change

4 Trusted Leadership

By 2030, trust in leadership is strengthened through greater cohesion, transparency and follow-through, with leadership demonstrated at every level of the organisation.

WHY IT MATTERS

Trust grows when leadership is cohesive, decisions are transparent and leaders at every level demonstrate accountability and integrity.

OUR COMMITMENTS

- We embed the Values-Driven Leadership Model across organisational decisions, systems and everyday ways of working.
- We strengthen enterprise leadership through shared priorities, appropriate autonomy, collective accountability and consistent follow-through.
- We communicate decisions and trade-offs transparently, respond visibly to feedback, and take practical action when pressures arise.

ASPIRATIONS

SES Manager Index
2026: 72 | 2030: 76
Immediate Supervisor Index
2026: 76 | 2030: 80

STRATEGIC LINK

EG1.1 strong leadership and career development

Our aspirations are designed to be challenging but achievable, informed by Geoscience Australia's 2026 baseline, APS benchmarks and levels already demonstrated by higher-performing APS agencies.

OFFICIAL © Commonwealth of Australia (Geoscience Australia) 2026