



2023 Geoscience Australia APS Employee Census action plan

556/639 responses received

Experiences across demographic groups

Across the demographic groups captured in the APS Employee Census (Census) our people overall reported a similar level of satisfaction in the main indexes, which generally outperformed the Australian Public Service (APS) average. This is a reflection that our ways of working, strategies, policies, and procedures are broadly effective across groups. One group that did not perceive our workplace as favourably was those with a disability, who scored lower on each of the indexes.

Goal: Provide a platform to champion the inclusion of people with a disability within Geoscience Australia.

Action steps	Start date	End date	Owner
Establish a disability network with executive support and champions to raise awareness of workplace challenges, and to identify, reduce and remove barriers to full participation for people with disability in the workplace.	Commenced	June 2024 and ongoing	Geoscience Australia's Disability Champion

Goal: Celebrate our progress towards being an inclusive and high performing organisation.

Action steps	Start date	End date	Owner
Articulate our commitment to diversity and inclusion through our refreshed Employee Value Proposition (EVP) and embed in internal communications products and public facing social media messaging.	Commenced	June 2024	Chief of Corporate Division

Wellbeing

Our wellbeing index continued to show incremental improvements and generally exceeded what our APS colleagues have achieved. While we should celebrate this, we should also strive for continuous improvements.

Goal: Celebrate our wellbeing achievements.

Action steps	Start date	End date	Owner
Articulate our wellbeing commitment through our Employee Value Proposition (EVP) and embed in internal communications products and public facing social media messaging.	Commenced	June 2024	Chief of Corporate Division

Goal: Maintain our focus on wellbeing.

Action steps	Start date	End date	Owner
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Sustain funding and current activities.	Ongoing	Ongoing	Executive Board
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Goal: Continue to understand and address work health and safety risks in our organisation to ensure compliance, best practice and employee wellbeing.

Action steps	Start date	End date	Owner
Review of field work safety.	Commenced	April 2024	Chief of Corporate Division
Review of psychological safety risks at Geoscience Australia.	Commenced	April 2024	Chief of Corporate Division
Review and uplift of our Work Health Safety Management System.	Commenced	June 2025	Chief of Corporate Division

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Zero tolerance approach to sexual harassment

Our Census results indicate Geoscience Australia has maintained the number of people agreeing we have a zero-tolerance approach to workplace sexual harassment, and increased the number of people who know where to access support if required. This reflects our strong and active stance in providing support tools and embedding a zero-tolerance approach to sexual harassment. While it would be ideal to have zero instances of sexual harassment occurring, there are still instances of sexual harassment being indicated through the Census results and our dedicated sexual harassment reporting line.

Goal: Continue embedding our zero-tolerance approach to sexual harassment.

Action steps	Start date	End date	Owner
Each division to articulate their expectations on completion of mandatory sexual harassment prevention e-learning modules and monitor completion rates.	October 2023	Ongoing	Chiefs of Division

Goal: Improve awareness and uptake of the resources available to recognise, prevent and address instances of sexual harassment.

Action steps	Start date	End date	Owner
Promote the availability and purpose of the resources available to recognise and respond to instances of sexual harassment in the workplace through staff communications.	October 2023	Ongoing	Chiefs of Division

Burnout

Despite various interventions and initiatives, burnout levels have remained consistent over the last 4 years and is currently highest among the Executive Level 2 cohort. Possible burnout indicators vary over the previous years, despite burnout levels remaining consistent, providing inconclusive insight into the drivers behind burnout.

Goal: Recognise that causes of burnout may be complex and vary per person, while exploring the common factors that can lead to burnout in a work area.

Action steps	Start date	End date	Owner
Explore the Census results to further understand what people are saying is the main contributor to burnout in their work.	October 2023	March 2024*	Chiefs of Division
Take the insights from the Census into discussions with teams to gain a deeper understanding of influences of burnout to individuals.	October 2023	March 2024*	Chiefs of Division
After identifying influences of burnout each division will: <ul style="list-style-type: none"> • prioritise initiatives to mitigate influences that are directly in their control • advocate for organisation wide changes if required. 	October 2023	March 2024* and ongoing	Chiefs of Division

Goal: Increase the visibility of support that is available for people who may be experiencing burnout.

Action steps	Start date	End date	Owner
Promote the availability and purpose of the resources available to support all employees who may require it in division specific and organisation wide communication.	October 2023	Ongoing	Chiefs of Division
Increase awareness of the resources available during Safe Work Month.	October 2023	October 2023	Chief Human Resources Officer

*These actions should be pursued as quickly as possible in each division. The end date provided is indicative only and will ensure that the effectiveness of these actions can be measured and evaluated during the 2024 APS Employee Census.

Innovation

Successful delivery of Geoscience Australia's Science Strategy is underpinned by the quality and relevance of our science and how that is best conducted with innovation being a key factor in achieving this. Despite actions to understand and reduce barriers to innovation in each work unit, our innovation index in the Census has remained the lowest index over the last 3 years. In 2023, the Science and Innovation Committee is approaching this from a whole of organisation perspective.

Goal: Investigate perceived barriers to innovation at the working level and promote opportunities and support for innovation.

Action steps	Start date	End date	Owner
Explore the Census results in detail relating to innovation.	October 2023	November 2023	Science and Innovation Committee
Put insights forward to Geoscience Australia's Science and Innovation Committee for consideration and further action.	November 2023	November 2023	Science and Innovation Committee
Incorporate considerations into a new Geoscience Australia Innovation Strategy.	2024	2025	Science and Innovation Committee