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Annual Report 2024–25

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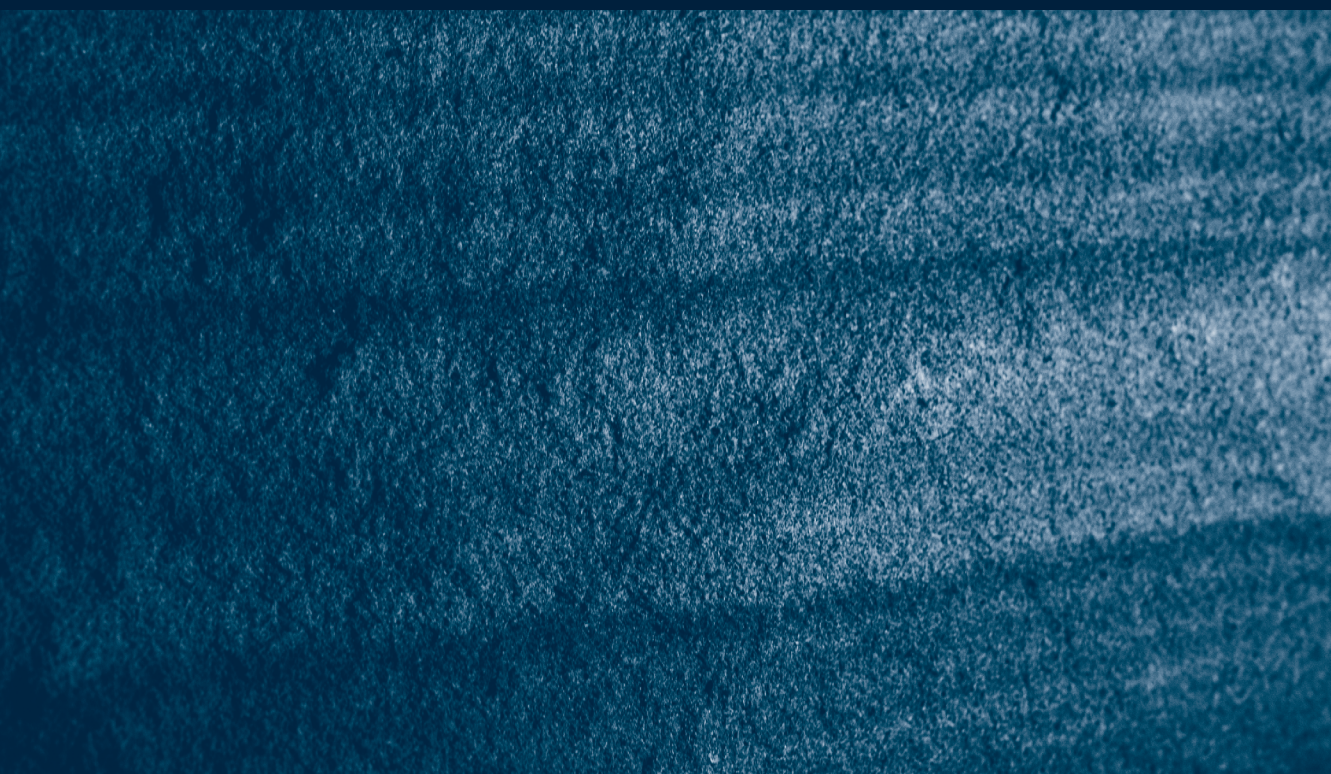

Cover image

The medium-grained Jurassic sandstone is composed of quartz and feldspar, set in a cement of secondary silica, goethite (iron hydroxide producing darker bands) and a clay matrix, often used as a decorative building stone. The sandstone was kindly donated to Geoscience Australia by Capricorn Sandstone Quarries in Darumbal Country, Stanwell (near Rockhampton), Queensland.

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Accessing this report

The 2024–25 Geoscience Australia Annual Report can be accessed at transparency.gov.au or downloaded from the Geoscience Australia website at ga.gov.au/about/corporate-documents/annual-report.

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Acknowledgement of Country

Geoscience Australia values the lands, water and sky as we work to deepen a shared understanding of Country and Earth. We respect First Nations peoples and their enduring connection, contribution and obligations to Country. Reflecting on our shared history, we are committed to listen and learn.

Geoscience Australia: A Journey of Connection
Artwork by Lani Balzan

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The Hon Madeleine King MP
Minister for Resources
Minister for Northern Australia
Parliament House
CANBERRA ACT 2600

Dear Minister

I am pleased to present the 2024–25 Geoscience Australia Annual Report, prepared in accordance with section 46 of the *Public Governance, Performance and Accountability Act 2013* and enabling legislation that specifies additional requirements in relation to the annual report.

As the Accountable Authority, I certify that Geoscience Australia has prepared fraud and corruption risk assessments and a fraud and corruption control plan. I also certify that Geoscience Australia's fraud mechanisms appropriately support prevention, detection, investigation and reporting, taking all reasonable measures to deal with fraud within the entity.

Yours sincerely

Melissa Harris PSM
Chief Executive Officer

7 October 2025

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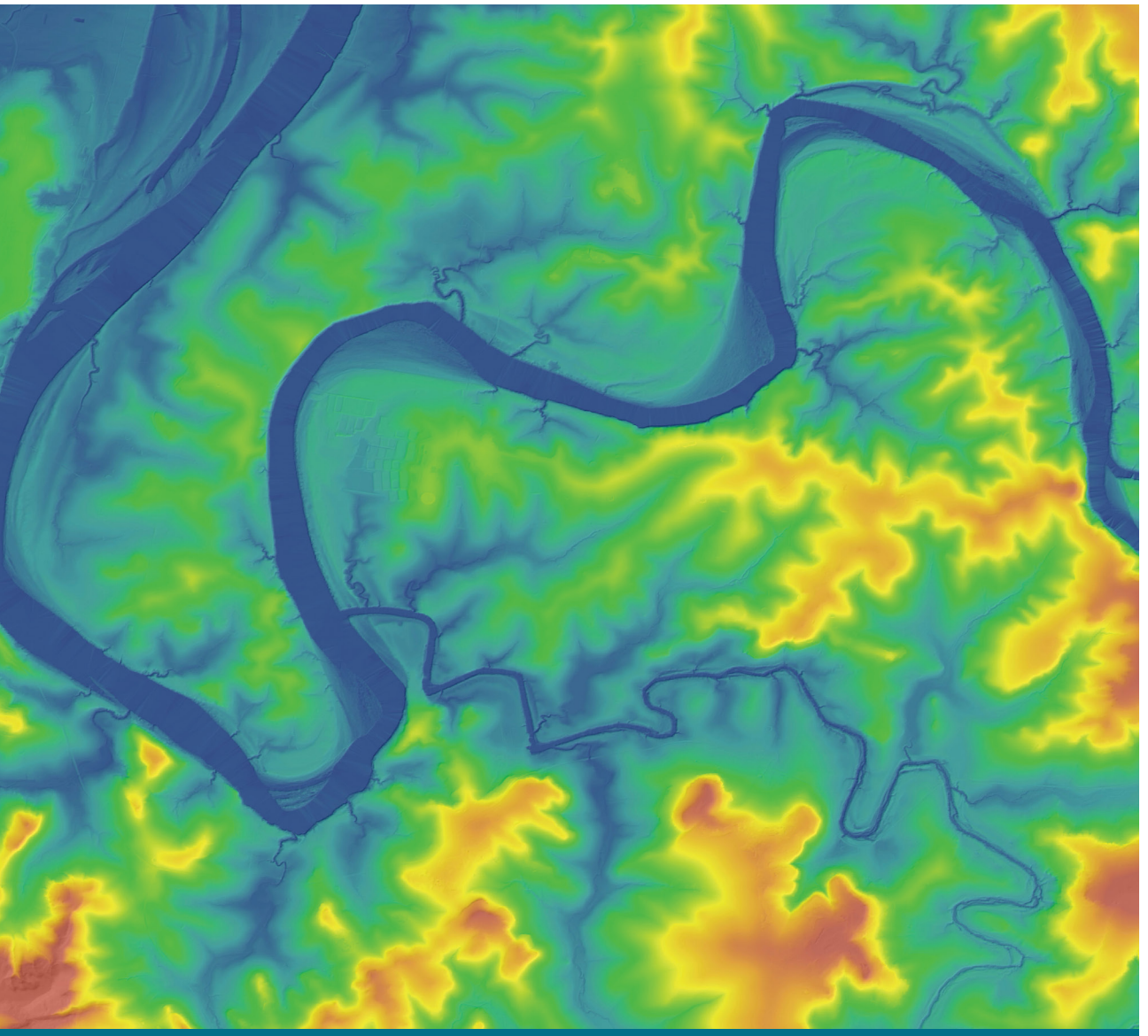

01
Overview

01 Overview photograph:
Digital Elevation Model image of the Clarence River catchment in NSW.

Chief Executive Officer's review

I am pleased to present the 2024–25 Geoscience Australia Annual Report, a comprehensive assessment of performance, achievements and key developments throughout the financial year.

As the newly appointed Chief Executive Officer of Geoscience Australia, I reflect on my time so far with excitement for the future of Earth science and the frontiers within our reach, our impact on Australian society and some of its most complex challenges, as well as our potential to inspire future geoscientists.

Geoscience Australia plays a critical role in providing independent geoscientific data, research and advice to government, industry and the community. Our work supports exploration of mineral, energy and groundwater resources to improve investment and national prosperity. We provide Earth observation, mapping and satellite positioning systems to deliver trusted data for location-based and precise positioning services. We ensure the protection, safety and wellbeing of our communities by monitoring geohazards. We cultivate and promote a broad understanding of geoscience, inspiring future scientists with interactive learning programs.

In the previous financial year, the Australian government announced the Resourcing Australia's Prosperity initiative under the Future Made in Australia plan, a $3.4 billion commitment over 35 years. Work is already underway with the release of the Resourcing Australia's Prosperity 10-year roadmap, providing the strategic direction for the first phase of the initiative, outlining priority focus areas and key deliverables.

This generational investment is supporting our continued mapping of critical minerals and strategic materials, hydrogen and carbon storage, groundwater systems and offshore renewable energy. We are drawing on our collective capabilities and continuing to provide the precompetitive geoscience data and information needed to accelerate the discovery of resources for the net zero transition.

In 2024–25, Geoscience Australia continued to provide high-quality technical advice and data on minerals, energy and groundwater resources to inform decision-making. We have supported the development and implementation of government policies and legislative frameworks, including the *Environment Protection and Biodiversity Conservation Act 1999,* the *Offshore Petroleum and Greenhouse Gas Storage Act 2006*, the Critical Minerals Strategy, the National Hydrogen Strategy and Australia's foreign investment policy. In addition, we published detailed data and information in the annual national stocktakes of mineral and energy resources.

Geoscience Australia partnered with the Australian Critical Minerals Research and Development Hub, working with the Commonwealth Scientific and Industrial Research Organisation and the Australian Nuclear Science and Technology Organisation. Our work in the Hub has delivered national prospectivity assessments for high-purity silica, rare earth elements and critical mineral by-products. Drawing on the collective expertise of the research partners and contributions from universities, we are improving knowledge of critical mineral prospectivity to support Australia's net zero transition.

Geoscience Australia continued to work collaboratively with the Northern Territory and state governments to deliver a comprehensive program of precompetitive geoscience, helping to attract private sector investment and drive exploration activities leading to new resource discoveries.

The Southern Positioning Augmentation Network (SouthPAN) is currently in the establishment phase, providing early open services to users 24 hours a day, 365 days a year. SouthPAN continues to reach significant milestones including the Critical Design Review, focusing on successful design, integration and risk reduction. The review outlines how the system meets stringent performance, safety and security requirements, providing a pathway to the SouthPAN safety-of-life services for civil aviation operations, expected from 2028.

We have strengthened our collaboration with international partners including the United States Geological Survey, with whom we are continuing to engage on technical, operational and strategic matters, ensuring Australia's interests are represented in programs such as Landsat. Our efforts have led to the establishment of a multi-decadal implementing arrangement for the Australian and United States partnership in Landsat Next. The partnership is backed by new government investment and secures Australia's role in the next generation of global land imaging technology, ensuring we can deliver significantly enhanced data and insights.

Our geodetic observatories consistently rank among the top performers internationally, solidifying our role as a leader addressing challenges in the global geodesy systems needed to support modern technologies. Geoscience Australia signed the United Nations Global Geodetic Centre of Excellence Multilateral Memorandum of Understanding, joining 38 international signatories to strengthen the global geodesy supply chain, ensuring it remains robust and resilient into the future.

Geoscience Australia remains at the forefront of ensuring Australian safety and security. In 2024–25, the National Earthquake Alerts Centre detected 15,294 seismic events including 2,275 domestic and international earthquakes. Communities across Australia experienced 19 earthquakes larger than magnitude 4. We deployed and operated seismometers to provide real-time data for frequency, location, depth and magnitude for subsequent earthquakes. This invaluable data improves national models of ground shaking and provides reassurance to impacted communities.

Geoscience Australia supports national marine jurisdictions and a thriving ocean economy that is facing complex pressures. In 2024–25, we signed a 10-year agreement with the Australian Hydrographic Office for AusSeabed to continue to support marine spatial planning and seabed mapping. AusSeabed was also registered as Australia's commitment to the Ocean Decade Alliance seabed mapping initiative. Geoscience Australia remains committed to the Pacific Islands Forum Leaders Declaration on Preserving Maritime Zones, working collaboratively with the Attorney-General's Department and the Department of Foreign Affairs and Trade on climate change related sea-level rise.

The integration of complex Earth observation time series data from the Digital Earth Australia program has enhanced space and spatial data capabilities. Expanded partnerships across government have strengthened coverage, with new datasets supporting insights into population, infrastructure and the environment. The Digital Atlas of Australia has also helped transform how government data is accessed and used. The Digital Atlas is providing a complete national picture, supporting decisions that benefit communities, businesses and the environment, by bringing together trusted national data in a single platform.

Geoscience Australia is a champion for greater awareness of Earth science and in 2024–25, we hosted over 11,000 visitors in our Education Centre. In addition, Geoscience Australia hosted professional development sessions for teachers, offered workshops at education conferences and published new and updated educational resources. The annual Hazards and Disasters Day attracted record numbers of senior secondary Earth and environmental science students.

Earth Science Week is a highlight each year and this year we established a new digital toolkit designed to enable Australians from across the country to participate in the celebrations. Geoscience Australia collaborated in events that included a takeover of Questacon's QLab, a special screening at the National Film and Sound Archive and education presentations through Virtual Excursions Australia. The latest addition to Geoscience Australia's public exhibitions is the Pilkington-Jackson globe, which was celebrated with the release of a video explaining the international scientific significance and the importance of conserving the globe.

Earth science is truly everywhere and there is a deep public fascination demonstrated by the popularity of our events, even in the most unlikely places – including underneath Parliament House. We partnered with the Department of Parliamentary Services to organise the sellout Unconformity Geology Tours as part of the Enlighten Festival and National Science Week, exploring the ancient rock formations underneath Parliament House.

In 2024–25, Geoscience Australia farewelled Dr James Johnson, who served as Chief Executive Officer for 8 years and Chief of Minerals Division prior to that. Dr Johnson significantly progressed Geoscience Australia's reputation in science excellence, championing the importance of Earth science at every opportunity. He recognised the impact of internal and external collaboration to develop Geoscience Australia, with a focus on key strategic partnerships that will be an enduring legacy. On behalf of Geoscience Australia, I would like to acknowledge the contributions of Dr Johnson to Geoscience Australia and the Australian Public Service.

I would also like to acknowledge the dedicated efforts of all Geoscience Australia staff, who continue to work toward achieving our priorities with enthusiasm, determination and a commitment to excellence. I am proud of the work that we deliver, pushing boundaries and reinforcing our position as leaders in our respective fields.

Our rich history of science has developed since our beginnings at the Australian Survey Office, established in 1910, and the Bureau of Mineral Resources, Geology and Geophysics, established in 1946. Geoscience Australia will continue to evolve as an organisation, adapting to new technologies and responding to national priorities. I am excited to lead Geoscience Australia at a time of transformation, cultivating our projects, programs and initiatives, and exploring new opportunities to further our impact for Australia and Australians.

Melissa Harris PSM
Chief Executive Officer

7 October 2025

Geoscience Australia highlight

An earthquake-resilient Papua New Guinea

Geoscience Australia is a leader in scientific and technical expertise in earthquakes and is recognised as such internationally, particularly within our geographic region. We support counterpart governments to become more resilient to natural disasters, including Papua New Guinea (PNG), which is located along the Pacific Ring of Fire, an area characterised by high seismic activity regularly experiencing large earthquakes.

Earthquakes pose a significant threat to people, buildings and critical infrastructure, impacting government services and the safety of PNG communities. One devastating example was the magnitude 7.5 earthquake in the Hela province in 2018 that caused landslides and casualties, damaged houses, affected water sources and destroyed crops over a large region. The severity forced the PNG Government to declare a state of emergency in the Hela, Southern Highlands, Western and Enga provinces.

In 2024–25, Geoscience Australia worked with the Department of Foreign Affairs and Trade to support the PNG Government to update the national seismic hazard assessment. The work supported the development of new design standards for buildings that have been implemented by the PNG National Institute of Standards and Industrial Technology. Geoscience Australia also advised the PNG Department of Works and Highways to make legislative amendments, making the new standard mandatory for buildings and bridges.

The outcomes include improving PNG's national earthquake resilience, a new building standard and supporting legislation, better building design and improved retrofitting of existing buildings that were previously under-designed.

Geoscience Australia also delivered workshops focused on the new bridge design manual, involving 2 professional design seminars that have resulted in 21 online training lectures for PNG engineers. In addition, the School of Civil Engineering at the University of Technology, Lae, currently uses the new design manual as part of the university curriculum to educate PNG engineering students.

Our work has enabled a greater understanding of earthquake hazards in PNG, uplifting building and bridge design standards in line with the latest earthquake science, ensuring implementation by developing PNG engineers.

Earthquake geologist Dr Tamarah King during a paleoseismological trenching operation studying the Jindabyne Thrust and Hilltop faults.

Geoscience Australia highlight

Science in Australia Gender Equity – Cygnet 4 Award

Geoscience Australia is a proud advocate of gender equity and inclusion within our organisation and the broader STEM community. Our commitment to ensuring we have a workplace culture that celebrates individual talent and expertise regardless of gender strengthens our continued resolve in pursuing the Science in Australia Gender Equity (SAGE) Cygnet Awards.

In previous years, we identified that women were under-represented in our workforce, particularly in STEM positions and senior leadership roles, compounded by the low number of female applicants for vacant positions. We also found gender disparities in how often female staff represent the organisation as leaders in their field of expertise in external settings.

The concerns highlighted the need to enhance visibility of women in STEM externally and within the organisation to attract a greater number of female applicants. In 2017, Geoscience Australia began engaging with SAGE, an organisation focused on addressing systemic barriers and the only organisation in Australia licensed to grant awards under the internationally recognised Athena Swan Charter.

Geoscience Australia has steadily worked towards tackling gender disparities with a range of measures to address representation, visibility and inclusion in talent attraction and recruitment processes. In job advertisements, we have reduced gendered language and include statements inviting applications from gender-diverse individuals. Most significantly, we have set a gender representation target of 40:40:20 (male: female: any).

We maintain a flexible employee value proposition that incorporates mechanisms supporting flexible work arrangements; enhances the visibility of women in social media, on our website and in corporate publications; and defines career pathways that detail both tangible and intangible benefits available to women.

Our efforts have resulted in a consistent pattern of increased female participation in recruitment processes. In 2024–25, 45% of Geoscience Australia delegates to major conferences and events were women. This included individuals who presented or represented Geoscience Australia domestically and internationally at interdepartmental committees, program boards and other high-level forums.

In January 2025, we received our fourth SAGE Cygnet Award, recognising our efforts to advance gender equity through improved talent attraction strategies. Previous Cygnet Awards acknowledged achievements in promoting flexible work arrangements, cultivating an inclusive culture and addressing sexual harassment. We continue our commitment to achieving gender equity and are currently working towards achieving our fifth and final Cygnet Award on the pathway to SAGE Silver accreditation.

An aerial shot of the road exiting from Tom Price, Western Australia.

Geoscience Australia highlight

Resourcing Australia's Prosperity initiative

The first year of the 35-year, $3.4 billion Resourcing Australia's Prosperity initiative was spent working with stakeholders to plan the first 10 years of the program. The Resourcing Australia's Prosperity 10-year Roadmap was released in early 2025. The program is already delivering valuable insights including Australia's national 3-dimensional chronostratigraphic geological model, which is a transformative tool for responsible natural resource management.

Groundwater currently provides approximately 60% of the country's water, especially in arid regions. Demand for groundwater is expected to increase to support the development of critical minerals and strategic materials, as will geological storage for carbon dioxide and hydrogen, necessary for Australia's transition to net zero.

The presence and movement of groundwater is dependent on Australia's complex geology. Consistently characterising and mapping geological units in 3-dimensions provide the framework for understanding and managing our vital groundwater resources.

In March 2025, we released the first nationally consistent 3-dimensions model of time-equivalent geological units across the country. The model leverages a diverse range of precompetitive datasets, including seismic reflection data, airborne electromagnetic surveys (AusAEM), and data from over 170,000 boreholes to build a 3-dimensional map of key time-equivalent geological surfaces spanning the last 2.5 billion years (Paleoproterozoic to Cenozoic). Where culturally appropriate, knowledge from First Nations communities is incorporated through ranger-led monitoring and groundwater data sharing, to support First Nations-led land and water stewardship.

The new 3-dimensional model enhances our ability to understand the presence and movement of groundwater over large distances. It provides greater confidence for stakeholders for future management decisions to build on current and emerging opportunities. As the model evolves with new data and improved resolution and accessibility, it will continue to inform and support responsible decision-making regarding development of Australia's resources.

Sorrento Back Beach and coastline in the Mornington Peninsula, Melbourne, Australia.

Geoscience Australia highlight

Future-proofing Australia's coastlines with space technology

Geoscience Australia has been delivering the benefits of space technology for over 50 years, with advanced capabilities in precise positioning and satellite imaging products and services. Our Earth observation and civilian positioning, navigation and timing (PNT) are critical services supporting a vast array of government and community programs and applications.

The Digital Earth Australia (DEA) Coastlines product contains over 30 years of satellite imagery, demonstrating how shorelines have changed since 1988, and is used by:

- government consulting engineering firms to support important decisions related to erosion planning and coastal infrastructure development, to inform sustainable strategies vital to the ongoing health and protection of coastal environments and infrastructure
- engineers and natural resource managers to provide historical characterisation and a baseline assessment of Australia's shoreline, providing important past context when modelling how the shoreline will respond to extreme weather, the rise of sea levels and the growth of coastal communities
- local governments and state agencies to manage vulnerable coastal zones and for coastal hazard assessments and infrastructure planning
- scientists, managers and policymakers to understand how Australia's vast coastline responds to the ceaseless pressures of our oceans, weather and a changing climate.

The Positioning Australia PNT capabilities offer sub-metre accuracy, compared to the 5 to 10 metre accuracy of standalone global positioning systems. An example of the many applications for our positioning services is sea pilots in Australian ports using this system to guide ships safely, reducing the risks of collisions or grounding. Port Phillip sea pilots have successfully tested the SouthPAN system, providing accurate positioning via satellite without needing internet access. Delivered jointly with the New Zealand Government, SouthPAN expands coverage and decreases reliance on local navigation infrastructure, helping pilots navigate ships safely and efficiently.

Geoscience Australia highlight

Engaging students and educators across Australia in Earth science

Geoscience Australia is a leader in Earth science education, supporting educators to deliver the Australian curriculum and inspiring generations of students through our programs. Although our onsite interactive learning continues to be successful and popular, we aim to expand our reach by strengthening our online products and resources.

Our Education and Outreach team has been providing Earth science education support since 1999. The focus of this program has been onsite visits to the Education Centre in Symonston, Australian Capital Territory (ACT). Students and educators handle minerals and rocks, experiment with hands-on exhibits, view demonstrations related to weathering and erosion, and see the instruments used in earthquake monitoring in action.

Despite the success and popularity of our education programs there are limitations to the onsite visits, with the program often fully subscribed over a year in advance and having insufficient resources to meet increasingly high demand and location constraints impacting students and educators travelling to the ACT.

To make our programs sustainable and accessible to students and educators across Australia, we have developed online education products. The aim is to support educators and students from across the country, regardless of their ability, to visit the Education Centre. Our products are aligned with school curriculums, including the recent changes to the Australian National Curriculum.

In 2024–25, we published 2 new online resources highlighting the significance of Earth science in everyday life: the Meaningful Minerals poster, suitable for both primary and secondary students; and the Earth Science is Everywhere recorded video demonstration released in preparation for the 2025 Earth Science Week celebrations. We also published a new Introduction to Relative and Absolute Dating video, explaining how scientists determine the age of rocks and minerals. Revisions or improvements were also made to popular products including the Australia Through Time poster and the Spaghetti Quakes activity, which is featured on the Questacon website in support of the new Earthquake House exhibit.

Website download data and YouTube channel views show the wide reach of our online resources. The actual reach is far greater, with posters printed and hung in classrooms to be viewed by scores of students, and videos often viewed by entire classes in a single session.

Our free online resources amplify the impact of the education program beyond what is possible through onsite visits alone, supporting the development of future digital content that leads to learning outcomes.

Geoscience Australia overview

Role and functions

Our vision is to be a world-leading organisation, informing evidence-based decisions through integrated Earth science to secure Australia's future. Geoscience Australia is the custodian of geoscientific data, products, services and significant collections that relate to Australia, drawing on national, global and planetary information. In partnership with other Australian Government entities, we support international Earth science initiatives and programs within our region.

Our geological, geospatial, geographical and marine data collection and analysis are world leading in dimension, scale and scope, and the analysis-ready state of our publicly accessible information assets is second to none.

Geoscience Australia contributes to a safe, prosperous and well-informed Australia, delivering science that supports an expanding knowledge and awareness of our continent, our planet and our place in the solar system. Working within the context of a broad definition of Earth science to understand and map our planet's systems, our integrated portfolio of science disciplines extends from the Earth's core into observation from space.

Organisation structure

Geoscience Australia is a non-corporate Commonwealth entity within the Industry, Science and Resources portfolio. The minister responsible for Geoscience Australia is the Hon Madeleine King MP, Minister for Resources and Minister for Northern Australia.

In February 2025, Melissa Harris PSM was appointed Chief Executive Officer and served as the Accountable Authority for Geoscience Australia from 24 February to 30 June 2025, taking over from Dr James Johnson, the outgoing Chief Executive Officer, who served as the Accountable Authority from 1 July 2024 to 23 February 2025.

Figure 1 The Geoscience Australia organisational chart for 2024–25

* Denotes acting arrangement

# Denotes temporary position

Outcome and program structure

Program 1 contributes to Outcome 1 by providing trusted information and advice on Australia's geology and geography to support faster and smarter decision-making. Through this program, Geoscience Australia develops innovative applications and solutions in response to Australia's most important challenges by bringing together observations, data and knowledge from across the geoscience disciplines.

Outcome 1

Informed government, industry and community decisions on the economic, social and environmental management of the nation's natural resources through enabling access to geoscientific and spatial information

Program 1 – Geoscientific and Spatial Information Services

This program contributes to the outcome by providing trusted information and advice on Australia's geology and geography to support faster and smarter decision making.

Figure 2 The Geoscience Australia outcome and program structure for 2024–25

02
Report on performance

02 Report on performance photograph:

3-dimensional render of 2 positioning and 2 Earth observation satellites orbiting the Earth above Australia.

Annual Performance Statements

Statement of preparation

As the Accountable Authority, I present the Geoscience Australia Annual Performance Statements for 1 July 2024 to 30 June 2025, as required under section 39(1)(a) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

In 2024–25, the Geoscience Australia performance measures were refined in line with the requirements of section 16EA of the Public Governance, Performance and Accountability Rule 2014 (PGPA Rule) to provide greater clarity and transparency of our performance information. The refined performance measures are included in the 2024–25 Portfolio Budget Statements and the 2024–25 Corporate Plan.

It is my opinion that the Annual Performance Statements accurately reflect the performance of Geoscience Australia and comply with section 39(2) of the PGPA Act and section 16F of the PGPA Rule.

Melissa Harris PSM
Chief Executive Officer

7 October 2025

Results and analysis

The Geoscience Australia Annual Performance Statements reflect the entity-level performance, assessed against measures relevant to key activities, to achieve our objectives and strategic priorities between 1 July 2024 to 30 June 2025.

Performance was measured against 4 key activities:

- **Key Activity 1:** provide geoscientific leadership, knowledge and understanding
- **Key Activity 2:** provide quality advice to government and public access to geoscientific data and products
- **Key Activity 3:** build and maintain strong relationships with diverse stakeholders
- **Key Activity 4:** educate and advocate for Earth science and science, technology, engineering and mathematics (STEM).

The performance measures are identified in the 2024–25 Corporate Plan, available on the Geoscience Australia website.

Analysis of performance

In 2024–25, Geoscience Australia had a total of 11 performance measures with 14 targets. Of the 14 targets:

- 11 were achieved
- 3 were substantially achieved.

Table 1 summarises results for each performance measure.

Table 1 Summary of performance results in 2024–25

No.	Performance measure	Key activities	No. of targets	2024–25 results summary[1]
1.1	The percentage of Digital Earth Australia published data products that are current	1 and 2	1	Achieved
1.2	National Earthquake Alerts Centre (NEAC) provision of time-critical information services to government of significant earthquakes within agreed timeframes: (a) Australian Tsunami Warning System potentially tsunamigenic earthquake, original time (OT)+15 minutes (b) Australia, magnitude ≥ 4.5[2], OT+20 minutes (c) Rest of world, magnitude ≥ 6, OT+20 minutes (d) Any magnitude, significantly felt in Australia, as soon as possible	1, 2 and 3	4	(a) Substantially achieved (b) Achieved (c) Substantially achieved (d) Achieved
1.3	Number of users to the Australian Marine Spatial Information System portal	1, 2 and 3	1	Achieved
1.4	Number of users of the AusSeabed data portal	1 and 2	1	Substantially achieved
1.5	Percentage of data captured by Alice Springs Ground Station	1, 2 and 3	1	Achieved
1.6	Percentage of time Geoscience Australia services are available to enable better accuracy of positioning technologies	2	1	Achieved
1.7	Number of active users to the Digital Atlas of Australia public interface	1 and 2	1	Achieved
1.8	Number of returning users of the Digital Atlas of Australia government interface	1 and 2	1	Achieved
1.9	Number of onsite visits to the Education Centre by students and educators	4	1	Achieved
1.10	Educator satisfaction – percentage of educators satisfied with the content delivered by Geoscience Australia	4	1	Achieved
1.11	Number of downloads from the critical minerals portal	1 and 2	1	Achieved

1 Achieved: performance measure target was met
Substantially achieved: 80% or more of the performance measure target was met
Partially achieved: 50% or more of the performance measure target was met
Not achieved: less than 50% of the performance measure target was met

2 Incorrectly published in the 2024–25 Corporate Plan as ≥ 3.5 but corrected to reflect the actual target in the 2025–26 Corporate Plan to ≥ 4.5.

Digital Earth Australia

Performance measure 1.1

The percentage of Digital Earth Australia published data that are current

The Digital Earth Australia (DEA) platform creates free and open satellite data to benefit Australia with published products that are current and up to date

Achieved

2024–25 target

≥ 95%

2024–25 result

98.07%

Analysis

DEA is a world-leading digital platform providing a total of 36 free and open satellite data products to support a sustainable Australian environment, a resilient society and a strong economy. DEA provides national-scale imagery that shows Australian landscapes in unprecedented detail, revealing changes to the land, water, coast and environment.

The performance measure captures the currency of a product, which is the measure of consistently published data products in line with scheduled publication frequency, reporting against 25 daily data products and 11 annual products.

In 2024–25, Geoscience Australia achieved the target with a 98.07% result, demonstrating an improvement from the baseline of 97.4% from the previous year. Geoscience Australia published 23 daily and 8 annual products at the beginning of the financial year. In quarter 2, the DEA Water Observations Statistics (Landsat) annual product was reported across 3 time periods – April–October, November–March and the calendar year – to better meet user requirements while adding 2 additional products to the annual product suite. In quarter 3, the new DEA Tidal Composites product was added to the annual product suite. This was developed to deliver an annually updated snapshot of high and low tide for Australian coastal environments. With the Sentinal-2C satellite coming online in March 2025, 2 additional surface reflectance daily products were also added.

Over the full reporting period, 2 products performed slightly below the expected target; they were Landsat 8 and 9 surface reflectance analysis-ready data near-real time products. The lower performance results were related to broader system technical issues that have been resolved.

National Earthquake Alerts Centre

Performance measure 1.2

National Earthquake Alerts Centre (NEAC) provision of time-critical information services to government of significant earthquakes within agreed timeframes

Demonstrates the time-critical component of Geoscience Australia's earthquake capability

Substantially achieved

a) Australian Tsunami Warning System (ATWS) potentially tsunamigenic earthquake, OT+15 minutes

2024–25 target
100%

2024–25 result
95%

b) Australia, magnitude ≥ 4.5, OT+20 minutes

2024–25 target
100%

2024–25 result
100%

c) Rest of world, magnitude ≥ 6, OT+20 minutes

2024–25 target
100%

2024–25 result
99%

d) Any magnitude, significantly felt in Australia, as soon as possible

2024–25 target
100%

2024–25 result
100%

Analysis

The NEAC operates 24 hours a day, 365 days a year and is the official source for domestic and international earthquake information in Australia, protecting Australians and our international interests. Our work informs emergency management organisations, all levels of government, media and the public to provide accurate and timely earthquake data.

The performance measure relates to the provision of time-critical information within set timeframes to ensure an immediate response to significant seismic events. There are 4 categories within the measure, each requiring a 100% response within the allocated timeframe. There is no baseline from previous years to compare the results, as the measure was introduced to appropriately reflect outputs.

In 2024–25, Geoscience Australia consistently achieved the 100% response timeframes within the target for quarters 1, 2 and 3. In quarter 4, the ATWS potentially tsunamigenic earthquake target was substantially achieved due to an error, where one of 6 events was issued late. Although verbal notification to the Joint Australian Tsunami Warning Centre at the Bureau of Meteorology was provided on time, the bulletin was delayed. The second substantially achieved target related to seismic activity for the rest of the world, where one of 33 bulletins was delayed by 30 seconds. Undoubtedly errors will occur, because the NEAC is continuously operating throughout the year; however the detrimental impacts drive the need for improvement to reduce the margin of error.

In response to the 2 incidents, we prioritised refresher training to reinforce essential skills and knowledge, aiming to mitigate the risk of future occurrences. Using real-time high-availability systems, automated detection algorithms and expert analysis, we aim to provide rapid alerts of significant earthquakes with the potential to cause damage, injury, widespread alarm or tsunami in Australia and overseas.

Australian Marine Spatial Information System

Performance measure 1.3

Number of users to the Australian Marine Spatial Information System (AMSIS) portal

Demonstrates access and use of the AMSIS portal that provides mapping and decision support on the sustainable use of Australia's marine jurisdiction

Achieved

2024–25 target

12,000 users

2024–25 result

12,702 users

Analysis

The AMSIS portal is a national spatial capability providing digital mapping to enable the administration of marine jurisdictions. The portal allows the government to manage offshore areas with certainty, stability and predictability, by integrating and visualising marine spatial data from multiple authoritative sources to support legal, regulatory, planning and environmental decision-making.

The target aims to reflect active user engagement, capturing the number of unique individual visits to the portal during the reporting period.

In 2024–25, the AMSIS portal exceeded the target with 12,702 unique users. The result is consistent with baseline data from previous years and indicates a steady pattern of engagement. Quarter 1 results demonstrate a surge of user engagement with 4,522 active users, primarily due to the Offshore Renewable Area declaration for Bunbury in Western Australia, and interest in the declared area in the Illawarra in New South Wales.

The result reflects our efforts to engage key stakeholders and promote the AMSIS portal. The ongoing partnership with the Department of Climate Change, Energy, the Environment and Water was strengthened with the decommissioning of the National Conservation Values Atlas, with users directed to the AMSIS portal. Participation in ongoing promotional activities helped achieve the target, particularly at the 2025 FIG Working Week Conference and the Locate25 National Geospatial Conference hosted by the Geospatial Council of Australia.

Geoscience Australia continues to play a critical role in securing international and domestic boundaries, representing Australian interests where they may intersect with state responsibilities.

AusSeabed data portal

Performance measure 1.4

Number of users of the AusSeabed data portal

Demonstrates access to and use of seabed mapping data and services from the Australian marine jurisdiction and neighbouring international waters

Substantially achieved

2024–25 target

6,000 users

2024–25 result

5,660 users

Analysis

The AusSeabed data portal is led by Geoscience Australia, providing access to publicly available seabed mapping data, developed standards and guidelines to increase consistency and coordinated data acquisition to fill gaps across Australia's marine jurisdictions.

The performance measure reflects active user engagement, capturing the number of unique individual visits to the AusSeabed portal datasets and tools.

In 2024–25, the target was substantially achieved with 5,660 active users engaging with the AusSeabed portal. Most quarterly targets were achieved except for quarter 2, when results were below the target due to reduced product publications and limited promotion between November 2024 and February 2025. The methodology used to calculate the number of active users was refined for improved reporting, and there is no baseline to compare.

Geoscience Australia enables the use, conservation and management of marine jurisdictions to grow a sustainable ocean economy. Mapping seabeds, coastlines and marine environments has become even more crucial, particularly with the development of capabilities to produce systematic national and regional seabed mapping products to support Australia's net zero transition under the Resourcing Australia's Prosperity initiative.

Alice Springs Ground Station

Performance measure 1.5

Percentage of data captured by Alice Springs Ground Station

The Alice Springs Ground Station provides whole of continent satellite reception coverage to downlink science data and enables command and control signals, satellite spacecraft telemetry information and state of health reports for satellites including Landsat

Achieved

2024–25 target

≥ 98%

2024–25 result

99.32%

Analysis

The Alice Springs Ground Station in the Northern Territory transmits uplinks and receives downlinks daily, to collect data from Earth monitoring satellites, including information to detect changes in land use over time and useful environmental data.

Working collaboratively with the United States Geological Survey, the target captures results for telemetry, tracking and command support, and significant national and international downlink data from the Landsat missions and other partner satellites.

In 2024–25, the Alice Springs Ground Station successfully achieved 99.32% data reception performance in the Landsat ground network. Although there was a slight disruption in quarter 2 impacting performance due to an intermittent antenna fault, remedial action was taken to manage the fault and mitigate future risks. The overall results were slightly above the baseline of 98.8% from the previous year.

Significant work has begun on the planned enhancement and upgrade to the Alice Springs Ground Station to support the Landsat Next mission, enabling Australia to receive and process data directly, reinforcing our national infrastructure for sovereign data access. In June 2025, Geoscience Australia was granted an Aboriginal Areas Protection Authority certificate, a significant milestone and an important step to ensure the project aligns with cultural heritage and land use requirements. The project reflects a long-term investment in Australia's ground segment capability, securing our position as a vital contributor to international satellite operations through the Australia and United States partnership on Landsat Next.

Satellite positioning technologies

Performance measure 1.6

Percentage of time Geoscience Australia services are available to enable better accuracy of positioning technologies

Services allow technologies and applications to position a higher degree of accuracy and reliability than is possible through standalone global navigation satellite systems, underpinning significant economic and social benefits across all sectors of society

Achieved

2024–25 target

≥ 95%

2024–25 result

99.77%

Analysis

The Positioning Australia program provides access to accurate, reliable and resilient location information. Geoscience Australia delivers free, real-time positioning data services that enable sub-metre accuracy, supporting a wide range of industries and everyday applications.

The performance measure evaluates availability of 7 real-time positioning services delivered through the National Positioning Infrastructure Capability (NPIC) and the Southern Positioning Augmentation Network (SouthPAN), reflecting the percentage of time the services are accessible.

In 2024–25, Geoscience Australia achieved the performance target with 99.77% availability, ensuring consistent access to accurate and reliable positioning services. Quarterly reporting consistently achieved availability results over 99% throughout the financial year, reflecting the steady results from the 99.28% baseline from the previous year. The performance was supported by ongoing infrastructure upgrades and preventative maintenance.

Highlights include the SouthPAN continued satellite broadcast service, at an annual average availability of 99.88%, and the NPIC service generated by the Ginan suite of open-source tools to correct global navigation satellite system data in real time, which achieved availability of 99.77%.

Improving the accuracy and reliability of positioning, Geoscience Australia helps drive innovative technologies across a broad range of industries and accelerates economic growth and productivity.

Digital Atlas of Australia – public interface

Performance measure 1.7

Number of active users to the Digital Atlas of Australia public interface

Demonstrates uptake, use and access by public to explore, analyse and visualise place-based data and services on Australia's geography, people, economy and environment

Achieved

2024–25 target

30,000 active users

2024–25 result

119,453 active users

Analysis

The Digital Atlas of Australia brings together trusted national geospatial data and capabilities in a central platform to explore, analyse and visualise data on Australia's geography, people, economy and environment.

The performance measure captures public engagement with the Digital Atlas and demonstrates uptake of place-based data and services. In 2023–24, there were 42,000 users, which included beta testing, with a significant increase in users post official launch in May 2024 until the end of the financial year. The target also accounted for a surge of active users when officially released, followed by steady quarterly numbers.

In 2024–25, the Digital Atlas public interface exceeded the target with 119,453 active users, due to several factors including effective marketing and continuous platform improvement. Expanded partnerships also supported the success of the Digital Atlas, amplifying our messaging and growing awareness for the platform.

Cross-promotional efforts will remain a significant part of our strategy in reaching new audiences, facilitating the establishment of new partnerships with the Australian Taxation Office and the Australian Electoral Commission and expanding the coverage of content available. Data contributions from the Australian Bureau of Statistics and major program areas in Geoscience Australia saw a significant increase in the data available in the platform.

The Digital Atlas received the Australian Public Service Data Award for Data Leadership and was highlighted as a key initiative in the Data and Digital Government Strategy Implementation Plan update. These efforts increased awareness, enriched content and enhanced the user experience, making the platform a valuable tool.

Digital Atlas of Australia – government interface

Performance measure 1.8

Number of returning users to the Digital Atlas of Australia government interface

Demonstrates secure place-based data and service integration and sharing across an increasing number of government agencies to address common challenges and deliver better outcomes for Australians

Achieved

2024–25 target

600 returning users

2024–25 result

1,180 returning users

Analysis

The Digital Atlas of Australia is the first national integrated geospatial infrastructure, breaking down data silos and enabling seamless sharing and integration of data across systems, portals and technologies. The secure environment unlocks a new level of real-time sharing and collaboration for users across all levels of government.

The performance measure demonstrates secure place-based data, service integration and sharing across an increasing number of government agencies, to address common challenges and deliver better outcomes for Australians.

In 2024–25, the Digital Atlas of Australia significantly outperformed the target with 1,180 returning users. For reporting purposes, returning users is defined as authenticated government active users that have not been inactive for a period of 90 days or more. Ongoing targeted promotion and engagement have been instrumental in securing increased buy-in and understanding of the value the Digital Atlas of Australia offers.

Access to the Digital Atlas of Australia was also expanded beyond federal users to include jurisdictional and local government users now able to access the environment. Agencies across all levels of government are now leveraging the real-time collaboration capabilities of the Digital Atlas of Australia's secure government environment.

The Digital Atlas is establishing itself as an enduring national asset for Australia's future. In collaboration with partners across government, we are committed to growing the Digital Atlas of Australia to expand the data and user-friendly applications available, transforming how Australia's valuable data is accessed and used.

Education Centre visits

Performance measure 1.9

Number of onsite visits to the Education Centre by students and educators

Demonstrates engagement with the services provided to educate and inspire students, educators and the broader community on Earth science

Achieved

2024–25 target

7,500 visitors

2024–25 result

11,325 visitors

Analysis

The Geoscience Australia Education Centre based in Symonston, ACT, continues to provide interactive learning opportunities to students and educators through curriculum-aligned school visit programs, including presentations, demonstrations and activities on rocks and minerals, demonstrations of weathering and erosion, and natural hazards (particularly earthquakes and tsunamis). In addition, Geoscience Australia hosted special visits as part of the National Youth Science Forum, the Earth and Environment Science Olympiads and Hazards and Disasters Day.

In 2024–25, Geoscience Australia exceeded the target with a total of 11,325 onsite visitors. Reporting numbers are based on visits via the Book Canberra Excursions booking system and do not account for students or educators engaging with Geoscience Australia outside of officially booked visits. Planned visits and visitor numbers fluctuated throughout the financial year. Although the quarterly targets were exceeded, the results demonstrate a consistent pattern reflecting quieter periods during the school holidays and the beginning of the school year, and busier periods during school terms.

The result also captures onsite professional learning sessions for educators, empowering educators to access and use Geoscience Australia's data and products in the classroom.

A particular highlight was the increased proportion of regional or remote schools visiting the Education Centre and schools that visited Geoscience Australia for the first time. The overall results indicate a wide awareness of our education programs and the demand to support learning targets across the country.

Educator satisfaction

Performance measure 1.10

Educator satisfaction – percentage of educators satisfied with the content delivered by Geoscience Australia

Demonstrates the quality of the services provided to educate and inspire students, educators and the broader community on Earth science

Achieved

2024–25 target

≥80%

2024–25 result

100%

Analysis

Geoscience Australia aims to maintain a high standard of delivery of onsite learning experiences, presented by talented science learning facilitators. While many of the education team have qualifications in geoscience, content and products of the education program are subject to a rigorous review process by the relevant subject matter experts within the organisation.

The performance measure target is to achieve 80% educator satisfaction with the content delivered during the school visit program, capturing ratings that are more than 7 out of 10. The online survey is conducted following the visit via iPad at the Education Centre or a quick response code to be completed on a personal device. Educators are prompted to rate the relevance of the content, presenter effectiveness, displays and physical environment and a free text field for additional comments.

In 2024–25, 100% of educators reported being satisfied with the content, with actual survey results indicating an average content satisfaction rating of 9.7 out of 10 from 260 survey responses. The performance measure and target were refined in the previous year and there is no baseline to compare.

Geoscience Australia is committed to continuous improvement by incorporating quantitative and qualitative feedback when updating our education program, considering not only the learning outcomes but also the visitor experience.

Critical minerals portal

Performance measure 1.11

Number of downloads from the critical minerals portal

Demonstrates interest in critical minerals information released by Geoscience Australia

Achieved

2024–25 target

≥1,000 downloads

2024–25 result

11,482 downloads

Analysis

The Geoscience Australia Critical Minerals Portal is a new platform developed in 2024–25 to inform government, industry and community decisions on the economic, social and environmental management of the nation's critical mineral resources. Resources and data from the Critical Minerals Portal contribute to the objectives of the Critical Minerals Research and Development Hub. The portal contains data and information on Australia's Critical Minerals List.

The result of 11,482 downloads for critical minerals information exceeded the target. The result includes downloads of reports, abstracts and data via Geoscience Australia's eCatalogue and provides a robust baseline to measure future performance based on the first year of data collection. Quarterly performance reports showed a surge of user engagement in quarter 1 with a total of 4,024 downloads, followed by steady results for the remaining 3 quarters.

In 2024–25, Geoscience Australia undertook activities to enhance user engagement with the portal to better track stakeholder interactions and improve data usage accuracy. This was achieved by improving the user experience of the portal in response to human-centred design recommendations and implementation of a dedicated communication plan to raise awareness.

Financial performance

Operating result

Geoscience Australia had an operating surplus of $88.9 million prior to adjusting for unfunded depreciation of $13.5 million, depreciation on right-of-use assets of $27.7 million and principal repayments on lease assets of $28.6 million. Excluding the impact of depreciation, amortisation and Australian Accounting Standard AASB 16 leases, the operating result as at 30 June 2025 was a $101.5 million surplus. This is largely attributed to the timing of SouthPAN expenditure, which was delayed relative to budget.

Geoscience Australia's total income for the year was $374.7 million, comprising $338.4 million in appropriations from government, $34.5 million from the sale of goods and services to related and external entities and $1.8 million from other revenue and rental income. Total expenses were $285.9 million, with major expense categories including employee expenses of $106.3 million, supplier expenses of $135.2 million, depreciation and amortisation of $41.1 million and interest on right-of-use assets of $2.9 million. The note on departmental budget variances in the financial statements compares the actual results to the original budget presented in the 2024–25 Portfolio Budget Statements. A summary of Geoscience Australia's total resources and total payments is provided in the appendices.

Financial sustainability

As at 30 June 2025, net assets were $468.5 million with total assets of $770.0 million and total liabilities of $301.5 million. Geoscience Australia has sufficient financial assets to pay suppliers and other payables as and when they fall due. Non-financial assets consist mainly of property (land and buildings), plant and equipment, leasehold improvements owned by Geoscience Australia and prepayments (including $226.2 million for SouthPAN ground segment services).

03

Management and accountability

03 Management and accountability photograph:
Critical mineral quartz sampling field trip in Mount Isa, QLD.

Governance

The Geoscience Australia governance structure is central to achieving our purpose and consists of the Executive Board and sub-committees (Figure 3), overseeing effective and efficient strategic and operational outcomes.

The Geoscience Australia Executive Board provides advice and support to the Chief Executive Officer as the Accountable Authority, in accordance with the responsibilities set out in the *Public Governance, Performance and Accountability Act 2013* (PGPA Act). The Executive Board also determines governance arrangements and structures, including monitoring and reporting compliance, ensuring they are fit for purpose.

Our sub-committees report to the Executive Board, providing guidance to support decision-making and action. We value the diversity of staff and are committed to providing a positive, inclusive and equitable workplace. Diversity is encouraged when establishing committee membership, with consideration across classification levels and gender representation.

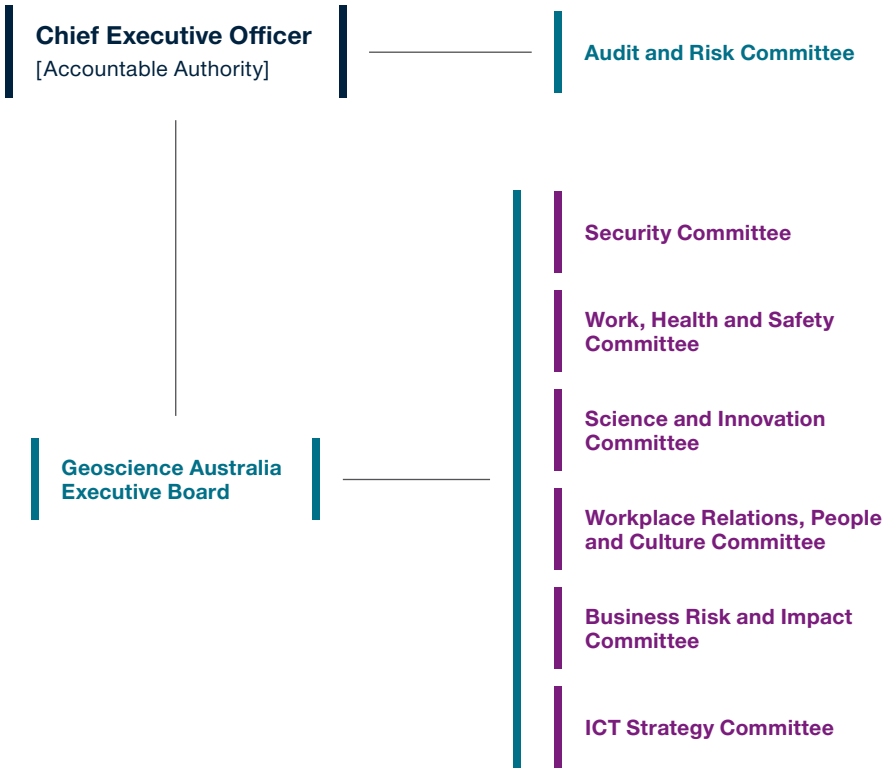

Figure 3 Governance structure in 2024–25

Audit and Risk Committee

The Audit and Risk Committee provides independent advice to the Accountable Authority and was established in accordance with section 45 of the PGPA Act and section 17 of the Public Governance, Performance and Accountability Rule 2014 (PGPA Rule). The Audit and Risk Committee advises on the appropriateness of 4 functions listed in subsection 17(2) of the PGPA Rule: financial reporting, performance reporting, the system of risk oversight and management, and the system of internal control.

The Audit and Risk Committee Charter is available on the Geoscience Australia website at ga.gov.au/__data/assets/pdf_file/0003/122295/Audit-and-Risk-Committee-Charter-February-2024.pdf.

In 2024–25, the Audit and Risk Committee comprised the following members:

Vanessa Graham

Chair

Certified Practising Accountant with over 25 years of experience in the Commonwealth public sector and 20 years in senior finance roles.

- Bachelor of Commerce, Griffith University
- Fellow Certified Practising Accountant

Total remuneration

$12,578 (GST inc.)

Meetings attended

5 / 5

Nick Baker

Member

Extensive experience serving on audit and risk committees as both an independent chair and a member, in large departments of state as well as a diverse range of operational and regulatory agencies. Previously a Senior Partner with KPMG for 20 years, providing management consulting services in finance, treasury (auditing), assurance and information technology and security.

- Bachelor of Arts in Computing Studies
- Graduate Diploma in Professional Accounting
- Certificate IV – Commonwealth Fraud Control (Investigations)
- Fellow of the Australian Society of Certified Public Accountants
- Member of the Australian Computer Society

Total remuneration

$13,100 (GST inc.)

Meetings attended

5 / 5

Maria Storti [3]

Member

An independent member of several Commonwealth audit committees and a non-executive director. Previously an advisory partner at Ernst and Young, with experience across professional services in audit, consultancy and risk.

- Master of Business Administration
- Bachelor of Economics
- Fellow of Chartered Accountants Australia and New Zealand
- Fellow of the Australian Institute of Company Directors
- Member of the Australian Institute of Internal Auditors

Total remuneration

$13,200 (GST inc.)

Meetings attended

4 / 5

Carol Lilley [4]

Member

Over 25 years of experience providing governance advice on financial statements, risks and control frameworks, systems, processes and controls. Over 10 years of experience as a board director, serving on a range of Commonwealth Government audit committees.

- Bachelor of Commerce, University of Western Australia
- Graduate of the Australian Institute of Company Directors
- Fellow of the Institute of Chartered Accountants
- Certified Internal Auditor

Total remuneration

$2,805 (GST inc.)

Meetings attended

2 / 5

3 Maria Storti was appointed to the Audit and Risk Committee on 5 August 2024.

4 Carol Lilley's term on the Audit and Risk Committee ended on 30 September 2024.

Risk management

Critical to achieving our purpose and objectives is to identify, understand and manage risks of certain activities undertaken by Geoscience Australia. We articulate our appetite to engage with varying risk profiles and acknowledge that it is neither possible or desirable to eliminate all risks, if we are to undertake the science needed to enhance our data, products and services. Our commitment to improvement ensures we are best placed to continue maturing our risk culture, where everyone engages with risk in an open, considered and positive way.

Our risk management framework is overseen by the Executive Board and Audit and Risk Committee and is aligned with the PGPA Act and the Commonwealth Risk Management Policy and International Risk Management Standards (ISO 31000:2018 Risk Management – Guidelines).

Fraud and corruption prevention and control

Geoscience Australia released the 2024–26 Fraud and Corruption Control Plan and is committed to deterring and preventing dishonest or fraudulent behaviour and has a zero-tolerance approach. Controls are in place to effectively prevent, detect and respond to fraud, corruption or misuse of Commonwealth resources. Advice and guidance are readily available to all staff, in addition to the requirement to complete annual mandatory training on Fraud and Corruption Awareness and Integrity in the Australian Public Service (APS).

Internal audit

Internal audit arrangements provide independent and objective advice, with the assurance to strengthen compliance and implement best practice governance and risk management across all internal business areas. Geoscience Australia continues to engage the services and expertise of BellchambersBarrett as internal auditors. In 2024–25, the internal audit program consisted of 4 audits covering financial compliance, assurance on frameworks, systems and strategies.

Ethical standards

Geoscience Australia expects the highest standards of behaviour and ethical conduct from staff. Our policies and procedures are aligned with the APS Values in accordance with section 13(7) of the *Code of Conduct,* within the *Public Service Act 1999*. The policies and procedures support staff to take reasonable steps to avoid any conflict of interest in connection with their employment, and to disclose details of any material interest, regardless of whether the circumstance is an actual, potential or perceived conflict.

In 2024–25, we progressed our committed actions under the APS Integrity Action Plan and we will continue to progress these over the next reporting period.

External scrutiny

In 2024–25, no judicial or administrative tribunal decisions were relevant to Geoscience Australia. In addition, the Commonwealth Ombudsman did not release any reports regarding our organisational operations and no external capability reviews were released. Geoscience Australia had no referrals to the Fair Work Ombudsman during the reporting period. One Information Commissioner review of a freedom of information decision made by Geoscience Australia, was resolved when the Information Commissioner exercised discretion not to undertake a review, with the matter referred to the Administrative Review Tribunal.

Parliamentary committees

In 2024–25, Geoscience Australia appeared before the following parliamentary committees:

- 2024–25 Supplementary Budget Estimates – 25 November 2024
- Select Committee on Nuclear Energy – 28 October 2024
- Joint Standing Committee on the National Capital and External Territories: Inquiry into the importance of Antarctica to Australia's national interests – 28 August 2024.

Information Publication Scheme

Geoscience Australia is subject to the *Freedom of Information Act 1982* (FOI Act) and is required to publish information to the public as part of the Information Publication Scheme. This requirement is in Part II of the FOI Act and has replaced the former requirement to publish a section 8 statement in an annual report. Geoscience Australia is compliant with the requirements and has published the Information Publication Scheme plan on our website at https://www.ga.gov.au/ips/information-publication-scheme.

Management of human resources

Performance management

Geoscience Australia supports the ongoing development of employees through our Performance Management Framework, providing a structured approach to individual and organisational performance, underpinned by our values and leadership capabilities.

In 2024–25, a comprehensive review of the framework was undertaken, with significant improvements made to our performance management policy, procedures and supporting guidelines.

Key enhancements include:

- clear guidance to establish performance deliverables
- updated tools and resources
- integration of leadership capabilities
- improved support for career planning and development
- integration of leadership and performance expectations for our Senior Leadership Team.

The Performance Management Framework continues to deliver on core objectives, including:

- continuously improving performance to enable the organisation to achieve strategic outcomes and priorities
- providing a foundation for development and career planning through regular, meaningful feedback
- recognising and rewarding performance
- supporting managers and employees in addressing underperformance constructively and fairly.

To ensure consistency and integrity across all levels, performance is assessed using Geoscience Australia's Values-Driven Leadership Model, which includes our Values and Behaviours and Leadership Capability Framework, the APS Integrated Leadership System and the Secretaries' Charter of Leadership Behaviours. The updates have strengthened the alignment between performance expectations and the new Values-Driven Leadership Model, reinforcing that how we perform our work and conduct ourselves is equally as important as what we do and achieve.

Learning and development

The Geoscience Australia learning and development approach is guided by the People and Culture Strategy 2028, which prioritises fostering interdisciplinary excellence and equipping staff with the tools to succeed. Given our complex operational environment and digital focus, we continue to invest in targeted development that builds leadership and specialist expertise.

In 2024–25, we enhanced our enterprise Learning Management System, improving integration across business areas. Enabling more streamlined and consistent training aligned with both operational needs and long-term goals, reducing duplication and complexity. Staff follow an evolving Essential Learning Plan to build understanding of legislative, ethical and operational responsibilities and access broader development opportunities, through the APS Academy, LinkedIn Learning and specialist external programs, reflecting our commitment to continuous learning and building STEM and public sector capabilities.

Our approach to align workforce skills with current demands and future priorities resulted in a thorough capability assessment informing the design of a Leadership Development Program, tailored to Senior Executive Service and Executive Level 2 staff. The program fosters strategic alignment, adaptive leadership, and enterprise-level impact through real-world scenarios, peer learning and strategic planning, supporting high-quality outcomes within Geoscience Australia and the broader APS.

Strategic Commissioning Framework

Geoscience Australia took steps in line with the APS Strategic Commissioning Framework, with a target to bring $899,897 (excluding GST) of core work in-house. This target was exceeded, with an actual reduction of $6,887,784 (excluding GST) in relevant supplier expenditure in 2024–25. The higher-than-expected results were due to additional opportunities identified to bring core work in-house.

Disability reporting mechanisms

Australia's Disability Strategy 2021–31 is a comprehensive framework outlining a 10-year plan to enhance the lives of people with disability, promoting participation and fostering a more inclusive society. Disability reporting is featured in the State of the Service Report and the APS Statistical Bulletin, both accessible on the Australian Public Service Commission website.

Geoscience Australia continues to collaborate with organisations such as the Australian Network on Disability to foster a disability-confident workforce. The Geoscience Australia Celebrating Ability Network provides peer support and addresses workforce barriers and experiences for people with disability.

Closing the Gap

Geoscience Australia is committed to enhancing our cultural capability and strengthening engagement with First Nations communities to support opportunities for partnerships, 2-way learning and informed decision-making.

Through a range of engagement and partnership models, we continue to build on initiatives that grow geoscience interest and expertise in communities. Geoscience Australia is developing relational ways of working with First Nations peoples across programs and activities delivered on their Country. We are building relationships with Aboriginal Corporations and Ranger programs founded on a shared learning of how Earth science knowledge and data can support First Nations priorities across land and Sea Country. We have expanded opportunities for engaging services from First Nations Ranger groups through projects like groundwater sampling, growing capability that supports natural resource management and economic self-determination.

Geoscience Australia has invested in making national and regional data more accessible to a wide range of users, directly supporting access to meaningful, relevant information. In addition, Geoscience Australia's continued involvement in the Deputy Secretaries Data Group has supported work in defining and understanding our Governance of Indigenous Data implementation requirements.

Asset management

The Geoscience Australia Asset Management Framework includes an asset management plan, a capital management plan and an asset register. Geoscience Australia undertakes an annual stocktake to ensure the register is accurate. Fixed assets include office fit-out, right-of use assets, purchased and internally developed software, computer equipment, infrastructure and library materials.

Geoscience Australia is the custodian of the National Mineral and Fossil Collection, a Commonwealth heritage and cultural asset for financial reporting purposes, undergoing a valuation every 3 years. We are a registered deductible gift recipient with the Australian Taxation Office and can receive donations that increase the value of the National Mineral and Fossil Collection. The collection has also received National Cultural Heritage Account funding to purchase specimens of exceptionally high cultural value. Geoscience Australia has a general permit to export Class B scientific objects from the National Cultural Heritage Control List managed under the *Protection of Movable Cultural Heritage Act 1986*, administered by the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts. The Geoscience Australia Chief Executive Officer is the delegate for the permit and approves international lending of protected material.

Procurement

Geoscience Australia's Accountable Authority Instructions set out the process to procure goods and services and are consistent with the Commonwealth Procurement Rules, which have value for money as the core principle. Internal policies and guidance support our employees to undertake procurement activities that meet these requirements.

Geoscience Australia supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprise (SME) and Small Enterprise participation statistics are available on the Department of Finance's website. Geoscience Australia recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury's website.

We aim to reduce administrative delays by using payment cards issued to all officials who pass a financial accreditation test for purchases under $10,000 (including GST). In addition, we utilise the Commonwealth Contracting Suite for low-risk purchases under $200,000 (including GST), incorporating the Glossary and the Commonwealth Contract Terms to reduce contracting and legal costs.

Geoscience Australia supports the Indigenous Procurement Policy (IPP) to ensure that opportunities for Indigenous employment and business continue to grow. Further details on the IPP are available on the National Indigenous Australians Agency website at niaa.gov.au.

Expenditure on reportable consultancy contracts

In 2024–25, 49 new reportable consultancy contracts were entered into involving total actual expenditure of $6,755,132.35 (including GST) In addition, 24 ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of $3,140,787.24 (including GST).

Table 2 Expenditure on reportable consultancy contracts in 2024–25

	Number	Expenditure 2024–25 $'000 (GST inc.)
New contracts entered into during the reporting period	49	6,755
Ongoing contracts entered into during a previous reporting period	24	3,141
Total	73	9,896

Table 3 Organisations receiving a share of reportable consultancy contract expenditure in 2024–25

Name of organisation	Organisation ABN	Expenditure 2024–25 $'000 (GST inc.)
MF & Associates Pty Ltd	76 161 983 982	2,200
Terrace Services Pty Ltd	44 054 453 897	907
Cynefin Centre Research (New Zealand) Ltd	ABN Exempt	600
The Aerospace Corporation	ABN Exempt	578
J.N Abrahams & Others T/A Norton Rose Fulbright Australia	32 720 868 049	560
Tanner James Management Consultants Pty Ltd	91 063 977 284	429

Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website.

Expenditure on reportable non-consultancy contracts

In 2024–25, 366 new reportable non-consultancy contracts were entered into involving total actual expenditure of $34,698,164.66 (including GST). In addition, 386 ongoing reportable non-consultancy contracts were active during the period, involving total actual expenditure of $167,496,757.49 (including GST).

All contracts valued at $100,000 or more (including GST) included provisions for Auditor-General access. No contracts were exempted by the Chief Executive Officer from publication on AusTender under the FOI Act.

Table 4 Expenditure on reportable non-consultancy contracts in 2024–25

	Number	Expenditure 2024–25 $'000 (GST inc.)
New contracts entered into during the reporting period	366	34,698
Ongoing contracts entered into during a previous reporting period	386	167,497
Total	752	202,195

Table 5 Organisations receiving a share of non-consultancy contracts in 2024–25

Name of organisation	Organisation ABN	Expenditure 2024–25 $'000 (GST inc.)
Lockheed Martin Australia Pty Limited	30 008 425 509	93,830
Onneer Pty Ltd	72 624 781 013	9,131
Evolve FM Pty Ltd	52 605 472 580	6,044
Amazon Web Services Australia Pty Ltd	63 605 345 891	5,637
Inmarsat Navigation Ventures Limited	ABN Exempt	4,797

Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website.

Compliance with finance law

There were no significant instances of non-compliance with finance law reported to the Minister, as part of the Geoscience Australia internal compliance reporting process for the 2024–25 financial year.

Grants

Geoscience Australia did not administer or award grants in 2024–25.

APS Net Zero 2030 emissions reporting

APS Net Zero 2030 is the Government's policy for the APS to reduce greenhouse gas emissions to net zero by 2030 and transparently report on emissions. The Greenhouse Gas Emissions Inventory presents greenhouse gas emissions over the 2024–25 period. Results are based on Carbon Dioxide Equivalent (CO_2-e) emissions. Greenhouse gas emissions reporting has been developed with methodology that is consistent with the whole-of-Australian government approach as part of the APS Net Zero 2030 policy. Not all data sources were available at the time of the report and adjustments to data may be required in future reports. Each entity is responsible for reducing emissions and is required to report on operational greenhouse gas emissions. Table 6 shows Geoscience Australia's emissions for the reporting period.

Geoscience Australia's total renewable electricity for the 2024–25 reporting period (shown in Table 7) includes mandatory renewables, which is the portion of electricity consumed from the grid generated by renewable sources, and voluntary renewables, which reflects the eligible carbon credit units surrendered by the entity, and may include purchased large-scale generation certificates, power purchasing agreements, GreenPower and the jurisdictional renewable power percentage.

Table 6 2024–25 Greenhouse gas emissions inventory – location-based method

Emission source	Scope 1 t CO_2-e	Scope 2 t CO_2-e	Scope 3 t CO_2-e	Total t CO_2-e
Electricity (location-based approach)	N/A	2,864.70	184.83	3,049.53
Natural gas	379.41	N/A	96.45	475.86
Solid waste	–	N/A	30.05	30.05
Refrigerants [1]	–	N/A	N/A	–
Fleet and other vehicles	39.57	N/A	9.72	49.29
Domestic commercial flights	N/A	N/A	352.35	352.35
Domestic hire car	N/A	N/A	14.34	14.34
Domestic travel accommodation	N/A	N/A	93.44	93.44
Other energy	–	N/A	–	–
Total t CO_2-e	418.98	2,864.70	781.18	4,064.86

Note: the table above presents emissions related to electricity usage using the location-based accounting method.
CO_2-e = Carbon Dioxide Equivalent.

N/A = Not Applicable

1 Reporting on refrigerants is optional for 2024-25 and will be phased in over time as emissions reporting matures.

Table 7 2024–25 Electricity greenhouse gas emissions

Emission source	Scope 2 t CO_2-e	Scope 3 t CO_2-e	Total t CO_2-e	Electricity kWh
Electricity (location-based approach)	2,864.70	184.83	3,049.52	4,407,921.63
Market-based electricity emissions	310.43	42.16	352.59	383,249.42
Total renewable electricity consumed	N/A	N/A	N/A	4,024,672.21
Renewable Power Percentage [1]	N/A	N/A	N/A	802,021.34
Jurisdictional Renewable Power Percentage [2,3]	N/A	N/A	N/A	3,222,650.87
GreenPower [2]	N/A	N/A	N/A	–
Large-scale generation certificates [2]	N/A	N/A	N/A	–
Behind the meter solar [4]	N/A	N/A	N/A	–
Total renewable electricity produced	N/A	N/A	N/A	–
Large-scale generation certificates [2]	N/A	N/A	N/A	–
Behind the meter solar [4]	N/A	N/A	N/A	–

Note: The table above presents emissions related to electricity usage using both the location-based and the market-based accounting methods. CO_2-e = Carbon Dioxide Equivalent. Electricity usage is measured in kilowatt hours (kWh). A portion of electricity data was not available during the initial collection process in July–August 2025. Adjustments to the data may be required in future reports. Where the electricity billing period does not align with the end of the financial year, a daily average was used to determine the emissions for the financial year.

N/A = Not Applicable

1 Listed as Mandatory renewables in 2023–24 Annual Reports. The renewable power percentage (RPP) accounts for the portion of electricity used, from the grid, that falls within the Renewable Energy Target (RET).

2 Listed as Voluntary renewables in 2023-24 Annual Reports.

3 The Australian Capital Territory is currently the only state with a jurisdictional renewable power percentage (JRPP).

4 Reporting behind the meter solar consumption and/or production is optional. The quality of data is expected to improve over time as emissions reporting matures.

04
Financial statements

04 Financial statements photograph:
Staff in the Geoscience Australia repository in Symonston, ACT.

Australian National Audit Office

INDEPENDENT AUDITOR'S REPORT

To the Minister for Resources

Opinion

In my opinion, the financial statements of Geoscience Australia (the Entity) for the year ended 30 June 2025:

(a) comply with Australian Accounting Standards – Simplified Disclosures and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and

(b) present fairly the financial position of the Entity as at 30 June 2025 and its financial performance and cash flows for the year then ended.

The financial statements of the Entity, which I have audited, comprise the following as at 30 June 2025 and for the year then ended:

- Statement by the Accountable Authority and Chief Financial Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement;
- Administered Schedule of Comprehensive Income;
- Administered Reconciliation Schedule;
- Administered Cash Flow Statement; and
- Notes to the financial statements, comprising material accounting policy information and other explanatory information.

Basis for opinion

I conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Entity in accordance with the relevant ethical requirements for financial statement audits conducted by the Auditor-General and their delegates. These include the relevant independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) to the extent that they are not in conflict with the *Auditor-General Act 1997*. I have also fulfilled my other responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Accountable Authority's responsibility for the financial statements

As the Accountable Authority of the Entity, the Chief Executive Officer is responsible under the *Public Governance, Performance and Accountability Act 2013* (the Act) for the preparation and fair presentation of annual financial statements that comply with Australian Accounting Standards – Simplified Disclosures and the rules made under the Act. The Chief Executive Officer is also responsible for such internal control as the Chief Executive Officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Chief Executive Officer is responsible for assessing the ability of the Entity to continue as a going concern, taking into account whether the Entity's operations will cease as a result of an administrative restructure or for any other reason. The Chief Executive Officer is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the assessment indicates that it is not appropriate.

Auditor's responsibilities for the audit of the financial statements

My objective is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian National Audit Office Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with the Australian National Audit Office Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control;
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Accountable Authority;
- conclude on the appropriateness of the Accountable Authority's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern; and
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Accountable Authority regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Australian National Audit Office

Philip Collier

Acting Executive Director

Delegate of the Auditor-General

Canberra

9 September 2025

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STATEMENT BY THE ACCOUNTABLE AUTHORITY AND CHIEF FINANCIAL OFFICER

In our opinion, the attached financial statements for the year ended 30 June 2025 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

In our opinion, at the date of this statement, there are reasonable grounds to believe that Geoscience Australia will be able to pay its debts as and when they fall due.

Melissa Harris PSM
Chief Executive Officer
Geoscience Australia

09/09/2025

Michael Olive
Chief Finance Officer
Geoscience Australia

09/09/2025

Geoscience Australia
Statement of Comprehensive Income
for the period ended 30 June 2025

	Notes	2025 $'000	2024[2] $'000	Original Budget[1] $'000
NET COST OF SERVICES				
Expenses				
Employee benefits	1.1A	**106,330**	97,867	114,602
Suppliers	1.1B	**135,219**	124,792	230,996
Depreciation and amortisation	2.2A	**41,168**	37,341	38,666
Finance costs	1.1C	**3,062**	3,300	2,686
Write-down and impairment of other assets	1.1D	**-**	127	-
Foreign exchange losses		**67**	-	-
Losses from asset sales		**38**	59	-
Total expenses		**285,884**	263,486	386,950
Own-source income				
Own-source revenue				
Revenue from contracts with customers	1.2A	**34,575**	35,961	34,257
Rental income	1.2B	**587**	576	401
Other revenue	1.2C	**1,194**	1,342	2,635
Total own-source revenue		**36,356**	37,879	37,293
Gains				
Foreign exchange gains		**-**	13	-
Other gains		**77**	-	-
Total gains		**77**	13	-
Total own-source income		**36,433**	37,892	37,293
Net cost of services		**(249,451)**	(225,594)	(349,657)
Revenue from the Australian Government	1.2D	**338,383**	311,468	337,009
Surplus/(Deficit) on continuing operations		**88,932**	85,874	(12,648)
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to net cost of services				
Changes in asset revaluation reserve		**1,000**	(759)	-
Total other comprehensive income		**1,000**	(759)	-
Total comprehensive income/(loss)		**89,932**	85,115	(12,648)

The above statement should be read in conjunction with the accompanying notes.

1. Original budget as presented in the 2024-25 Portfolio Budget Statements.

2. Financial year 2024 values have been restated due to a change in accounting policy detailed in the Overview section.

Geoscience Australia
Statement of Financial Position
as at 30 June 2025

	Notes	2025 $'000	2024[3] $'000	Original Budget[1] $'000
ASSETS				
Financial assets				
Cash and cash equivalents	2.1A	**2,133**	930	766
Trade and other receivables	2.1B	**249,515**	214,462	111,748
Accrued revenue	2.1C	**6,007**	1,434	1,914
Total financial assets		**257,655**	216,826	114,428
Non-financial assets[2]				
Land	2.2A	**2,653**	2,172	2,961
Buildings	2.2A	**188,481**	215,060	187,582
Leasehold improvements	2.2A	**17,491**	19,432	17,638
Heritage and cultural	2.2A	**8,538**	7,378	7,378
Plant and equipment	2.2A	**54,204**	58,282	106,669
Computer software	2.2A	**3,329**	3,189	121,428
Prepayments	2.2B	**237,628**	221,984	6,328
Total non-financial assets		**512,324**	527,497	449,984
Total assets		**769,979**	744,323	564,412
LIABILITIES				
Payables				
Suppliers	2.3A	**12,657**	61,023	14,190
Other payables	2.3B	**40,055**	45,787	33,814
Total payables		**52,712**	106,810	48,004
Interest bearing liabilities				
Leases	2.4A	**212,318**	239,392	210,478
Total interest bearing liabilities		**212,318**	239,392	210,478
Provisions				
Employee provisions	4.1A	**31,595**	28,946	30,678
Other provisions	2.5A	**4,843**	4,598	4,594
Total provisions		**36,438**	33,544	35,272
Total liabilities		**301,468**	379,746	293,754
Net assets		**468,511**	364,577	270,658
EQUITY				
Contributed equity		**118,087**	104,085	122,293
Reserves		**22,580**	21,580	22,339
Retained surplus		**327,844**	238,912	126,026
Total equity		**468,511**	364,577	270,658

The above statement should be read in conjunction with the accompanying notes.

1. Original budget as presented in the 2024-25 Portfolio Budget Statements.
2. Right-of-use assets are included in Land, Buildings and Plant and equipment.
3. Financial year 2024 values have been restated due to a change in accounting policy detailed in the Overview section.

Geoscience Australia
Statement of Changes in Equity
for the period ended 30 June 2025

	Notes	2025 $'000	2024[2] $'000	Original Budget[1] $'000
CONTRIBUTED EQUITY				
Opening balance as at 1 July				
Balance carried forward from previous period		**104,085**	82,979	104,085
Adjusted opening balance as at 1 July		**104,085**	82,979	104,085
Transactions with owners				
Contributions by owners				
Equity injection - Appropriations	3.1A	**5,739**	13,063	9,945
Departmental capital budget	3.1A	**8,263**	8,043	8,263
Total transactions with owners		**14,002**	21,106	18,208
Closing balance as at 30 June		**118,087**	104,085	122,293
RETAINED EARNINGS				
Opening balance as at 1 July				
Balance carried forward from previous period		**237,190**	153,038	138,674
Adjustment for changes in accounting policy		**1,722**	-	-
Adjusted opening balance as at 1 July		**238,912**	153,038	138,674
Comprehensive income				
Surplus/(Deficit) for the period		**88,932**	85,874	(12,648)
Total comprehensive income		**88,932**	85,874	(12,648)
Closing balance as at 30 June		**327,844**	238,912	126,026
ASSET REVALUATION RESERVE				
Opening balance as at 1 July				
Balance carried forward from previous period		**21,580**	22,339	22,339
Adjusted opening balance as at 1 July		**21,580**	22,339	22,339
Comprehensive income				
Other comprehensive income				
Change in make good provision	2.5A	**(108)**	443	-
Revaluation and impairments	2.2A	**1,108**	(1,202)	-
Total comprehensive income		**1,000**	(759)	-
Closing balance as at 30 June		**22,580**	21,580	22,339

	Notes	2025 $'000	2024[2] $'000	Original Budget[1] $'000
TOTAL EQUITY				
Opening balance as at 1 July				
Balance carried forward from previous period		**362,855**	258,356	265,098
Adjustment for changes in accounting policy		**1,722**	-	-
Adjusted opening balance as at 1 July		**364,577**	258,356	265,098
Comprehensive income				
Surplus/(Deficit) for the period		**88,932**	85,874	(12,648)
Other comprehensive income				
Change in make good provision	2.5A	**(108)**	443	-
Revaluation and impairments	2.2A	**1,108**	(1,202)	-
Total comprehensive income		**89,932**	85,115	(12,648)
Transactions with owners				
Contributions by owners				
Equity injection - Appropriations	3.1A	**5,739**	13,063	9,945
Departmental capital budget	3.1A	**8,263**	8,043	8,263
Total transactions with owners		**14,002**	21,106	18,208
Closing balance as at 30 June		**468,511**	364,577	270,658

The above statement should be read in conjunction with the accompanying notes.

1. Original budget as presented in the 2024-25 Portfolio Budget Statements.

2. Financial year 2024 values have been restated due to a change in accounting policy detailed in the Overview section.

Accounting Policy
Equity Injections
Amounts appropriated which are designated as 'equity injections' for a year (less any formal reductions) and Departmental Capital Budgets (DCBs) are recognised directly in contributed equity in that year.

Geoscience Australia
Cash Flow Statement
for the period ended 30 June 2025

	Notes	2025 $'000	2024[2] $'000	Original Budget[1] $'000
OPERATING ACTIVITIES				
Cash received				
Appropriations		**348,244**	329,598	365,447
Sale of goods and rendering of services		**35,802**	26,404	34,658
Net GST received		**20,612**	20,315	7,782
Other		**25,501**	20,845	2,525
Total cash received		**430,159**	397,162	410,412
Cash used				
Employees		**103,630**	97,345	112,951
Suppliers		**234,094**	203,676	230,886
Interest payments on lease liabilities		**2,893**	3,133	2,636
Net GST paid		**-**	-	7,782
Section 74 receipts transferred to OPA		**82,637**	68,549	30,089
Other		**-**	66	-
Total cash used		**423,254**	372,769	384,344
Net cash from operating activities		**6,905**	24,393	26,068
INVESTING ACTIVITIES				
Cash received				
Proceeds from sales of property, plant and equipment		**7**	-	-
Total cash received		**7**	-	-
Cash used				
Purchase of property, plant and equipment		**4,024**	9,495	18,058
Purchase of intangibles		**875**	885	200
Total cash used		**4,899**	10,380	18,258
Net cash used by investing activities		**(4,892)**	(10,380)	(18,258)
FINANCING ACTIVITIES				
Cash received				
Contributed equity - Equity injection		**22,656**	421	9,945
Contributed equity - Departmental Capital Budget		**5,156**	8,043	8,263
Total cash received		**27,812**	8,464	18,208
Cash used				
Principal payments of lease liabilities		**28,622**	22,698	26,018
Total cash used		**28,622**	22,698	26,018
Net cash used by financing activities		**(810)**	(14,234)	(7,810)
Net increase (decrease) in cash held		**1,203**	(221)	-
Cash and cash equivalents at the beginning of the reporting period		**930**	1,151	766
Cash and cash equivalents at the end of the reporting period	2.1A	**2,133**	930	766

The above statement should be read in conjunction with the accompanying notes.

1. Original budget as presented in the 2024-25 Portfolio Budget Statements.

2. Financial year 2024 values have been restated due to a change in accounting policy detailed in the Overview section.

Geoscience Australia
Administered Schedule of Comprehensive Income
for the period ended 30 June 2025

	Notes	2025 $'000	2024 $'000	Original Budget[1] $'000
NET COST OF SERVICES				
Expenses				
Total expenses		-	-	19
Income				
Return of prior year grants		-	13	-
Total income		-	13	-
Net cost of services		-	13	(19)
Surplus/(Deficit)		-	13	(19)

The above schedule should be read in conjunction with the accompanying notes.

1. Original budget as presented in the 2024-25 Portfolio Budget Statements.

Administered Schedule of Assets and Liabilities

In 2024 and 2025, Geoscience Australia had no assets or liabilities (or budgeted assets or liabilities) administered on behalf of government.

Geoscience Australia
Administered Reconciliation Schedule
for the period ended 30 June 2025

	Notes	2025 $'000	2024 $'000
Opening assets less liabilities as at 1 July		-	-
Net contribution by services			
Income		-	13
Transfers (to)/from the Australian Government			
Appropriation transfers from Official Public Account			
Annual appropriations			
Payments to entities other than corporate Commonwealth entities		-	(13)
Closing assets less liabilities as at 30 June		-	-

The above schedule should be read in conjunction with the accompanying notes.

Accounting Policy
Administered Cash Transfers to and from the Official Public Account
Revenue collected by the entity for use by the Australian Government rather than the entity is administered revenue. Collections are transferred to the Official Public Account (OPA) maintained by the Department of Finance. Conversely, cash is drawn from the OPA to make payments under Parliamentary appropriation on behalf of the Australian Government. These transfers to and from the OPA are adjustments to the administered cash held by Geoscience Australia on behalf of the Australian Government and reported as such in the Schedule of Administered Cash Flows and in the Administered Reconciliation Schedule.

Geoscience Australia
Administered Cash Flow Statement
for the period ended 30 June 2025

	Notes	2025 $'000	2024 $'000	Original Budget[1] $'000
OPERATING ACTIVITIES				
Cash received				
Other		-	13	-
Total cash received		-	13	-
Cash used				
Grants		-	-	19
Total cash used		-	-	19
Net cash from operating activities		-	13	(19)
Cash from Official Public Account				
Appropriations		-	-	-
Total cash from official public account		-	-	-
Cash to Official Public Account				
Appropriations		-	13	-
Total cash to official public account		-	13	-
Net increase/(decrease) in cash held		-	-	-
Cash and cash equivalents at the beginning of the reporting period		-	-	-
Cash and cash equivalents at the end of the reporting period		-	-	-

This schedule should be read in conjunction with the accompanying notes.

1. Original budget as presented in the 2024-25 Portfolio Budget Statements.

Departmental Budget Variance

The below table provides commentary for major differences between the actual and the original budgeted amounts that were first presented to Parliament in respect of the reporting period from Geoscience Australia's 2024-25 Portfolio Budget Statements (PBS). Variances are considered to be 'major' based on the following criteria:

- the variance between budget and actual is greater than 10% and $10 million; or
- an item below this threshold that is considered important for the reader's understanding or is relevant to an assessment of the discharge of accountability and to an analysis of performance of the department.

Where an item was not originally budgeted for in the PBS, for example asset revaluation adjustments, explanations will only be provided if the variance is considered to be 'major'.

Explanations of major variances	**Affected line items/statements**
The variance in supplier expenses mainly relates to delays in project deliverables causing a timing mismatch in expenditure as compared to Budget for the following programs: SouthPAN $59.6m Data Driven Discoveries - Cooper Adavale $9.8m Landsat Next $5.2m The above underspend resulted in an increase to the Appropriations Receivable balance.	Statement of Comprehensive Income - Suppliers ($95.8 million). Statement of Financial Position - Trade Debtors and Other Receivable ($137.8 million).
During the year, Geoscience Australia has revisited the accounting treatment of the SouthPAN program and concluded that more relevant and reliable information would be provided to the users of the financial statements if it is accounted for as a service contract. As a result, a voluntary change of accounting policy is adopted in the current year. This change leads to payments made under the contract being accounted for as a prepayment of services provided from 2028 to 2042. The budget was prepared based on SouthPAN being accounted for as a Service Concession Arrangement with payments being capitalised as assets. This change in accounting treatment has resulted in a significant variance in prepayments and non-financial assets (Plant and Equipment , Computer Software). Please refer to the Overview Note for details.	Statement of Financial Position - Plant and Equipment ($52.5 million), Computer Software ($118.1 million) and Prepayments ($231.3 million). Cash Flow Statement - Purchase of Plant and Equipment ($14.0 million).
In the budgeted Cash Flow Statement, the recovery of the LINZ share of SouthPAN payments under the Joint Operation arrangement was netted off against supplier expenses. This item is reflected at gross in the actual Cash Flow Statement in the line item - Other Receipts. The preparation of the actual Cash Flow Statement reflects the actual cash resources flow for this recovery.	Cash Flow Statement - Other Cash Received ($22.3 million).

Overview

Geoscience Australia is an Australian Government controlled not-for-profit entity. Geoscience Australia's purpose is to be the trusted advisor on Earth science to inform government, community and industry. This contributes to a strong economy, resilient society and sustainable environment.

Geoscience Australia is structured to meet a single outcome: informed government, industry and community decisions on the economic, social and environmental management of the nation's natural resources through enabling access to geoscientific and spatial information.

Geoscience Australia's principal business is located in Symonston, Canberra, Australia Capital Territory.

The continued existence of Geoscience Australia in its present form and with its present programs is dependent on Australian Government policy and on continuing funding by Parliament for the entity's administration and programs.

The Basis of Preparation

The financial statements are required by section 42 of the *Public Governance, Performance and Accountability Act 2013.*

The financial statements have been prepared in accordance with:

a) *Public Governance, Performance and Accountability* (Financial Reporting) Rule 2015 (FRR); and
b) Australian Accounting Standards and Interpretations – including simplified disclosures for Tier 2 Entities under AASB 1060 issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

The financial statements have been prepared on an accrual basis and in accordance with the historical cost convention, except for certain assets and liabilities at fair value. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars.

Taxation

Geoscience Australia is exempt from all forms of taxation except Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

Reporting of Administered activities

Administered revenues, expenses, assets, liabilities and cash flows are disclosed in the administered schedules and related notes. Except where otherwise stated, administered items are accounted for on the same basis and using the same policies as for departmental items, including the application of Australian Accounting Standards.

Events after the Reporting Period

There were no events occurring after 30 June 2025 that would have a material impact on the departmental or administered financial statements.

Changes in accounting policies

Effective from 1 July 2024, Geoscience Australia voluntarily changed its accounting policy for the SouthPAN program from a service concessional arrangement under *AASB 1059 Service Concession Arrangements: Grantors* to a service contract. Geoscience Australia has concluded that under *AASB 108 Accounting Policies, Changes in Accounting Estimates and Error* that this new accounting policy provides more relevant and reliable information about the arrangement to the users of the financial statements. This change in accounting policy has been applied retrospectively.

The impact of the above change is provided in the below table:

Financial Statement	Line Item	Original 2024 $'000	Adjustment 2024 $'000	Closing and comparative balances 2024 $'000
Statement of Financial Position	Plant and equipment	268,387	(210,105)	58,282
	Prepayments	10,157	211,827	221,984
	Suppliers	(23,572)	(37,451)	(61,023)
	Other interest bearing liabilities	(37,451)	37,451	-
Statement of Comprehensive Income	Depreciation and amortisation	39,063	(1,722)	37,341
Cash Flow Statement	Cash used - Purchase of property, plant and equipment	45,380	(35,885)	9,495
	Payment to supplier	167,791	35,885	203,676
Statement of Changes in Equity	Surplus for the period	84,152	1,722	85,874
	Retained surplus	237,190	1,722	238,912

Financial Performance

This section analyses the financial performance of Geoscience Australia for the year ended 30 June 2025.

1.1 Expenses

	2025 $'000	2024 $'000
1.1A: Employee benefits		
Wages and salaries	**79,557**	74,283
Superannuation		
Defined contribution plans	**9,635**	9,116
Defined benefit plans	**4,522**	4,487
Leave and other entitlements	**11,386**	9,981
Separation and redundancies	**1,230**	-
Total employee benefits	**106,330**	97,867

Accounting Policy

Accounting policies for employee related expenses is contained in the 'People and relationships' section.

1.1B: Suppliers		
Goods and services supplied or rendered		
Consultants and legal services	**3,056**	3,545
Outsourced services - positioning, scientific and other	**70,976**	57,611
Travel	**3,904**	3,438
IT services	**35,011**	35,625
Property operating	**6,713**	6,171
Office supplies	**926**	901
Direct operational costs	**4,079**	6,856
Research	**5,483**	2,636
Other	**4,504**	7,630
Total goods and services supplied or rendered	**134,652**	124,413
Goods supplied	**1,526**	1,135
Services rendered	**133,126**	123,278
Total goods and services supplied or rendered	**134,652**	124,413
Other suppliers		
Workers compensation expenses	**564**	370
Short-term leases	**3**	9
Total other suppliers	**567**	379
Total suppliers	**135,219**	124,792

Geoscience Australia has no short-term lease commitments as at 30 June 2025 (2024: nil).

The above lease disclosures should be read in conjunction with the accompanying notes 1.1C, 1.2B, 2.2A and 2.4A.

The above disclosure and notes 2.2A, and 2.3A should be read in conjunction with note 2.2C.

Accounting Policy

Short-term leases and leases of low-value assets
Geoscience Australia has elected not to recognise right-of-use assets and lease liabilities for short-term leases of assets that have a lease term of 12 months or less and leases of low-value assets (less than $10,000 per asset). Geoscience Australia recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

	2025 $'000	2024 $'000
1.1C: Finance costs		
Interest on lease liabilities	**2,893**	3,133
Unwinding of discount	**169**	167
Total finance costs	**3,062**	3,300

The above lease disclosures should be read in conjunction with the accompanying notes 1.1B, 1.2B, 2.2A and 2.4A.

1.1D: Write-down and impairment of other assets		
Impairment of property, plant and equipment	**-**	127
Total write-down and impairment of other assets	**-**	127

1.2 Own-Source Revenue and Gains

	2025 $'000	2024 $'000
Own-Source Revenue		
1.2A: Revenue from contracts with customers		
Sale of goods	**204**	82
Rendering of services	**34,371**	35,879
Total revenue from contracts with customers	**34,575**	35,961
Disaggregation of revenue from contracts with customers		
Geoscience Australia's value to the nation:		
Building Australia's resource wealth	**8,440**	11,194
Supporting Australia's community safety	**8,692**	11,431
Securing Australia's water resources	**13**	-
Managing Australia's marine jurisdictions	**2,541**	1,260
Creating a location-enabled Australia	**10,478**	9,331
Enabling an informed Australia	**4,036**	2,504
Corporate	**375**	241
	34,575	35,961
Type of customer:		
Australian Government entities (related parties)	**19,519**	21,540
State and Territory Governments	**9,669**	8,919
Non-government entities	**5,387**	5,502
	34,575	35,961
Timing of transfer of goods and services:		
Over time	**34,146**	35,758
Point in time	**429**	203
	34,575	35,961

Accounting Policy

Revenue recognition

Geoscience Australia recognises revenue from the provision of geoscientific support to all levels of government and industry.

Geoscience Australia delivers support across six key areas of society:

- maximising the value from our abundant mineral and energy resources
- strengthening our resilience to the impact of hazards
- optimising and sustaining our water use
- supporting the sustainable use of our marine environment
- using digital mapping for faster and smarter decision-making
- equipping government, industry and the community with geoscience data and information to make informed decisions.

Geoscientific services include:

- provision of independent technical advice
- development of tools, datasets, science products, data products and decision support tools to guide government, industry and communities
- project management of air, marine and land surveys including but not limited to geospatial, geological, hydrogeological and geophysical data and sample collecting techniques
- hazard and impact assessments including scenario modelling, analysis and interpretation
- provision of ongoing real-time monitoring, analysis and advice, and
- production, supply, maintenance and management of observatory monitoring stations.

Geoscience Australia assesses agreements to determine if the contract is within the scope of *AASB 15 Revenue from Contracts with Customers*, including having enforceable performance obligations that are sufficiently specific to enable Geoscience Australia to determine when they have been satisfied. The majority of contracts that Geoscience Australia participates in fall within the scope of AASB 15.

Accounting Policy (continued)

Due to the customised nature of Geoscience Australia's services there usually is no direct observable selling price for the performance obligations. Geoscience Australia provides services on a cost recovery basis, the cost to provide each performance obligation is the best indicator of the standalone selling price.

Geoscience Australia recognises revenue as a performance obligation when satisfied. It can be over time or at a point in time. For the majority of service contracts, Geoscience Australia recognises revenue over time; the customer receives the benefits provided by Geoscience Australia as services are provided. Should Geoscience Australia cease activities, the works carried out would not need to be substantially re-performed by another party to satisfy the remaining obligations. Revenue from the sale of goods is recognised at the point in time when control has been transferred to the buyer.

Where revenue is recognised over time, for each contract, Geoscience Australia determines the most representative measure of progress to achieving each performance obligation. The most common methods utilised by Geoscience Australia include:

- costs incurred as a proportion of total costs
- surveys of performance completed to date, and
- time elapsed.

When a contract does not contain sufficiently specific performance obligations, revenue is recognised immediately in other income to the extent that the asset does not give rise to a contribution by owners, lease liability, financial instrument or a provision.

Where Geoscience Australia is contracted to acquire or construct a non-financial asset that will be controlled by Geoscience Australia, revenue is recognised when Geoscience Australia has satisfied its obligations under the agreement and is reported in other income:

- when an asset is acquired, this is at the point in time Geoscience Australia has control of the asset
- when the asset is constructed, if Geoscience Australia has control during construction, revenue will be recognised to the extent that the construction has progressed.

Receivables for goods and services, which have 30-day terms, are recognised at the nominal amounts due less any impairment allowance account. Collectability of debts is reviewed at the end of the reporting period. Allowances are made when collectability of the debt is no longer probable.

	2025	2024
	$'000	$'000
1.2B: Rental income		
Operating lease		
Subleasing right-of-use assets[1,2]	**587**	576
Total rental income	**587**	576

Operating leases

1. Geoscience Australia has subleased the childcare centre and office space within the main building at the Symonston site in Canberra. The childcare centre underlease has a 10-year initial term expiring on 30 April 2027, with the option to extend for a further 5 years. Rent of $433,574 was for office space within the main building, rented for 12 months (2024: $422,842 for 12 months), the current sublease term ends on 31 January 2027.

2. Rental income has been recognised on a straight-line basis over the relevant sublease term. The relevant sublease agreements detail Geoscience Australia's rights as head-lessee and the sublessee's obligations, including the sublessee's obligation to make good on termination.

Maturity analysis of operating lease income receivables:		
Within 1 year	**743**	477
One to two years	**482**	268
Two to three years	**-**	229
Total undiscounted lease payments receivable	**1,225**	974

The above lease disclosures should be read in conjunction with the accompanying notes 1.1B, 1.1C, 2.2A and 2.4A.

	2025 $'000	2024 $'000
1.2C: Other revenue		
Employee contributions (salary sacrifice arrangements)	**338**	382
Other	**756**	864
Resources received free of charge		
Remuneration of auditors	**96**	96
Other	**4**	-
Total other revenue	**1,194**	1,342

Accounting Policy

Resources Received Free of Charge
Resources received free of charge are recognised as revenue when, and only when, a fair value can be reliably determined and the services would have been purchased if they had not been donated. Use of those resources is recognised as an expense. Resources received free of charge are recorded as either revenue or gains depending on their nature.

1.2D: Revenue from the Australian Government		
Appropriations		
Departmental appropriations	**333,609**	311,468
Supplementation	**4,774**	-
Total revenue from the Australian Government	**338,383**	311,468

During 2024-25 the departmental appropriations were reduced by a formal reduction (s51 withholding) of $3.4 million.

Supplementation relates to foreign exchange losses, refer to note 2.1C.

Accounting Policy

Revenue from the Australian Government
Amounts appropriated for departmental appropriations for the year (adjusted for any formal additions and reductions) are recognised as Revenue from the Australian Government when Geoscience Australia gains control of the appropriation, except for certain amounts that relate to activities that are reciprocal in nature, in which case revenue is recognised only when it has been earned. Appropriations receivable are recognised at their nominal amounts.

Financial Position

This section analyses the assets Geoscience Australia used to conduct its operations and the operating liabilities incurred as a result. Employee-related information is disclosed in the 'People and Relationships' section.

2.1 Financial Assets

	2025 $'000	2024 $'000
2.1A: Cash and cash equivalents		
Cash on hand or on deposit	**2,133**	930
Total cash and cash equivalents	**2,133**	930

Accounting Policy
Cash is recognised at its nominal amount.

2.1B: Trade and other receivables		
Goods and services receivables		
Goods and services	**2,081**	9,395
Total goods and services receivables	**2,081**	9,395
Refer to note 2.3B for information relating to contract liabilities from contracts with customers.		
Appropriation receivables		
Appropriation receivable	**243,695**	189,503
Total appropriation receivables	**243,695**	189,503
Other receivables		
GST receivables	**2,891**	1,719
SouthPAN joint operation - Ground Segment services contract	**-**	13,053
Other	**848**	792
Total other receivables	**3,739**	15,564
Total trade and other receivables (gross)	**249,515**	214,462
Less expected credit loss allowance	**-**	-
Total trade and other receivables (net)	**249,515**	214,462

Credit terms for goods and services from contracts with customers were within 30 days (2024: 30 days).

Accounting Policy

Financial assets
Trade receivables and other receivables that are held for the purpose of collecting the contractual cash flows where the cash flows are solely payments of principal and interest, that are not provided at below-market interest rates, are subsequently measured at amortised cost using the effective interest method adjusted for any loss allowance.

2.1C: Accrued revenue		
Accrued appropriation revenue	**4,774**	-
Accrued revenue from contracts with customers	**1,233**	1,434
Total other financial assets	**6,007**	1,434

No asset existed in relation to transfers to acquire or construct a non-financial asset at reporting date (2024: nil).
The above disclosure and notes 1.1B, 1.1E, 2.2A and 2.3A should be read in conjunction with note 2.2C.

2.2 Non-Financial Assets

2.2A: Reconciliation of the Opening and Closing Balances of Property, Plant and Equipment and Intangibles

Property, plant and equipment at 30 June 2025

	Land	Buildings	Leasehold improvements	Heritage and cultural	Plant and equipment	Computer software	Total
	$'000	$'000	$'000	$'000	$'000	$'000	$'000
Combined total as at 30 June 2025 represented by							
Gross book value	2,979	351,675	22,595	8,538	71,713	6,468	463,968
Accumulated depreciation, amortisation and impairment	(326)	(163,194)	(5,104)	-	(17,509)	(3,139)	(189,272)
Total as at 30 June 2025	2,653	188,481	17,491	8,538	54,204	3,329	274,696
Carrying amount of right-of-use assets	1,474	188,209	-	-	88	-	189,771

Land, buildings and other property, plant and equipment that met the definition of a heritage and cultural item have been disclosed in the heritage and cultural asset class.

The carrying amounts of right-of-use assets are included in the total as at 30 June 2025.

Geoscience Australia has no significant property, plant and equipment and intangibles disposals expected within the next 12 months.

Revaluations of non-financial assets and intangible assets

The comprehensive valuation of the Heritage and cultural assets and a materiality review of remaining asset classes was undertaken by an independent valuer, Jones Lang LaSalle (JLL) Advisory Services Pty Ltd as at 30 June 2025 (2024: The comprehensive valuation of Land and a materiality review of remaining asset classes were undertaken by an independent valuer, Jones Lang LaSalle (JLL) Advisory Services Pty Ltd as at 30 June 2024). Geoscience Australia has relied upon those outcomes to establish carrying amounts.

Asset class	Comprehensive valuation date
Land	30/06/2024
Buildings	30/04/2023
Leasehold improvements	30/04/2023
Heritage and cultural	30/06/2025
Plant and equipment	30/04/2023

Contractual commitments for the acquisition of property, plant, equipment and intangible assets

Total commitments for property, plant, equipment and intangible assets were $65.076 million including contractual commitments for the acquisition of property, plant, equipment and intangible assets amounting to $61.158 million associated with SouthPAN (2024: $59.950 million, including SouthPAN $58.765 million).

Reconciliation of the opening and closing balances of property, plant and equipment not subject to operating leases for 2025

	Land	Buildings	Leasehold improvements[1]	Heritage and cultural	Plant and equipment	Computer software	Total
	$'000	$'000	$'000	$'000	$'000	$'000	$'000
Restated total as at 30 June 2024[2]							
Gross book value	**2,404**	**350,746**	**21,552**	**7,378**	**65,612**	**7,052**	**454,744**
Accumulated depreciation, amortisation and impairment	**(232)**	**(135,686)**	**(2,515)**	**-**	**(7,330)**	**(3,863)**	**(149,626)**
Total as at 1 July 2024	**2,172**	**215,060**	**19,037**	**7,378**	**58,282**	**3,189**	**305,118**
Additions							
Purchase or internally developed	**57**	**-**	**601**	**-**	**6,202**	**857**	**7,717**
Right-of-use assets	**521**	**962**	**-**	**-**	**88**	**-**	**1,571**
Revaluations and impairments recognised in other comprehensive income	**-**	**-**	**-**	**1,160**	**(52)**	**-**	**1,108**
Depreciation and amortisation	**-**	**(26)**	**(2,493)**	**-**	**(10,226)**	**(717)**	**(13,462)**
Depreciation on right-of-use assets	**(94)**	**(27,518)**	**-**	**-**	**(45)**	**-**	**(27,657)**
Other movements	**(3)**	**3**	**-**	**-**	**-**	**-**	**-**
Disposals							
Other	**-**	**-**	**-**	**-**	**(45)**	**-**	**(45)**
Total as at 30 June 2025	**2,653**	**188,481**	**17,145**	**8,538**	**54,204**	**3,329**	**274,350**
Total as at 30 June 2025 represented by							
Gross book value	**2,979**	**351,675**	**22,153**	**8,538**	**71,713**	**6,468**	**463,526**
Accumulated depreciation, amortisation and impairment	**(326)**	**(163,194)**	**(5,008)**	**-**	**(17,509)**	**(3,139)**	**(189,176)**
Total as at 30 June 2025	**2,653**	**188,481**	**17,145**	**8,538**	**54,204**	**3,329**	**274,350**

1. Property, plant and equipment not subject to operating leases.

2. Financial year 2024 values have been restated due to a change in accounting policy detailed in the Overview section.

Reconciliation of the opening and closing balances of property, plant and equipment that are subject to operating leases for 2025

	Land	Buildings	Leasehold improvements[1]	Heritage and cultural	Plant and equipment	Computer software	Total
	$'000	$'000	$'000	$'000	$'000	$'000	$'000
As at 1 July 2024							
Gross book value	-	-	**442**	-	-	-	**442**
Accumulated depreciation, amortisation and impairment	-	-	**(47)**	-	-	-	**(47)**
Total as at 1 July 2024	-	-	**395**	-	-	-	**395**
Revaluations and impairments recognised in other comprehensive income	-	-	-	-	-	-	-
Depreciation and amortisation	-	-	**(49)**	-	-	-	**(49)**
Transfers to and from the schedule for property, plant and equipment not subject to operating leases[2]	-	-	-	-	-	-	-
Total as at 30 June 2025	-	-	**346**	-	-	-	**346**
Total as at 30 June 2025 represented by							
Gross book value	-	-	**442**	-	-	-	**442**
Accumulated depreciation, amortisation and impairment	-	-	**(96)**	-	-	-	**(96)**
Total as at 30 June 2025	-	-	**346**	-	-	-	**346**

1. In 2025 1,060m2 of the Symonston building (25,000m2) was subleased for the full financial year (2024: Sublease of 1,060m2 of the Symonston building (25,000m2) since February 2023).

Accounting Policy

An annual assessment is undertaken to determine whether the carrying amount of the assets is materially different from the fair value. Comprehensive formal valuations are carried out at least once every three years for all non-financial assets classes, with the exception of right-of-use assets.
The valuation models developed by the valuer are in compliance with *AASB 13 Fair Value Measurement*. The methods utilised to determine and substantiate the unobservable inputs are derived and evaluated as follows:
Physical depreciation and obsolescence - assets that do not transact with enough frequency or transparency to develop objective opinions of value from observable market evidence have been measured utilising the Depreciated Replacement Cost approach. Under this approach the estimated cost to replace the asset is calculated and then adjusted to take into account physical depreciation and obsolescence. Physical depreciation and obsolescence has been determined based on professional judgement regarding physical, economic and external obsolescence factors relevant to the asset under consideration. For all leasehold improvement assets, the consumed economic benefit / asset obsolescence deduction is determined based on the term of the associated lease.
Geoscience Australia's policy is to recognise transfers into and transfers out of fair value hierarchy levels as at the end of the reporting period.

Accounting Policy

Assets are recorded at cost on acquisition except as stated below. The cost of acquisition includes the fair value of assets transferred in exchange and liabilities undertaken. Assets are initially measured at their fair value plus transaction costs where appropriate.

Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and income at their fair value at the date of acquisition, unless acquired as a consequence of restructuring of administrative arrangements. In the latter case, assets are initially recognised as contributions by owners at the amounts at which they were recognised in the transferor's accounts immediately prior to the restructuring.

Asset Recognition Threshold
Purchases of leasehold improvements and plant and equipment are recognised initially at cost in the Statement of financial position, except for assets costing less than the relevant asset recognition threshold, which are expensed in the year of acquisition (other than where they form part of a group of similar items which are significant in total). Asset recognition thresholds can be found in the table below.

The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located. These costs are included in the relevant asset class with a corresponding provision for the 'make good' recognised.

Leased Right-of-Use (ROU) Assets
Leased ROU assets are capitalised at the commencement date of the lease and comprise the initial lease liability amount, initial direct costs incurred when entering into the lease less any lease incentives received. These assets are accounted for as separate asset classes to corresponding assets owned outright, but are included in the same column where the corresponding underlying assets would be presented if they were owned.

On initial adoption of AASB 16 Geoscience Australia adjusted the ROU assets at the date of initial application by the amount of any provision for onerous leases recognised immediately before the date of initial application. Following initial application, an impairment review is undertaken for any right-of-use lease asset that shows indicators of impairment and an impairment loss is recognised against any right-of-use lease asset that is impaired. Leased ROU assets continue to be measured at cost after initial recognition.

Revaluations
Following initial recognition at cost, property, plant and equipment (excluding ROU assets) are carried at fair value (or an amount not materially different from fair value) less subsequent accumulated depreciation and accumulated impairment losses. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets did not differ materially from the assets' fair values as at the reporting date. The regularity of independent valuations depended upon the volatility of movements in market values for the relevant assets.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the surplus/deficit except to the extent that they reversed a previous revaluation increment for that class.
Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset restated to the revalued amount.

Depreciation
Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful lives to the entity using, in all cases, the straight-line method of depreciation. Leasehold improvements are amortised on a straight-line basis over the lesser of the estimated useful life of the improvements and the unexpired period of the lease.

Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

The depreciation rates for ROU assets are based on the commencement date to the earlier of the end of the useful life of the ROU asset or the end of the lease term.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives and methods:

	Threshold		**Useful lives**	
Asset Type	**2025**	2024	**2025**	2024
Building on freehold land	**N/A**	N/A	**40 years**	40 years
Leasehold improvements	**$25,000**	$25,000	**7 - 15 years**	7 - 15 years
Plant and equipment	**$5,000**	$5,000	**3 - 25 years**	3 - 25 years
Collections	**$5,000**	$5,000	**Indefinite**	Indefinite

Impairment
All cash-generating assets and assets held at cost, including intangibles and ROU assets, were assessed for impairment at 30 June 2025. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount. For non-cash generating assets held at fair value, the recoverable amount is expected to be materially the same as fair value at 30 June 2025.

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the entity were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

Derecognition
An item of property, plant and equipment is derecognised upon disposal or when no further future economic benefits are expected from its use or disposal.

Intangible Assets

Geoscience Australia's intangible assets comprise of software. Software assets are carried at cost less accumulated amortisation and accumulated impairment losses, except for assets costing less than the relevant asset recognition threshold.

	Threshold		**Useful lives**	
Intangible Asset Type	**2025**	2024	**2025**	2024
Purchased software	**$10,000**	$10,000	**3 - 15 years**	3 - 15 years
Internally developed software	**$200,000**	$200,000	**3 - 15 years**	3 - 15 years

All software assets were assessed for indicators of impairment at 30 June 2025.

Heritage and Cultural Assets

The key objective of Geoscience Australia's collection is to maintain geoscience knowledge and capability. Geoscience Australia's heritage and cultural assets comprise:
• a collection of minerals which are primarily held for research, public exhibition, engagement and education; and
• the Commonwealth Paleontological Collection (CPC) – which includes internationally recognised reference specimens used to define fossil species under the International Codes of Botanical and Zoological Nomenclature. Such assets are irreplaceable and have indefinite useful lives as a reference, for further research as well as outreach activities.

Geoscience Australia's collections management and preservation policy is available on our website:
https://www.ga.gov.au/data-pubs/nmfc

The Geoscience Australia museum is registered as a Deductible Gift Recipient and the Cultural Gifts Program.

Collections not recognised as assets
Through the process of national geological mapping, both onshore and in Australia's marine jurisdiction, and the national stewardship of cores, cuttings, and other samples and data submitted to Geoscience Australia under the *Petroleum Search Subsidy Act [PSSA] 1957-1961*, *Petroleum [Submerged Lands] Act 1967 amended*, and the *Offshore Petroleum and Greenhouse Gas Storage Act 2006*, Geoscience Australia has diverse and comprehensive geoscience collections used for scientific research and analysis purposes. The collections have been acquired since the inception of Geoscience Australia's forerunner organisation, the Bureau of Mineral Resources, Geology and Geophysics, in 1946.

The rock and core collections include:
- geological reference samples of surface rock and cores collected during the mapping of Australia;
- physical cores and cuttings samples from offshore petroleum wells and stratigraphic boreholes; and
- oil, gas and other fluid samples submitted under the various petroleum legislations.

Numerous data collections are maintained including fundamental types such as:
- two and three dimensional seismic and non-seismic geophysical data;
- satellite earth observation data;
- geospatial data particularly geodetic data for positioning purposes; and
- elevation and bathymetry.

The bulk fossil collection:
Palaeontological specimens collected and donated which are unprocessed from both Australia and overseas.
These are national, and in some cases international collections that have enduring scientific value for the nation.

These collections are deemed irreplaceable, with an indefinite useful life. They are not recognised as assets of Geoscience Australia as their value is not reliably measurable.

2.2 Non-Financial Assets

	2025	2024
	$'000	$'000
2.2B: Prepayments		
Prepayments - SouthPAN joint operation - Satellite services lease	**3,547**	3,547
Prepayments - SouthPAN joint operation - Ground Segment services contract	**226,217**	211,827
Prepayments - Other	**7,864**	6,610
Total other non-financial assets	**237,628**	221,984
Other non-financial assets expected to be recovered		
No more than 12 months	**6,816**	6,308
More than 12 months	**230,812**	215,676
Total other non-financial assets	**237,628**	221,984

No indicators of impairment were found for other non-financial assets.

The above disclosure and notes 1.1B, 1.1D, 2.2A and 2.3A should be read in conjunction with note 2.2C.

Prepayments - SouthPAN joint operation - Satellite service lease
This represents prepayments made under the satellite lease as part of SouthPAN program. The lease is scheduled to commence in 2027. This amount will be transferred and incorporated in the right of use asset calculation related to this lease at a commencement date in the future.

Prepayments - SouthPAN joint operation - Ground Segment services contract
This represents prepayments made under the Ground Segment services contract. Under the contract, Geoscience Australia will make progressive milestone payments during the establishment phase of the SouthPAN program. The SouthPAN services are scheduled to be available in 2028. These prepayments will then be amortised over the life of the service period for the full Safety of Life service from 2028 to 2042.

Financial year 2024 values have been restated due to a change in accounting policy detailed in the Overview section.

2.2C: Joint operations

Geoscience Australia is an operator in the following jointly controlled operations and assets:

	Share of Output	
	2025	2024
	%	%
Southern Positioning Augmentation Network	**75**	75

The Southern Positioning Augmentation Network (SouthPAN) is a joint operation of the Australian and New Zealand Governments that will provide Satellite-Based Augmentation System (SBAS) services for Australia and New Zealand.

The above joint venture disclosures should be read in conjunction with the accompanying notes 1.1B, 2.1C, 2.2A and 2.3A.

2.3 Payables

	2025	2024
	$'000	$'000
2.3A: Suppliers		
Trade creditors	**220**	186
Accruals	**12,437**	60,837
Total suppliers	**12,657**	61,023

Settlement terms for suppliers are 5 calendar days for electronic invoicing (eInvoicing) and 20 calendar days for all other invoices, unless shorter maximum payment terms are agreed upon (2024: 5 days eInvoicing; 20 days all other invoices).

The above disclosure and notes 1.1B, 2.1C and 2.2A should be read in conjunction with note 2.2C.

Financial year 2024 values have been restated due to a change in accounting policy detailed in the Overview section.

2.3B: Other payables		
Salaries and wages	**3,659**	2,541
Superannuation	**456**	369
Separations and redundancies	**433**	-
Unearned income from contracts with customers[1]	**35,265**	42,418
Other	**242**	459
Total other payables	**40,055**	45,787

1. Consideration that has been received from the customer but performance obligations have yet to be met.

No liabilities existed in relation to transfers to acquire or construct a non-financial asset at reporting date (2024: nil). Refer to notes 2.1B and 2.1C for further information relating to contract assets from contracts with customers.

2.4 Interest Bearing Liabilities

	2025	2024
	$'000	$'000
2.4A: Leases		
Lease liabilities	**212,318**	239,392
Total leases	**212,318**	239,392
Maturity analysis - contractual undiscounted cash flows		
Within 1 year	**29,941**	31,119
Between 1 to 5 years	**127,640**	123,499
More than 5 years	**64,778**	97,352
Total leases	**222,359**	251,970

Total cash outflow for leases for the year ended 30 June 2025 was $31.5 million (2024: $25.8 million).

Geoscience Australia's significant leasing arrangement is for office accommodation at Symonston ACT. This lease expires on 31 May 2032 and rent payable has a 3% annual increase. Refer to note 1.2B in relation to the sublease arrangements. Geoscience Australia has other lease arrangements including the Satellite Laser Ranging Station at Yarragadee, WA, the Alice Springs satellite ground station and motor vehicles used in field work.

Geoscience Australia in its capacity as lessee uses small parcels of land across Australia to accommodate ground station infrastructure. These arrangements are generally below market terms, often for nil consideration and have been accounted for at cost. The leases are restricted to a permitted use of collecting and communicating geoscientific and geospatial information.

The above lease disclosures should be read in conjunction with the accompanying notes 1.1B, 1.1C, 1.2B, and 2.2A.

Accounting Policy

Geoscience Australia has elected to recognise right-of-use assets and lease liabilities for all leases with a term of more than 12 months and leases of low-value assets over $10,000.

For all new contracts entered into, Geoscience Australia considers whether the contract is or contains a lease. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'.

Once it has been determined that a contract is, or contains a lease, the lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease, if that rate is readily determinable, or the department's incremental borrowing rate.

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification to the lease. When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset or profit and loss depending on the nature of the reassessment or modification.

2.5 Other Provisions

2.5A: Other provisions

	Other[1]	Provision for restoration[2]	Total
	$'000	$'000	$'000
As at 1 July 2024	**692**	**3,906**	**4,598**
Additional provisions made	**17**	**14**	**31**
Finance costs - unwinding of discount	**-**	**169**	**169**
Re-measurement[3]	**14**	**31**	**45**
Total as at 30 June 2025	**723**	**4,120**	**4,843**

1. Other provisions includes a provision for building painting required every seven years under the lease agreement. Repainting is planned during 2026-27.

2. Geoscience Australia has contractual obligations to remove leasehold improvements and restore leased sites upon vacating. The Symonston office building lease expires in May 2032 and timing of ground station site restoration will depend upon the individual lease; the majority of ground station site restoration will be in more than 20 years. The provision reflects the present value of these obligations.

3. Provision for restoration re-measurement was recognised in Other gains of $0.077 million, offset by asset revaluation reserves of $0.108 (2024: Impairment loss of $0.127 million was recognised in the Statement of Comprehensive Income, see note 1.1D).

There are no expected reimbursements or associated receivables in relation to Other Provisions.

Accounting Judgements and Estimates

Restoration of revalued non-financial assets has been estimated by the independent valuer stated in note 2.2A. Restoration of the ground station sites was based on an estimate of the present expenditure to restore the site, adjusted using building price indices and government bond rates.

The provision for building painting has been estimated based on historical cost adjusted by CPI.

Funding

This section identifies Geoscience Australia's funding structure.

3.1 Appropriations

3.1A: Annual appropriations ('recoverable GST exclusive')

Annual Appropriations for 2025

	Annual Appropriation[1]	Adjustments to appropriation[2]	Total appropriation	Appropriation applied in 2025 (current and prior years)	Variance[3]
	$'000	$'000	$'000	$'000	$'000
Departmental					
Ordinary annual services	**337,009**	**60,472**	**397,481**	**324,898**	**72,583**
Capital Budget[4]	**8,263**	**-**	**8,263**	**5,156**	**3,107**
Other services					
Equity Injections	**9,945**	**-**	**9,945**	**22,656**	**(12,711)**
Total departmental	**355,217**	**60,472**	**415,689**	**352,710**	**62,979**
Administered					
Ordinary annual services					
Administered items	**19**	**-**	**19**	**-**	**19**
Total administered	**19**	**-**	**19**	**-**	**19**

1. Departmental annual appropriation includes $7.606 million withheld under section 51 of the PGPA Act in relation to the Critical Minerals budget measure; Ordinary annual services $3.4 million and equity injections $4.206 million.

2. Current year annual appropriations adjustments reflects PGPA Act section 74 receipts.

3. Departmental variances are due to drawdowns against prior year appropriations and undrawn current year appropriations.

4. Departmental and Administered Capital Budgets are appropriated through Appropriation Acts (No.1, 3, 5) and Supply Acts (No.1 & 2). They form part of ordinary annual services and are not separately identified in the Appropriation Acts.

Annual Appropriations for 2024

	Annual Appropriation	Adjustments to appropriation[1]	Total appropriation	Appropriation applied in 2024 (current and prior years)	Variance[2]
	$'000	$'000	$'000	$'000	$'000
Departmental					
Ordinary annual services	324,140	47,817	371,957	310,612	61,345
Capital Budget[3]	8,043	-	8,043	8,043	-
Other services					
Equity Injections	13,063	-	13,063	421	12,642
Total departmental	345,246	47,817	393,063	319,076	73,987
Administered					
Ordinary annual services					
Administered items	19	13	32	-	32
Total administered	19	13	32	-	32

1. Departmental annual appropriation including Departmental supplementation of $12.672 million was recognised in 2022-23 financial year for foreign exchange losses.

2. Current year annual appropriations adjustments include PGPA Act section 74 receipts.

3. The Departmental ordinary annual services variance and Equity injection variance were due to appropriations received for SouthPAN payments scheduled in future financial years.

4. Departmental and Administered Capital Budgets are appropriated through Appropriation Acts (No.1, 3, 5) and Supply Acts (No.1 & 2). They form part of ordinary annual services and are not separately identified in the Appropriation Acts.

3.1B: Unspent annual appropriations ('recoverable GST exclusive')

	2025	2024
	$'000	$'000
Departmental		
Supply Act (No. 2) 2022-2023	**-**	3,998
Supply Act (No. 3) 2022-2023[1 3]	**3,945**	3,945
Supply Act (No. 4) 2022-2023	**-**	5,595
Appropriation Act (No. 1) 2023-2024	**51**	163,479
Appropriation Act (No. 2) 2023-2024	**-**	13,063
Appropriation Act (No. 3) 2023-2024	**3,278**	3,278
Appropriation Act (No. 5) 2023-2024	**90**	90
Appropriation Act (No. 1) 2023-2024 - Cash on hand	**-**	930
Appropriation Act (No. 1) 2024-2025	**237,937**	-
Appropriation Act (No. 2) 2024-2025	**9,945**	-
Appropriation Act (No. 1) 2024-2025 - Cash on hand	**2,133**	-
Total departmental	**257,379**	194,378
Administered		
Appropriation Act (No. 1) 2021-2022[2]	**-**	19
Supply Act (No. 1) 2022-2023[3]	**2**	2
Supply Act (No. 3) 2022-2023[3]	**11**	11
Appropriation Act (No. 1) 2023-2024	**19**	19
Appropriation Act (No. 1) 2024-2025	**19**	-
Total administered	**51**	51

1. Unspent annual appropriations includes $7.606 million withheld under section 51 of the PGPA Act in 2024-25 and $3.945 million withheld in 2022-23.

2. Appropriations Acts for 2021-2022 lapsed on 1 July 2024 in accordance with the repeal clause of the Appropriation Act.

3. Appropriation Acts for 2022-2023 will lapse on 1 July 2025 in accordance with the repeal clause of the Appropriation Act.

3.2 Net Cash Appropriation Arrangements

	2025 $'000	2024 $'000
Total comprehensive income - as per the Statement of comprehensive income	**89,932**	85,115
Plus : depreciation/amortisation of assets funded through appropriations (departmental capital budget funding and/or equity injections)[1]	**13,511**	9,725
Plus : depreciation of right-of-use assets[2]	**27,657**	27,616
Less : lease principal repayments[2]	**(28,622)**	(22,698)
Net Cash Operating Surplus	**102,478**	99,758

1. From 2010-11, the Australian Government introduced net cash appropriation arrangements where revenue appropriations for depreciation/amortisation expenses of non-corporate Commonwealth entities and selected corporate Commonwealth entities were replaced with a separate capital budget provided through equity appropriations. Capital budgets are to be appropriated in the period when cash payment for capital expenditure is required.

2. The inclusion of depreciation/amortisation expenses related to ROU leased assets and the lease liability principal repayment amount reflects the impact of AASB 16 Leases, which does not directly reflect a change in appropriation arrangements.

People and relationships

This section describes a range of employment and post employment benefits provided to our people and our relationships with other key people.

4.1 Employee Provisions

	2025 $'000	2024 $'000
4.1A: Employee provisions		
Leave	**30,473**	28,755
Other	**1,122**	191
Total employee provisions	**31,595**	28,946

Accounting policy

Liabilities for short-term employee benefits and termination benefits expected within twelve months of the end of reporting period are measured at their nominal amounts.
Other long-term employee benefits are measured as net total of the present value of the defined benefit obligation at the end of the reporting period minus the fair value at the end of the reporting period of plan assets (if any) out of which the obligations are to be settled directly.

Leave
The liability for employee benefits includes provision for annual leave and long service leave.
The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will be applied at the time the leave is taken, including the entity's employer superannuation contribution rates to the extent that the leave is likely to be taken during service rather than paid out on termination.

The liability for long service leave has been determined by the 'shorthand method' outlined in the Resource Management Guide No. 125 - Commonwealth Entities Financial Statements Guide and the recommended probability factors have been applied, along with a discount factor which is the combination of a salary growth rate and the Government 10 year bond rate. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

Separation and Redundancy
Provision is made for separation and redundancy benefit payments. Geoscience Australia recognises a provision for termination when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations.

Superannuation
Geoscience Australia's staff are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS), or the PSS accumulation plan (PSSap), or other superannuation funds held outside the Australian Government.
The CSS and PSS are defined benefit schemes for the Australian Government. The PSSap is a defined contribution scheme.
The liability for defined benefits is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported in the Department of Finance's administered schedules and notes.
Geoscience Australia makes employer contributions to the employees' defined benefit superannuation scheme at rates determined by an actuary to be sufficient to meet the current cost to the Australian Government. Geoscience Australia accounts for the contributions as if they were contributions to defined contribution plans.
The liability for superannuation recognised as at 30 June represents outstanding contributions.

4.2 Key Management Personnel Remuneration

	2025 $'000	2024 $'000
Short-term employee benefits	**2,042**	1,687
Post-employment benefits	**343**	278
Other long-term employee benefits	**81**	72
Total key management personnel remuneration expenses	**2,466**	2,037

Key management personnel (KMP) are those persons having authority and responsibility for planning, directing and controlling the activities of Geoscience Australia, directly or indirectly, including any director (whether executive or otherwise) of Geoscience Australia. Geoscience Australia has determined the KMP to be the Chief Executive Officer, Chiefs of Division and the Chief Scientist.

The total number of KMP included in the above table is 7 (2024: 6). The number of KMP roles is 6 (2024: 6).

The above key management personnel remuneration excludes the remuneration and other benefits of the Portfolio Minister. The Portfolio Minister's remuneration and other benefits are set by the Remuneration Tribunal and are not paid by Geoscience Australia.

4.3 Related Party Disclosures

Related party relationships:
Geoscience Australia is an Australian Government controlled entity. Geoscience Australia's related parties are Key Management Personnel including the Portfolio Minister and Executive, and other Australian Government entities.

Transactions with related parties:
Given the breadth of Australian Government activities, related parties may transact with the government sector in the same capacity as ordinary citizens. Such transactions include the payment or refund of taxes, receipt of a Medicare rebate or higher education loans. These transactions have not been separately disclosed in this note.

There are no transactions with Key Management Personnel (KMP) besides remuneration disclosed in note 4.2 and travel allowances paid in the ordinary course of business.

Geoscience Australia transacts with other Australian Government controlled entities consistent with normal day-to-day business operations provided under normal terms and conditions, including provision of advice and other services, payment of workers compensation, insurance premiums and superannuation. Giving consideration to relationships with related entities, and transactions entered into during the reporting period by Geoscience Australia, it has been determined that there are no related party transactions to be separately disclosed.

There are no related party transactions by Ministers requiring disclosure by Geoscience Australia in 2025 (2024: nil).

Managing uncertainties

This section analyses how Geoscience Australia manages financial risks within its operating environment.

5.1 Contingent Assets and Liabilities

5.1A: Contingent assets and liabilities

Quantifiable Contingencies

At 30 June 2025, there are no quantifiable contingent assets or liabilities (2024: nil).

Unquantifiable Contingencies

At 30 June 2025 there are no unquantifiable contingencies. (2024: Geoscience Australia had unquantifiable contingencies in relation to field work and shift worker pay reviews underway. It was not possible to accurately estimate the amounts of any eventual payments that may be required under these reviews. This has been reported as an Employee Provision in 2025.)

Accounting Policy

Contingent liabilities and contingent assets are not recognised in the Statement of financial position but are reported in the notes. They may arise from uncertainty as to the existence of a liability or asset or represent an asset or liability in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain and contingent liabilities are disclosed when settlement is greater than remote.

5.1B: Administered - contingent assets and liabilities

There are no Administered contingent assets or liabilities in 2025 (2024: nil).

5.2 Financial Instruments

	2025 $'000	2024 $'000
5.2A: Categories of financial instruments		
Financial assets at amortised cost		
Cash at bank	**2,133**	930
Trade, contract and lease receivables	**2,081**	9,395
Accrued revenue from contracts with customers	**1,233**	1,434
Total financial assets at amortised cost	**5,447**	11,759
Total financial assets	**5,447**	11,759
Financial Liabilities		
Financial liabilities measured at amortised cost		
Trade creditors and accruals	**12,657**	61,023
Total financial liabilities measured at amortised cost	**12,657**	61,023
Total financial liabilities	**12,657**	61,023

Financial year 2024 values have been restated due to a change in accounting policy detailed in the Overview section.

Accounting Policy

Financial assets

Geoscience Australia classified its financial assets in the following categories:

a) financial assets at fair value through profit or loss;
b) financial assets at fair value through other comprehensive income; and
c) financial assets measured at amortised cost.

The classification depends on both Geoscience Australia's business model for managing the financial assets and contractual cash flow characteristics at the time of initial recognition.
Financial assets are recognised when Geoscience Australia becomes a party to the contract and, as a consequence, has a legal right to receive or a legal obligation to pay cash and derecognised when the contractual rights to the cash flows from the financial asset expire or are transferred upon trade date.

Financial Assets at Amortised Cost

Financial assets included in this category need to meet two criteria:
1. the financial asset is held in order to collect the contractual cash flows; and
2. the cash flows are solely payments of principal and interest (SPPI) on the principal outstanding amount.

Amortised cost is determined using the effective interest method.

Effective Interest Method

Income is recognised on an effective interest rate basis for financial assets that are recognised at amortised cost.

Impairment of Financial Assets

Financial assets are assessed for impairment at the end of each reporting period based on Expected Credit Losses, using the general approach which measures the loss allowance based on an amount equal to *lifetime expected credit losses* where risk has significantly increased, or an amount equal to *12-month expected credit losses* if risk has not increased.
The simplified approach for trade, contract and lease receivables is used. This approach always measures the loss allowance as the amount equal to the lifetime expected credit losses.
A write-off constitutes a derecognition event where the write-off directly reduces the gross carrying amount of the financial asset.

Financial liabilities

Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities.
Financial liabilities are recognised and derecognised upon 'trade date'.

Financial Liabilities at Amortised Cost

Financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. These liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective interest basis.

Supplier and other payables are recognised at amortised cost. Liabilities are recognised to the extent that the goods or services have been received (and irrespective of having been invoiced).

	2025 $'000	2024 $'000
5.2B: Net gains or losses on financial assets		
Financial assets at amortised cost		
Exchange losses	**(31)**	-
Net losses on financial assets at amortised cost	**(31)**	-
Net gains on financial assets	**(31)**	-
5.2C: Net gains or losses on financial liabilities		
Financial liabilities measured at amortised cost		
Exchange gains/(losses)	**(36)**	13
Net gains/(losses) on financial liabilities measured at amortised cost	**(36)**	13
Net losses from financial liabilities	**(36)**	13

Other information

6.1 Current/non-current distinction for assets and liabilities

6.1A: Current/non-current distinction for assets and liabilities

	2025 $'000	2024 $'000
Assets expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	**2,133**	930
Trade and other receivables	**249,405**	214,241
Accrued revenue	**6,007**	1,434
Prepayments	**6,816**	6,308
Total no more than 12 months	**264,361**	222,913
More than 12 months		
Trade and other receivables	**110**	221
Land	**2,653**	2,172
Buildings	**188,481**	215,060
Leasehold improvements	**17,491**	19,432
Heritage and cultural	**8,538**	7,378
Plant and equipment	**54,204**	58,282
Computer software	**3,329**	3,189
Prepayments	**230,812**	215,676
Total more than 12 months	**505,618**	521,410
Total assets	**769,979**	744,323
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	**12,657**	61,023
Other payables	**30,035**	31,952
Leases	**27,358**	28,285
Employee provisions	**10,291**	8,558
Other provisions	**-**	692
Total no more than 12 months	**80,341**	130,510
More than 12 months		
Other payables	**10,020**	13,835
Leases	**184,960**	211,107
Employee provisions	**21,304**	20,388
Other provisions	**4,843**	3,906
Total more than 12 months	**221,127**	249,236
Total liabilities	**301,468**	379,746

Financial year 2024 values have been restated due to a change in accounting policy detailed in the Overview section.

05
Appendices

05 Appendices photograph:
Students looking at a drill core with Geoscience Australia staff in Symonston, ACT.

Resource summary

Table 8 Entity resource statement for 2024–25

	Current available appropriation for 2024–25 $'000	Payments made 2024–25 $'000	Balance remaining 2024–25 $'000
Departmental			
Annual appropriations – ordinary annual services	426,718	186,648	240,070
Prior year appropriations available – ordinary annual services	172,913	165,549	7,364
Annual appropriations – other services – non-operating	9,945	0	9,945
Prior year appropriations available – other services – non-operating	22,656	22,656	0
Total departmental annual appropriations	632,232	374,853	257,379
Total departmental resourcing	632,232	374,853	257,379
Administered			
Annual appropriations – ordinary annual services	19	0	19
Prior year appropriations available – ordinary annual services	32	0	32
Total administered annual appropriations	51	0	51
Total administered resourcing	51	0	51
Total resourcing and payments for Geoscience Australia	632,283	374,853	257,430

Table 9 Expenses for outcome in 2024–25

Expenses for Outcome 1 Outcome 1: Informed government, industry and community decisions on the economic, social and environmental management of the nation's natural resources through enabling access to geoscientific and spatial information	Budget* 2024–25 $'000	Actual expenses 2024–25 $'000	Variation 2024–25 $'000
Program 1.1: Geoscientific and Spatial Information Services			
Administered expenses			
Ordinary annual services (Appropriation Act Nos. 1, 3 and 5)	19	0	19
Administered total	19	0	19
Departmental expenses			
Departmental appropriation	337,009	236,813	100,196
s74 External Revenue[1]	37,293	36,256	1,037
Expenses not requiring appropriation in the Budget year[2]	12,648	12,815	-167
Departmental total	386,950	285,884	101,066
Total expenses for Program 1.1	386,969	285,884	101,085
Outcome 1 totals by appropriation type			
Administered expenses			
Ordinary annual services (Appropriation Act Nos. 1, 3 and 5)	19	0	19
Administered total	19	0	19
Departmental expenses			
Departmental appropriation	337,009	236,813	100,196
s74 External Revenue[1]	37,293	36,256	103
Expenses not requiring appropriation in the Budget year[2]	12,648	12,815	-167
Departmental total	386,950	285,884	101,066
Total expenses for Outcome 1	386,969	285,884	101,085

	2024–25	2023–24
Average staffing level (number)	680	651

* Full-year budget, including any subsequent adjustment made to the 2024–25 budget at Additional Estimates.

1 Estimated expenses incurred in relation to receipts retained under section 74 of the PGPA Act 2013.

2 Expenses not requiring appropriation in the budget year are made up of depreciation expenses, amortisation expenses, make good expenses, audit fees, offset by lease principal repayments.

Executive remuneration

Table 10 Information about remuneration for key management personnel for 2024–25

Name Position title	Short-term benefits			Post-employment benefits	Other long-term benefits			Total remuneration
	Base salary	Bonuses	Other benefits and allowances	Superannuation contributions	Long service leave	Other long-term benefits	Termination benefits	
James Johnson Chief Executive Officer	245,015	0	0	44,155	15,020	0	0	304,190
Melissa Harris Chief Executive Officer	172,066	0	0	24,189	12,893	0	0	209,148
Steven Hill Chief Scientist	325,615	0	0	50,415	10,418	0	0	386,448
Andrew Heap Chief of Division – Minerals, Energy and Groundwater	341,731	0	0	60,689	14,661	0	0	417,081
Alison Rose Chief of Division – Space	323,513	0	0	58,653	8,938	0	0	391,104
Trent Rawlings Chief of Division – Corporate	329,902	0	805	62,988	9,365	0	0	403,060
Maree Wilson Chief of Division – Place and Communities	302,845	0	0	41,951	10,158	0	0	354,954
Total	2,040,687	0	805	343,040	81,453	0	0	2,465,985

Table 11 Information about remuneration for senior executives in 2024–25

Total remuneration bands	Number of senior executives	Short-term benefits			Post-employment benefits	Other long-term benefits		Average termination benefits	Total remuneration
		Average base salary	Average bonuses	Average other benefits and allowances	Average superannuation contributions	Average long service leave	Average other long-term benefits		Average total remuneration
$0 – $220,000	3	139,590	0	85	22,615	6,103	0	0	168,393
$220,001 – $245,000	1	211,295	0	0	22,221	6,146	0	0	239,662
$320,001 – $345,000	1	276,882	0	0	41,698	14,755	0	0	333,335

Table 12 Information about remuneration for other highly paid staff in 2024–25

Total remuneration bands	Number of other highly paid staff	Short-term benefits			Post-employment benefits	Other long-term benefits		Average termination benefits	Total remuneration
		Average base salary	Average bonuses	Average other benefits and allowances	Average superannuation contributions	Average long service leave	Average other long-term benefits		Average total remuneration
$260,000 – $270,000	1	84,053	0	0	19,468	8,021	0	153,346	264,888
$270,001 – $295,000	7	229,470	0	0	40,083	11,553	0	0	281,106
$295,001 – $320,000	2	250,710	0	0	41,160	13,548	0	0	305,418
$370,001 – $395,000	1	157,795	0	0	31,167	7,166	0	177,609	373,737

Workforce statistics

Table 13 All ongoing employees for 2024–25

Location	Male			Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Par ttime	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qld	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Vic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WA	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
ACT	377	14	391	290	29	319	0	0	0	0	0	0	2	0	2	712
NT	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	2
External territories	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	382	15	397	290	29	319	0	0	0	0	0	0	2	0	2	718

Table 14 All ongoing employees, previous reporting period (2023–24)

Location	Male			Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Par ttime	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qld	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Vic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WA	5	0	5	0	0	0	0	0	0	0	0	0	0	0	0	5
ACT	342	12	354	260	23	283	0	0	0	0	0	0	1	0	1	638
NT	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1
External territories	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	347	13	360	260	23	283	0	0	0	0	0	0	1	0	1	644

Table 15 All non-ongoing employees for 2024–25

Location	Male			Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Par ttime	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qld	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Vic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WA	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
ACT	4	1	5	12	2	14	0	0	0	0	0	0	0	0	0	19
NT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External territories	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	5	1	6	12	2	14	0	0	0	0	0	0	0	0	0	20

Table 16 All non-ongoing employees, previous reporting period (2023–24)

Location	Male			Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Par ttime	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qld	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Vic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WA	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
ACT	20	1	21	16	5	21	0	0	0	0	0	0	0	0	0	42
NT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External territories	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	21	1	22	16	5	21	0	0	0	0	0	0	0	0	0	43

Australian Public Service classification and gender

Table 17 Australian *Public Service Act 1999* (PS Act) ongoing employees for 2024–25

Classification	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Par ttime	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
SES 2	3	0	3	2	0	2	0	0	0	0	0	0	0	0	0	5
SES 1	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	3
EL 2	64	1	65	44	1	45	0	0	0	0	0	0	0	0	0	110
EL 1	154	5	159	89	6	95	0	0	0	0	0	0	1	0	1	255
APS 6	117	5	122	89	10	99	0	0	0	0	0	0	0	0	0	221
APS 5	29	4	33	50	10	60	0	0	0	0	0	0	1	0	1	94
APS 4	11	0	11	14	2	16	0	0	0	0	0	0	0	0	0	27
APS 3	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
APS 2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
APS 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	382	15	397	290	29	319	0	0	0	0	0	0	2	0	2	718

Table 18 Australian PS Act ongoing employees, previous reporting period (2023–24)

Classification	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Par ttime	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
SES 2	3	0	3	2	0	2	0	0	0	0	0	0	0	0	0	5
SES 1	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	2
EL 2	69	1	70	31	2	33	0	0	0	0	0	0	0	0	0	103
EL 1	135	3	138	84	4	88	0	0	0	0	0	0	1	0	1	227
APS 6	95	6	101	82	7	89	0	0	0	0	0	0	0	0	0	190
APS 5	31	3	34	49	8	57	0	0	0	0	0	0	0	0	0	91
APS 4	10	0	10	10	2	12	0	0	0	0	0	0	0	0	0	22
APS 3	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	2
APS 2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
APS 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	347	13	360	260	23	283	0	0	0	0	0	0	1	0	1	644

Table 19 Australian PS Act non-ongoing employees for 2024–25

Classification	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Par ttime	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EL 2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
EL 1	0	0	0	3	1	4	0	0	0	0	0	0	0	0	0	4
APS 6	2	1	3	5	0	5	0	0	0	0	0	0	0	0	0	8
APS 5	1	0	1	2	1	3	0	0	0	0	0	0	0	0	0	4
APS 4	2	0	2	1	0	1	0	0	0	0	0	0	0	0	0	3
APS 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	5	1	6	12	2	14	0	0	0	0	0	0	0	0	0	20

Table 20 Australian PS Act non-ongoing employees, previous reporting period (2023–24)

Classification	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Par ttime	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EL 2	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	2
EL 1	7	0	7	6	0	6	0	0	0	0	0	0	0	0	0	13
APS 6	7	0	7	2	3	5	0	0	0	0	0	0	0	0	0	12
APS 5	2	1	3	4	1	5	0	0	0	0	0	0	0	0	0	8
APS 4	3	0	3	3	1	4	0	0	0	0	0	0	0	0	0	7
APS 3	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
APS 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	21	1	22	16	5	21	0	0	0	0	0	0	0	0	0	43

Employment type by full-time and part-time status

Table 21 Australian PS Act employees by full-time and part-time status for 2024–25

	Ongoing			Non-ongoing			
Classification	Full time	Part time	Total	Full time	Part time	Total	Total
SES 3	1	0	1	0	0	0	1
SES 2	5	0	5	0	0	0	5
SES 1	3	0	3	0	0	0	3
EL 2	108	2	110	1	0	1	111
EL 1	244	11	255	3	1	4	259
APS 6	206	15	221	7	1	8	229
APS 5	80	14	94	3	1	4	98
APS 4	25	2	27	3	0	3	30
APS 3	1	0	1	0	0	0	1
APS 2	1	0	1	0	0	0	1
APS 1	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Total	674	44	718	17	3	20	738

Table 22 Australian PS Act employees by full-time and part-time status, previous reporting period (2023–24)

Classification	Ongoing			Non-ongoing			Total
	Full time	Part time	Total	Full time	Part time	Total	
SES 3	1	0	1	0	0	0	1
SES 2	5	0	5	0	0	0	5
SES 1	2	0	2	0	0	0	2
EL 2	100	3	103	2	0	2	105
EL 1	220	7	227	13	0	13	240
APS 6	177	13	190	9	3	12	202
APS 5	80	11	91	6	2	8	99
APS 4	20	2	22	6	1	7	29
APS 3	2	0	2	1	0	1	3
APS 2	1	0	1	0	0	0	1
APS 1	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Total	608	36	644	37	6	43	687

Employment type by location

Table 23 Australian PS Act employment type by location for 2024–25

Location	Ongoing	Non-ongoing	Total
NSW	0	0	0
Qld	0	0	0
SA	0	0	0
Tas	0	0	0
Vic	0	0	0
WA	4	1	5
ACT	712	19	731
NT	2	0	2
External territories	0	0	0
Overseas	0	0	0
Total	718	20	738

Table 24 Australian PS Act employment type by location, previous reporting period (2023–24)

Location	Ongoing	Non-ongoing	Total
NSW	0	0	0
Qld	0	0	0
SA	0	0	0
Tas	0	0	0
Vic	0	0	0
WA	5	1	6
ACT	638	42	680
NT	1	0	1
External territories	0	0	0
Overseas	0	0	0
Total	644	43	687

Indigenous employment

Table 25 Australian PS Act Indigenous employment for 2024–25

	Total
Ongoing	3
Non-ongoing	0
Total	3

Table 26 Australian PS Act Indigenous employment, previous reporting period (2023–24)

	Total
Ongoing	2
Non-ongoing	0
Total	2

Employment arrangements of SES and non-SES employees

Table 27 Australian PS Act employment arrangements for 2024–25

	SES	Non-SES	Total
Common law contract	9	0	9
Individual flexibility agreement	0	92	92
Enterprise Agreement	0	637	637
Total	9	729	738

Table 28 Australian PS Act employment arrangements, previous reporting year (2023-24)

	SES	Non-SES	Total
Common law contract	0	594	594
Individual flexibility agreement	8	0	8
Enterprise Agreement	0	85	85
Total	8	679	687

Salary ranges by classification level

Table 29 Australian PS Act employment salary ranges by classification level (minimum/maximum for 2024–25

Classification	Minimum salary	Maximum salary
SES 3	$405,696	$452,317
SES 2	$294,577	$344,748
SES 1	$233,313	$280,260
EL 2	$139,836	$255,738
EL 1	$117,669	$188,036
APS 6	$97,756	$155,028
APS 5	$84,286	$105,283
APS 4	$75,667	$131,800
APS 3	$67,181	$72,837
APS 2	$59,520	$64,877
APS 1	$54,516	$57,786
Other	0	0
Minimum/maximum range	$54,516	$452,317

Table 30 Australian PS Act employment salary ranges by classification level (minimum/maximum), previous reporting period (2023-24)

Classification	Minimum salary	Maximum salary
SES 3	$405,696	$421,039
SES 2	$282,880	$332,127
SES 1	$224,772	$264,466
EL 2	$134,717	$246,376
EL 1	$113,361	$181,154
APS 6	$94,177	$155,028
APS 5	$81,200	$101,428
APS 4	$72,897	$131,800
APS 3	$64,722	$69,476
APS 2	$56,814	$62,676
APS 1	$52,000	$55,120
Other	0	0
Minimum/maximum range	$52,000	$421,039

Performance pay

Geoscience Australia had no performance pay, also known as performance-linked bonuses, to report in 2024–25.

Advertising and market research

Under section 311A of the *Commonwealth Electoral Act 1918,* Geoscience Australia is required to disclose payments for advertising and market research that are above the reportable threshold of $16,900 (GST inclusive). Geoscience Australia did not conduct any advertising or market research in the 2024–25 financial year.

Carer recognition

Geoscience Australia supports the equal rights and choices of carers, regardless of age, race, gender, ability, sexuality, religious or political beliefs, cultural or linguistic heritage, socio-economic status or location. Our Carer Support Framework provides practical and active assistance to staff and includes the following:

- a non-discriminatory definition of family that acknowledges relatives by blood, marriage, strong traditional or ceremonial affinity, and genuine domestic or household relationships
- flexible working arrangements to help staff balance work and familial responsibilities, including working from home, flexible hours, purchased leave, part-time work and job-sharing
- dedicated onsite spaces available for staff to use for temporary or unexpected caring responsibilities
- a breastfeeding friendly accredited workplace
- access to accumulated personal leave to care for sick family and household members, or for individuals for whom staff have caring responsibilities
- access to unpaid carer's leave for staff to care for or support family or household members, including unexpected family or household emergencies
- access to the Employment Assistance Program (EAP) for free, professional, and confidential counselling for staff, their immediate family members and individuals with a close relationship
- access to the Parents and Carers' Group, which advocates for the interests of parents and carers and organises activities to foster a supportive and inclusive community. This includes the Buddy Initiative, which supports employees preparing for, taking or returning from any leave due to parenting or caring responsibilities, by providing personal support through a network of staff volunteers.

Work health and safety

Geoscience Australia remains committed to prioritising and ensuring the physical and psychological health, safety and wellbeing of staff by:

- delivering the first of a 4-year People and Culture Strategy to embed a holistic approach to physical and psychological safety, accountability and safety learning across all our workplaces
- establishing a dedicated Work Health and Safety (WHS) Section with skilled advisors and a new Director of Safety
- strengthening fieldwork safety practices by introducing trained check-in officers, real-time hazard monitoring tools and support for field staff 24 hours a day, 7 days a week
- enhancing governance by improving WHS Committee engagement, implementing monthly Executive reporting and launching internal safety education initiatives
- improving reporting and an early intervention culture to contribute to meaningful insights, trends and analysis.

We continue to implement mental health and wellbeing initiatives by providing support and education, improved access to the EAP and strengthening our Mental Health and Wellbeing Model of Care. Our aim is to build capability, ensure early intervention, and link individuals to the right service, in the right setting.

In 2024–25, our initiatives included:

- implementing counselling and personal coaching services to represent 8 support streams: employee, manager, career, conflict, nutrition and lifestyle, money, family, and legal support
- establishing a dedicated sexual harassment and sexism hotline and First Nations helpline
- resourcing a wellbeing application and portal to provide access to free and confidential wellbeing support 24 hours a day, 7 days a week
- establishing a separate free, confidential and independent workplace advisory service to provide support with workplace concerns.

In 2024–25, 4 incidents were deemed notifiable under section 38 of the *Work Health and Safety Act 2011* to report to Comcare, with 2 improvement notices issued. The improvements were in response to ensuring Geoscience Australia maintains safe work systems, for reporting notifiable incidents in a timely manner and managing modified plant and equipment. Improvements made were reviewed and verified by Comcare inspectors, reporting that Geoscience Australia was compliant for both notices.

Non-financial benefits

Geoscience Australia provides staff with non-salary benefits in addition to the Performance Management Framework and the conditions and entitlements outlined in our enterprise agreement, including:

- in-house capability development programs
- annual influenza vaccination
- early intervention case management
- support to return to work for non-compensable injuries and illnesses
- mental health and wellbeing support
- access to programs, initiatives and committees that drive and celebrate our inclusive and diverse workplace
- internal and external secondment opportunities
- relocation assistance for new employees to move to the ACT
- gender affirmation support
- learning and development opportunities for staff to gain skills for professional development and career progression
- reward and recognition programs.

Benefits available to all staff based at or visiting the Geoscience Australia office in Symonston, ACT, include:

- a private family room available which is breastfeeding friendly workplace accredited
- a private prayer room available to staff of all faiths
- a parents' and carer's room
- unisex bathrooms
- onsite childcare
- free gym facilities available 24 hours a day, 7 days a week
- an onsite café
- free onsite parking
- covered bicycle parking and charging outlets for e-bikes and e-scooters
- access to a comprehensive collection of geoscientific information at the N.H. (Doc) Fisher Geoscience Library.

Ecologically sustainable development and environmental performance

Geoscience Australia continues to pursue ecologically sustainable development and environmental initiatives, in accordance with section 516A of the *Environment Protection and Biodiversity Conservation Act 1999*. We utilise an environmental management system to identify, modify and control impacts in waste management, recycling and chemical disposal as well as monitoring and reporting on water and energy consumption.

Ecologically sustainable features at the Geoscience Australia building at Symonston, ACT, include:

- a north–south orientation to increase access to natural light
- movement detection for lighting in general office areas
- a geothermal air-conditioning system
- double-glazed windows and doors
- recycling bins in all kitchenettes and print areas, and recycling areas in utility rooms on all floors.

Evolve FM Pty Ltd is our facilities manager responsible for identifying, monitoring and reporting on the environmental management of the building and facilities. Initiatives to improve energy efficiency and environmental sustainability include:

- ongoing improvement opportunities to the configuration of the building management system to enhance energy efficiency and operational performance
- continuous upgrades and adjustments to improve the heating, ventilation, and air-conditioning systems
- environmentally responsible waste management, prioritising both recycling and the diversion of waste from landfill. During 2024–25 approximately 74.26 cubic metres of waste were successfully diverted from landfill, avoiding approximately 22.32 tonnes of CO_2-e emissions, conservation of an estimated 7,542 litres of oil, and a reduction in greenhouse gas emissions comparable to removing 2 cars from the road for a full year.

Corrections to the previous annual report (2023–24)

There are no corrections of material errors in the 2023–24 Geoscience Australia Annual Report.

Glossary of abbreviations and acronyms

FOI Act	*Freedom of Information Act 1982*
PGPA Act	*Public Governance, Performance and Accountability Act 2013*
PGPA Rule	Public Governance, Performance and Accountability Rule 2014
PS Act	*Public Service Act 1999*

ACT	Australian Capital Territory
AMSIS	Australian Marine Spatial Information System
APS	Australian Public Service
ATWS	Australian Tsunami Warning System
DEA	Digital Earth Australia
EAP	Employment Assistance Program
IPP	Indigenous Procurement Policy
NEAC	National Earthquake Alerts Centre
NPIC	National Positioning Infrastructure Capability
OT	original time
PNG	Papua New Guinea
PNT	positioning, navigation and timing
SAGE	Science in Australia Gender Equity
SouthPAN	Southern Positioning Augmentation Network
STEM	science, techology, engineering and mathematics
WHS	work health and safety

List of requirements

PGPA Rule reference	Page	Description	Requirement
17AD(g)		**Letter of transmittal**	
17AI	v	A copy of the letter of transmittal signed and dated by accountable authority on date final text approved, with statement that the report has been prepared in accordance with section 46 of the Act and any enabling legislation that specifies additional requirements in relation to the annual report.	Mandatory
17AD(h)		**Aids to access**	
17AJ(a)	vi	Table of contents (print only).	Mandatory
17AJ(b)	133	Alphabetical index (print only).	Mandatory
17AJ(c)	121	Glossary of abbreviations and acronyms.	Mandatory
17AJ(d)	122	List of requirements.	Mandatory
17AJ(e)	ii	Details of contact officer.	Mandatory
17AJ(f)	ii	Entity's website address.	Mandatory
17AJ(g)	ii	Electronic address of report.	Mandatory
17AD(a)		**Review by accountable authority**	
17AD(a)	3	A review by the accountable authority of the entity.	Mandatory
17AD(b)		**Overview of the entity**	
17AE(1)(a)(i)	16	A description of the role and functions of the entity.	Mandatory
17AE(1)(a)(ii)	17	A description of the organisational structure of the entity.	Mandatory
17AE(1)(a)(iii)	18	A description of the outcomes and programmes administered by the entity.	Mandatory
17AE(1)(a)(iv)	15	A description of the purposes of the entity as included in corporate plan.	Mandatory

PGPA Rule reference	Page	Description	Requirement
17AE(1)(aa)(i)	17	Name of the accountable authority or each member of the accountable authority	Mandatory
17AE(1)(aa)(ii)	17	Position title of the accountable authority or each member of the accountable authority	Mandatory
17AE(1)(aa)(iii)	17	Period as the accountable authority or member of the accountable authority within the reporting period	Mandatory
17AE(1)(b)	N/A	An outline of the structure of the portfolio of the entity.	Portfolio departments - mandatory
17AE(2)	N/A	Where the outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change.	If applicable, Mandatory
17AD(c)		**Report on the Performance of the entity**	
		Annual performance Statements	
17AD(c)(i); 16F	21	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory
17AD(c)(ii)		**Report on Financial Performance**	
17AF(1)(a)	36	A discussion and analysis of the entity's financial performance.	Mandatory
17AF(1)(b)	99	A table summarising the total resources and total payments of the entity.	Mandatory
17AF(2)	N/A	If there may be significant changes in the financial results during or after the previous or current reporting period, information on those changes, including: the cause of any operating loss of the entity; how the entity has responded to the loss and the actions that have been taken in relation to the loss; and any matter or circumstances that it can reasonably be anticipated will have a significant impact on the entity's future operation or financial results.	If applicable, Mandatory

PGPA Rule reference	Page	Description	Requirement
17AD(d)		**Management and Accountability**	
		Corporate Governance	
17AG(2)(a)	42	Information on compliance with section 10 (fraud and corruption systems).	Mandatory
17AG(2)(b)(i)	v	A certification by accountable authority that fraud and corruption risk assessments and fraud and corruption control plans have been prepared.	Mandatory
17AG(2)(b)(ii)	v	A certification by accountable authority that appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud and corruption that meet the specific needs of the entity are in place.	Mandatory
17AG(2)(b)(iii)	v	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud and corruption relating to the entity.	Mandatory
17AG(2)(c)	39	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory
17AG(2)(d) – (e)	50	A statement of significant issues reported to Minister under paragraph 19(1)(e) of the Act that relates to non compliance with Finance law and action taken to remedy non compliance.	If applicable, Mandatory
		Audit Committee	
17AG(2A)(a)	40	A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory
17AG(2A)(b)	40	The name of each member of the entity's audit committee.	Mandatory
17AG(2A)(c)	40	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory
17AG(2A)(d)	40	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory

PGPA Rule reference	Page	Description	Requirement
17AG(2A)(e)	40	The remuneration of each member of the entity's audit committee.	Mandatory
		External Scrutiny	
17AG(3)	43	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory
17AG(3)(a)	43	Information on judicial decisions and decisions of administrative tribunals and by the Australian Information Commissioner that may have a significant effect on the operations of the entity.	If applicable, Mandatory
17AG(3)(b)	N/A	Information on any reports on operations of the entity by the Auditor General (other than report under section 43 of the Act), a Parliamentary Committee, or the Commonwealth Ombudsman.	If applicable, Mandatory
17AG(3)(c)	N/A	Information on any capability reviews on the entity that were released during the period.	If applicable, Mandatory
		Management of Human Resources	
17AG(4)(a)	44	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory
17AG(4)(aa)	103	Statistics on the entity's employees on an ongoing and non ongoing basis, including the following: a. statistics on full-time employees; b. statistics on part-time employees; c. statistics on gender; d. statistics on staff location.	Mandatory

PGPA Rule reference	Page	Description	Requirement
17AG(4)(b	106	Statistics on the entity's APS employees on an ongoing and non ongoing basis; including the following: • Statistics on staffing classification level; • Statistics on full-time employees; • Statistics on part-time employees; • Statistics on gender; • Statistics on staff location; • Statistics on employees who identify as Indigenous.	Mandatory
17AG(4)(c)	114	Information on any enterprise agreements, individual flexibility arrangements, Australian workplace agreements, common law contracts and determinations under subsection 24(1) of the *Public Service Act 1999*.	Mandatory
17AG(4)(c)(i)	114	Information on the number of SES and non SES employees covered by agreements etc identified in paragraph 17AG(4)(c).	Mandatory
17AG(4)(c)(ii)	115	The salary ranges available for APS employees by classification level.	Mandatory
17AG(4)(c)(iii)	119	A description of non salary benefits provided to employees.	Mandatory
17AG(4)(d)(i)	117	Information on the number of employees at each classification level who received performance pay.	If applicable, Mandatory
17AG(4)(d)(ii)	N/A	Information on aggregate amounts of performance pay at each classification level.	If applicable, Mandatory
17AG(4)(d)(iii)	N/A	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, Mandatory
17AG(4)(d)(iv)	N/A	Information on aggregate amount of performance payments.	If applicable, Mandatory
		Assets Management	
17AG(5)	46	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities.	If applicable, mandatory

PGPA Rule reference	Page	Description	Requirement
		Purchasing	
17AG(6)	47	An assessment of entity performance against the *Commonwealth Procurement Rules.*	Mandatory
		Reportable consultancy contracts	
17AG(7)(a)	48	A summary statement detailing the number of new reportable consultancy contracts entered into during the period; the total actual expenditure on all such contracts (inclusive of GST); the number of ongoing reportable consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory
17AG(7)(b)	48	A statement that *"During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of $[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of $[specified million]".*	Mandatory
17AG(7)(c)	47	A summary of the policies and procedures for selecting and engaging consultants and the main categories of purposes for which consultants were selected and engaged.	Mandatory
17AG(7)(d)	48	A statement that *"Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website."*	Mandatory

PGPA Rule reference	Page	Description	Requirement
		Reportable non-consultancy contracts	
17AG(7A)(a)	49	A summary statement detailing the number of new reportable non-consultancy contracts entered into during the period; the total actual expenditure on such contracts (inclusive of GST); the number of ongoing reportable non-consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory
17AD(daa)	49	A statement that *"Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website."*	Mandatory
17AG(7A)(b)		**Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts**	
17AD(daa)	48-49	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory
		Australian National Audit Office Access Clauses	
17AG(8)	49	If an entity entered into a contract with a value of more than $100 000 (inclusive of GST) and the contract did not provide the Auditor General with access to the contractor's premises, the report must include the name of the contractor, purpose and value of the contract, and the reason why a clause allowing access was not included in the contract.	If applicable, Mandatory

PGPA Rule reference	Page	Description	Requirement
		Exempt contracts	
17AG(9)	49	If an entity entered into a contract or there is a standing offer with a value greater than $10 000 (inclusive of GST) which has been exempted from being published in AusTender because it would disclose exempt matters under the FOI Act, the annual report must include a statement that the contract or standing offer has been exempted, and the value of the contract or standing offer, to the extent that doing so does not disclose the exempt matters.	If applicable, Mandatory
		Small business	
17AG(10)(a)	47	A statement that *"[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance's website."*	Mandatory
17AG(10)(b)	47	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory
17AG(10)(c)	47	If the entity is considered by the Department administered by the Finance Minister as material in nature—a statement that *"[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury's website."*	If applicable, Mandatory
		Financial Statements	
17AD(e)	53	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory
		Executive Remuneration	
17AD(da)	101	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 2 3 of the Rule.	Mandatory

PGPA Rule reference	Page	Description	Requirement
17AD(f)		**Other Mandatory Information**	
17AH(1)(a)(i)	N/A	If the entity conducted advertising campaigns, a statement that *"During [reporting period], the [name of entity] conducted the following advertising campaigns: [name of advertising campaigns undertaken]. Further information on those advertising campaigns is available at [address of entity's website] and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance's website."*	If applicable, Mandatory
17AH(1)(a)(ii)	117	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory
17AH(1)(b)		A statement that *"Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity's website]."*	If applicable, Mandatory
17AH(1)(c)	45	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory
17AH(1)(d)	43	Website reference to where the entity's Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	Mandatory
17AH(1)(e)	120	Correction of material errors in previous annual report.	If applicable, mandatory
17AH(2)	Pages 42, 106-116, 43, 49, 46, 117, 118, 120	Information required by other legislation.	Mandatory

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