



2024 Geoscience Australia APS Employee Census action plan

Celebrate and monitor progress improving experiences across demographic groups

Significant progress was made improving experiences for persons with a disability at Geoscience Australia in 2023-24. This has been driven by the development of Geoscience Australia’s Celebrating Ability Network. While this has been impressive, we intend to maintain our effort and ensure we are monitoring these experiences into the future.

Goal description	Action steps	Start date	End date	Owner
Provide a platform to champion the inclusion of people with a disability within Geoscience Australia	Continue to support the Geoscience Australia Celebrating Ability Network.	Commenced	Ongoing	Chiefs of Division

Wellbeing

Our wellbeing index dropped slightly in 2024 while generally exceeding what our APS colleagues have achieved. While this is not a significant drop, we will take this seriously and continue our commitment towards continuous improvement.

Goal description	Action steps	Start date	End date	Owner
Continue to understand and address work health and safety risks in our organisation to ensure compliance, best practice and employee wellbeing.	Review and uplift of our Work Health Safety Management System.	Commenced	Ongoing	Chief of Corporate Division

Zero tolerance approach to sexual harassment

Our Census results indicate Geoscience Australia has lost some ground on our commitment to a zero-tolerance approach to workplace sexual harassment with people also feeling less sure about how to gain access to support if required.

Goal description	Action steps	Start date	End date	Owner
Continue embedding our zero-tolerance approach to sexual harassment.	Each division to articulate their expectations on completion of mandatory sexual harassment prevention e-learning modules and monitor completion rates.	October 2023	Ongoing	Chiefs of Division
	Review our zero-tolerance approach to sexual harassment and ensure we are taking proactive and positive steps to embed expectations.	2024	June 2025	Chief of Corporate Division
Improve awareness and uptake of the resources available to recognise, prevent and address instances of sexual harassment.	Promote the availability and purpose of the resources available to recognise and respond to instances of sexual harassment in the workplace through staff communications.	October 2023	Ongoing	Chiefs of Division

Burnout

Despite various interventions and initiatives, burnout levels have remained consistent over the last 5 years and are currently highest among the Executive Level 2 cohort. The possible indicators vary over the previous years, despite burnout levels remaining consistent, providing inconclusive insight into the drivers behind burnout. To combat this, a more comprehensive review of burnout is currently being undertaken.

Goal description	Action steps	Start date	End date	Owner
Take and evidence based, and people driven approach to mitigating burnout.	Review and address findings from the burnout review.	2024	Ongoing	Chiefs of Division

Leadership development

Success in this action plan will require strong and consistent leadership and it is essential that we are supporting the leaders we have today and into the future.

Goal description	Action steps	Start date	End date	Owner
Develop and embed fundamental leadership capabilities.	In line with our People and Culture Strategy 2028, deliver a leadership development program.	2025	2028	Chief of Corporate Division

Innovation

Successful delivery of Geoscience Australia's Science Strategy is underpinned by the quality and relevance of our science and how that is best conducted with innovation being a key factor in achieving this. Despite actions to understand and reduce barriers to innovation in each work unit, our innovation index in the Census has remained the lowest index over the last 4 years. In 2024, the Science and Innovation Committee is approaching this from a whole of organisation perspective.

Goal description	Action steps	Start date	End date	Owner
Set Geoscience Australia's strategy to promote innovation.	Following thorough analysis and investigation in 2023 to understanding innovation at Geoscience Australia we will incorporate this into a Geoscience Australia Innovation Strategy that will guide our efforts from a whole of organisation perspective.	2024	2025	Science and Innovation Committee