

2024–25 Bureau of Meteorology Agency Action Plan

The Bureau's 2024–25 Agency Action Plan sets out our commitment to building a strong culture that is led and owned by our people. The plan provides visibility on the enterprise response to staff feedback from the 2024 APS Census. It outlines the priority actions that will be delivered against each target area to achieve the goal statement, through new initiatives and by building on existing programs of work.

    					
TARGET AREA	INTEGRITY	COMMUNICATION	CHANGE	INNOVATION	RISK MANAGEMENT
GOAL	Build our integrity culture	Augment leadership communication to connect and engage our people	Uplift the employee experience with change	Improve our innovation culture	Promote opportunities to engage appropriately with risk
ACTIONS	- Continue to deliver the Integrity Maturity Action Plan 2023-25. - Promote awareness through the ongoing Integrity Awareness Campaign. - Uplift integrity capability through the delivery of internal training, including Bureau Essentials and Manager Fundamentals. - Implement new Fraud and Corruption Control Framework and Policy. - Embed conduct and integrity objectives into the performance development process. - Gain a deeper understanding of staff perspectives using insights from the Commonwealth Integrity Survey 2024 and other internal initiatives.	- Deliver the annual Internal Communications survey, followed by focus groups to gain deeper insights of staff perspectives on communication. - Embed tools to enable leaders to cascade information in a timely manner. - Continue to develop communication as a leadership capability. - Amplify leadership visibility through Strategy-in-Focus sessions. - Share highlights from the monthly Executive meeting. - Continue to enhance channels for two-way conversations.	- Focus internal training on Executive Level staff to uplift capability in leading change. - Expand the use of the enterprise transformation forum with its representation from across the Bureau to gain a deeper understanding of staff perspectives on change. - Embed the Bureau's change framework and tools into Enterprise Project Management Office project documentation. - Promote projects that showcase the change lifecycle and share lessons learned. - Continue to monitor and review the impact of change across the Bureau and on staff.	- Update the Bureau's Innovation Framework. - Engage with APS Innovation Community of Practice to learn from agencies performing well. - Continue to celebrate innovation through the Bureau's Excellence Awards (Insight & Innovation success pillar in the Bureau Strategy 2022-2027). - Promote activities available during APS Innovation Month. - Continue to use Strategy in Action workshops to showcase projects that exemplify innovation.	- Continue to engage staff with the Bureau's Risk Appetite and Risk Culture Statements to embed the desired risk culture and behaviours. - Enhance the Bureau's risk management culture through the delivery of the Risk Culture Uplift Plan. - Uplift the Bureau's risk management capability through formal and informal initiatives, including training, workshops, and the Bureau's Risk Management Forum.

