



Key achievements January – March 2025

Key achievements against the recommendations outlined in the Response Plan

4A

Better staff networks with DCCEEW

Since the Russell review there has been significant effort and value placed on working as one department. Key SES from Corporate are engaged in governance forums including the Major Projects Board and the Reform Council. Additionally, SES actively seek opportunities to work together across the department both on AAD matters but also cross cutting departmental committees/issues.

Staff are encouraged to engage in and familiarise themselves with information and training available through our department. This includes training on writing for decision makers, best practice recruitment and how to use corporate systems.

The dedicated People Partner who commenced Dec 2024 has been valuable in supporting the division and our role in the department.

5C

Tracking leadership diversity metrics

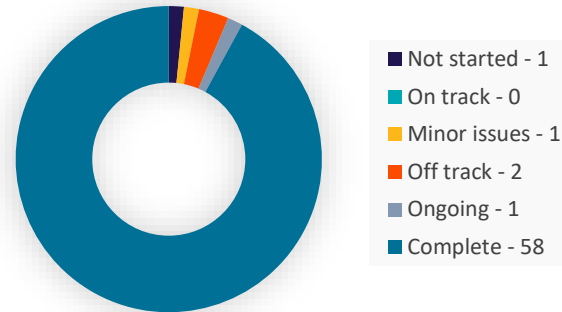
Since November 2024, the AAD Consultative Committee has received an 'AAD Employee Dashboard.' The dashboard contains information on Diversity across AAD and a gender breakdown by level, age, and leadership cohort. We can use this data to update the Council on key diversity metrics across the leadership cohort and progress through the leadership pipeline over time. Further, AAD will soon begin a workforce planning exercise to understand the workforce better, including talent pipelines.

5E

Long-term continuous improvement process

The Reform Council, pulse survey, Census, Staff Q&A all provide mechanisms for feedback and continuous improvement. The establishment of the People Indicators dashboard and the Employee dashboard also provide us with data to consider.

Response Plan Actions



Minor issues

There is one action which remains incomplete beyond its due date but continues to be progressed.

Off track

Two actions are unlikely to be completed by their due date due to a need to prioritise work to maintain essential services on station.

Key dates

April 2025

29 April – Second Roundtable meeting

June 2025

11 June – Tenth Reform Council meeting



Russell Response Quarterly Report

As at 31 March 2025

Leadership commitment to a culture that enables the mission



Commitment

- ✓ AAD Head of Division maintained **regular rhythm of engagement** with staff
- ✓ EL2 cohort engaged in monthly **SES leadership forum**



Governance

- ✓ **Respect & Equality Reform Council** held its ninth meeting



Accountability

- ✓ AAD branch heads continue to report on **progress against response plan**

Ensuring everyone is safe and supported



Expectations

- ❑ Continued work on People Indicators **dashboard**



Reporting

- ❑ Continuing to promote **department's reporting options**



Supports

- ❑ Preparing for **second intake of mentor program** to support **expeditioners** deploying in 2025-26



Follow through

- ✓ Recirculated **Cultural Performance Expectations** to renew staff commitment to positive behaviours

Building awareness and practical skills



Awareness

- ❑ Scheduled delivery of **culture-related training** including positive duty training



Leadership capability

- ✓ Ongoing department-wide **EL2 development program**



Contextual skills

- ✓ Delivered **specialised expeditioner training**, contextualised to the Antarctic experience, across two expeditioner summits in February and March 2025

Key

- ✓ Completed
- ❑ In progress

Working together to deliver results



Collaboration

- ✓ Embedded strong partnerships and genuine collaboration between AAD and the department to **drive positive culture**



Inclusion

- ❑ Continuing progress on Antarctic Infrastructure Renewal projects to **upgrade facilities** to support a **diverse workforce**

Measurement and continuous improvement



Measurement

- ✓ Held the fifth **staff pulse survey** in February 2025 with a response rate of 55%
- ❑ Compiling the **AAD Employee Dashboard** which contains information on diversity metrics across the AAD



Improvement

- ❑ Completed approach to market for an **external independent review** to evaluate progress against the response plan