Australian Government
Bureau of Meteorology

Corporate Plan 2024–25

Trusted, reliable and responsive weather, water, climate, ocean and space weather services for Australia – all day, every day.

Acknowledgement of Country

The Bureau acknowledges the Traditional Owners and Custodians of Country throughout Australia and acknowledges their continuing connection to land, water, sky, and community.

We pay respects to Elders past and present, acknowledge and celebrate the unique living cultural knowledge and practices of Aboriginal and Torres Strait Islander peoples as essential to connection, protection and caring of Country.

Further information

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Bureau of Meteorology Corporate Plan summary

The Bureau of Meteorology

Our purpose

To provide trusted, reliable and responsive weather, water, climate, ocean and space weather services for Australia – all day, every day.

Key activities

- Community Services
- Business Solutions
- Data and Digital
- Science and Innovation
- Enterprise Services
- the Australian Climate Service

Capabilities

- Relationships
- People
- Data and technology
- Asset management and sustainment

Government, industry and the Australian community

Our outcome

Enabling a safe, prosperous, secure and healthy Australia through the provision of weather, water, climate, ocean and space weather services.

Benefits

- Public safety
- Community wellbeing
- Economic prosperity
- National security
- Environmental health

Our Strategy

Impact and value

Products and services that enhance the wellbeing of all Australians.

Operational excellence

Outstanding people supported by secure, effective and resilient systems, processes and technology.

Insight and innovation

Practical implementation of novel, mission-directed solutions for our customers.

The Bureau way

One enterprise that lives its values through agreed behaviours every day.

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Introduction

Dr Andrew Johnson PSM FTSE FAICD
CEO and Director of Meteorology

As the accountable authority of the Bureau of Meteorology and the Australian Climate Service, it is my pleasure to present the Bureau of Meteorology Corporate Plan 2024–25 (the Plan). This Plan covers the reporting periods from 2024–25 to 2027–28, as required under paragraph 35(1)(b) of the *Public Governance, Performance and Accountability Act 2013* (the PGPA Act).

The Bureau of Meteorology (the Bureau) is Australia's national weather, climate and water information agency. It operates under the authority of the *Meteorology Act 1955* and the *Water Act 2007*, which together identify a range of functions that underpin delivery of information, advice, forecasts, warnings and associated services to meet Australia's needs.

The Bureau is an Executive Agency under the *Public Service Act 1999*, and a non-corporate Commonwealth entity under the PGPA Act. The Bureau operates under the Climate Change, Energy, the Environment and Water Portfolio and reports to the Minister for the Environment and Water.

The Bureau has a critical role within the Australian community, contributing to the safety, prosperity, security and wellbeing of the nation. This includes communicating the likely impacts of natural hazards for effective mitigation, readiness, and response to natural disasters and helping the nation to understand and respond to a changing climate.

During 2024–25, the Bureau will continue to provide reliable access to weather, climate, water, ocean and space weather information in accordance with the requirements prescribed in the Meteorology and Water Acts, as well as obligations associated with Australia's international treaties and agreements.

Dr Andrew Johnson PSM FTSE FAICD
CEO and Director of Meteorology

6 August 2024


The Bureau of Meteorology

The Bureau's purpose

The Bureau's purpose, as defined by its mission is:

To provide trusted, reliable and responsive weather, water, climate, ocean and space weather services for Australia – all day, every day.

These services benefit all Australians, contributing to a safe, prosperous, secure and healthy Australia.

The Bureau operates under the authority of the *Meteorology Act 1955* and the *Water Act 2007*. The Meteorology Act requires that the Bureau perform its functions in the public interest generally, for the purposes of the Defence Force, navigation and shipping and civil aviation, and to assist those engaged in primary production, industry, trade and commerce. The Bureau must also fulfil Australia's international obligations under the Convention of the World Meteorological Organization (WMO) and related international meteorological treaties and agreements.

Key functions under the Water Act require the Bureau to collect, hold, manage, interpret, and share Australia's water information and provide government, industry, and the community access to trusted and reliable water information.

Outcome and benefits

As documented in the Portfolio Budget Statements for the Climate Change, Energy, the Environment and Water portfolio, the Bureau is responsible for the outcome:

Enabling a safe, prosperous, secure and healthy Australia through the provision of weather, water, climate, ocean and space weather services.

Achieving this outcome benefits the community in several ways:

Benefit	Key beneficiaries
Public safety	Emergency Services, all Australians
Community wellbeing	All Australians
Economic prosperity	Key sectors including aviation, agriculture, land and marine transport, resources and energy
National security	Australian Defence Force, all Australians
Environmental health	All Australians

Strategic direction

To achieve its purpose, the Bureau will continue to implement its Strategy 2022–2027, which sets its future direction and focuses on 4 pillars that will drive its success:

Impact and value

Products and services that enhance the wellbeing of all Australians.

Operational excellence

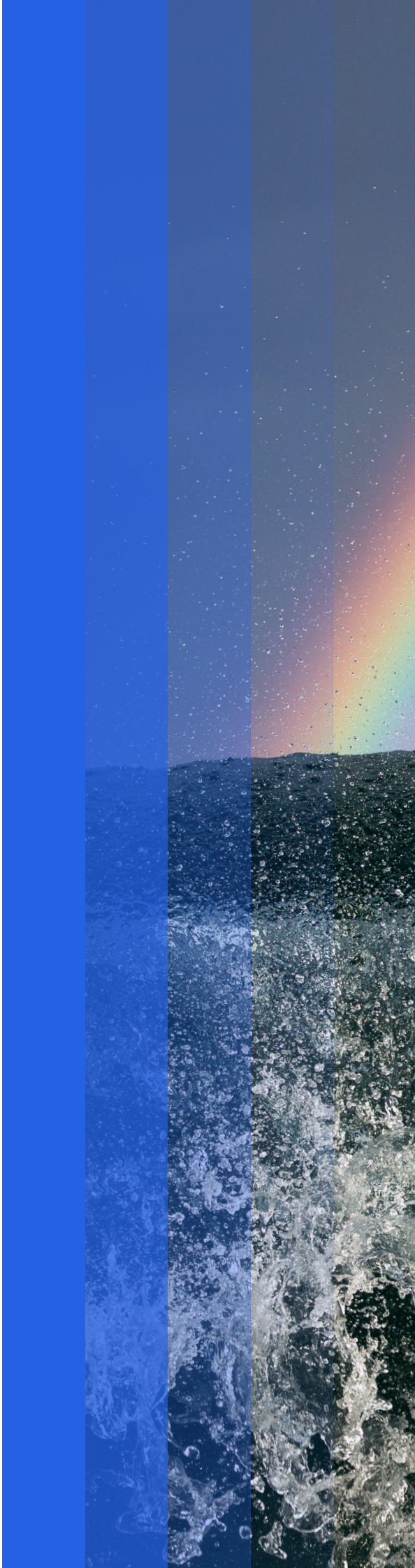
Outstanding people supported by secure, effective and resilient systems, processes and technology.

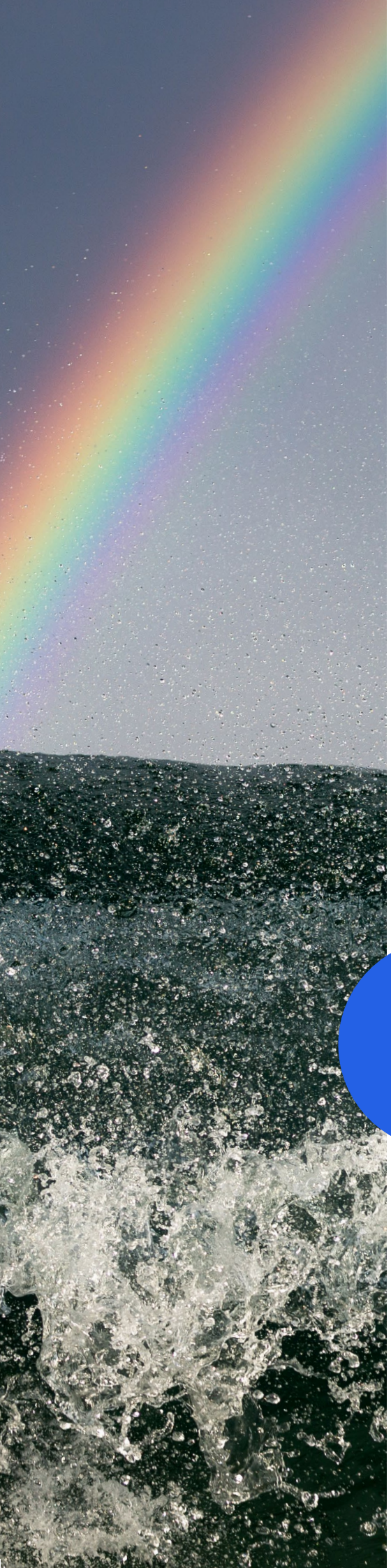
Insight and innovation

Practical implementation of novel, mission-directed solutions for our customers.

The Bureau way

One enterprise, that lives its values through agreed behaviours every day.





Key activities

The Bureau is responsible for the single Australian Government Program: *Program 1.1 Bureau of Meteorology.*

To support the delivery of this Program and to achieve its purpose and outcome, the Bureau undertakes 6 key activities, each delivered by a single group within the organisation. For 2024–25 and the outlook period (2025–26 to 2027–28), the work of each group in delivering a key activity is driven by the Bureau's purpose.

The delivery strategy for each key activity identifies the critical functions and areas of focus required to achieve its intended result. The performance of key activities is assessed against relevant enterprise strategic success measures (see pages 27–38).

The Bureau's organisational structure at 1 July 2024. The Bureau comprises 6 groups including the Australian Climate Service.

Community Services

Intended result

The Community Services Group is responsible for providing high-quality weather, water, climate and ocean services to the Australian community and emergency management sector. These services are aimed at preventing loss of life and reducing the negative social and economic impacts of natural hazards. The group's focus is to do this in a resilient, efficient and sustainable way that allows the Bureau to deploy its capabilities when and where they are needed most.

Delivery strategy

The work of the group is delivered through 3 programs:

National Production Services

Environmental Prediction Services

Decision Support Services

For 2024–25 and the outlook period (2025–26 to 2027–28), these programs will:

- provide high-quality weather, water, climate, ocean analyses, forecasts, warnings and long-term projections based on a deep understanding of customer needs and their decision-making processes
- supply specialist expertise and local insights to customers, partners and stakeholders to support their activities
- exhibit customer-focused service delivery that is resilient, efficient and sustainable in operating all day, every day – including during prolonged and extreme events
- support the work of the Australian Climate Service
- implement projects to increase the frequency of routine forecasts and uplift flood-related services
- invest in partnerships and information exchange with the emergency management sector at both strategic and operational levels, to support improved operational decision-making and enhance continuous improvement in hazard prevention, preparedness, response and recovery
- embed customer account management and opportunity management processes to continually inform sector plans and deliver on opportunities
- undertake actions that leverage automation and business intelligence to optimise operations
- work with the community to establish future warning enhancements
- increase operational resilience through an uplift in workforce planning, capacity scheduling and process streamlining
- focus on the health, wellbeing, capability and empowerment of staff to build a valued, safe and inclusive workforce with a clear sense of purpose in delivering community services.

Business Solutions

Intended result

The Business Solutions Group is responsible for building deeper, more focused, and systematic engagement with the Bureau's customers and partners. Its goal is to deliver greater impact and value in critical sectors including agriculture, aviation, land and maritime transport, energy, resources, national security, water and international development. The group also delivers the Bureau's function as a regulator under the *Water Act 2007*, to bring together Australia's water information.

Delivery strategy

The group's work is delivered through 6 programs:

Agriculture and Water

Aviation, Land and Maritime Transport

International Development

Energy and Resources

Flood Warning Infrastructure Network

National Security and Space

For 2024–25 and the outlook period (2025–26 to 2027–28), these programs will:

- begin physical remediation of flood warning infrastructure in Queensland to enhance flood forecasts and warnings, supporting disaster preparedness, response and recovery
- deliver capability to the water sector to underpin national water security and world-class water supply services, including to support water markets reform in the Murray-Darling Basin
- serve as an integral part of Australia's national security architecture – delivering tactical, planning and strategic services that support Australia's security and prosperity
- support Australia's space industry by delivering space weather and space flight advice
- support the National Electricity Market to operate safely at very high instantaneous penetration of wind and solar generation, and the resources sector to operate safely and more productively
- ensure that the Bureau's aviation, land and maritime transport customers understand weather risks and opportunities to enable them to operate safely and economically
- enhance the agriculture sector's capacity to foresee and manage weather and climate-related opportunities and risks, to support productivity and enhance rural mental health and wellbeing
- identify, coordinate and deliver products and services that materially advance Australia's foreign policy, security, and international development goals in the Asia-Pacific region
- leverage the Meteorological Five Eyes partnership with key allies, to share weather information and capabilities in meteorology and oceanography to improve Australia's defence, security and resilience
- continue to evolve the delivery of existing services, with an emphasis on premium quality, high value, science-based products that are tailored to customer needs in service of high-impact decisions.

Data and Digital

Intended result

The Data and Digital Group is responsible for the Bureau's data, observation and information technology that underpin the Bureau's core operations from measurement and collection through to production and dissemination to customers. The group's focus is to efficiently manage service-focused, secure, resilient and adaptive information and observation technology portfolios that leverage technologies and data, enabling the Bureau to deliver personalised services and products.

Delivery strategy

The work of the group is delivered through the office of the Chief Information Technology Officer and 6 programs:

Planning and Architecture

Observing Systems and Operations

Service and Infrastructure Management

Digital Channels and Customer Experience Design

Application Services

Data

For 2024–25 and the outlook period (2025–26 to 2027–28), these programs will:

- enable the efficient management of the Bureau's information technology portfolio and apply technologies that enable the Bureau to deliver to its customers
- enable an affordable, fit-for-purpose, trusted, adaptive, resilient and interconnected network of observation technology sources which meet diverse customer needs
- uplift the Bureau's data management capability to maximise the impact and value of Bureau data for customers in a data-driven world
- uplift cyber security monitoring and threat management processes
- provide customers with simple, intuitive, trusted and reliable digital experiences that deliver the Bureau products and services
- further build and embed capabilities to leverage technology to increase value for the Bureau
- support effective implementation of the group’s operating model.
- uplift the recently established Data and Digital Group Delivery Office, with an initial focus of delivering the ROBUST Transition Program and building the capability to transition all Bureau technology-related project delivery by 2025–26.

Science and Innovation

Intended result

The Science and Innovation Group is responsible for research and innovation supporting Bureau services and delivering shared value for our partners. The focus is on world-class science and development that enables the Bureau to deliver better weather, water, climate, ocean, space weather and Earth system information and insights.

The group undertakes research and development to support the Bureau's scientific systems, and customers and partners, and is responsible for transferring the Bureau's operational analysis and prediction systems from research to operations.

Delivery strategy

The work of the group is delivered through 2 programs:

Research

Research to Operations

For 2024–25 and the outlook period (2025–26 to 2027–28), these programs will:

- continue to deliver the 4 objectives of the Research and Development Plan 2020–2030:
  - customised impact-based forecasts and warnings when and where it counts for more localised, timely and better information for cities and regional areas
  - reliable and trusted forecasts from enhanced assimilation of observations for more accurate predictions
  - an Earth system numerical prediction capability of fully integrated atmosphere, ocean, sea-ice and hydrology models
  - seamless weather and climate insights based on historical observations and predictions, from minutes to decades
- deliver operational science and systems which support and enable the Community Services Group and the Business Solutions Group to deliver value to partners and customers
- deliver national downscaled climate and hazard projections in support of the Australian Climate Service and the National Climate Risk Assessment
- enhance probabilistic forecasting methods across the product suite and provide greater insight into forecast uncertainty for improved decision-making
- provide ongoing stewardship for the implementation and maintenance of the Bureau's Innovation and Academic Partnership Frameworks
- develop improved capabilities for communicating forecast performance to users, including the general public
- migrate the Bureau's high-performance computing Earth system models to the Bureau's new supercomputer, with effective disaster recovery capability
- continue to identify and optimise the use of emerging technologies including to support automation.

Enterprise Services

Intended result

The Enterprise Services Group is responsible for delivering core services and enterprise-wide solutions to enable the Bureau to achieve its strategy and deliver to its customers. The group partners with other groups and programs to strengthen the Bureau's strategic capabilities, including people and culture, communications, process, change, governance, finance, customer engagement, product, portfolio, risk management and resilience.

A key role of the group is to sustain and deliver core enterprise functions needed to meet legislation and government policy. The group ensures effective controls are in place and that corporate services, systems, and processes are accessible, fit-for-purpose, and enable the Bureau to govern and manage its business well.

Delivery strategy

The work of the group is delivered through 6 programs:

Strategy and Performance

Portfolio Management

Communications

Business Management

Organisational Resilience

Organisational Development

For 2024–25 and the outlook period (2025–26 to 2027–28), these programs will:

- partner with other group and program areas to:
  - maintain momentum for Bureau transformation activities and focus on implementing the Bureau's Strategy 2022–2027
  - provide strategic insights on complex matters and areas of higher risk, while streamlining and automating transactional and operations services
  - align planning, investment, and projects
  - facilitate workforce planning practices to enable a greater understanding of workforce capability and capacity to deliver the Bureau's strategy and outcomes based on priorities
  - empower managers to be effective people leaders and meet their delegated accountabilities
  - communicate in ways that continue to maintain trust and enhance the Bureau's reputation
- support effective governance of the Bureau including by strengthening accountabilities and assurance controls
- implement key Australian Public Service workforce frameworks such as the Strategic Commissioning Framework and Optimal Management Structures
- support workforce diversity and inclusion, including embedding the new First Nations advisory function and implementing a Diversity and Inclusion Plan
- contribute to a safe, secure, productive, and sustainable environment including through continued security maturity uplift and implementation of the Bureau's Environmental Sustainability Principles.

Australian Climate Service

Intended result

The Australian Climate Service (ACS) is responsible for transforming Australia's capability to better understand climate and weather event related risks and impacts within Australia now and into the future, and supporting climate adaptation.

The vision of the ACS is to advance information and knowledge that is used to support a safer, adaptive and prosperous Australia, resilient and prepared for climate challenges and natural hazards. It aims to facilitate improved climate information including climate science, hazard knowledge, and information on social, economic and environmental systems.

As a trusted and credible source, the ACS seeks to support decision-makers in disaster risk reduction and climate change adaptation by:

- improving access to integrated trusted, data, information and expert advice
- building and enhancing Australia's climate and natural hazard intelligence capability.

Delivery strategy

The ACS is a partnership between the Bureau, CSIRO, the Australian Bureau of Statistics and Geoscience Australia, drawing together world-leading science national data, systems and expertise.

The work of the ACS is guided by the Statement of Expectations, which sets out the Australian Government's expectations on outcomes and priorities.

The work of the group is delivered through 3 programs:

Delivery

Enabling services

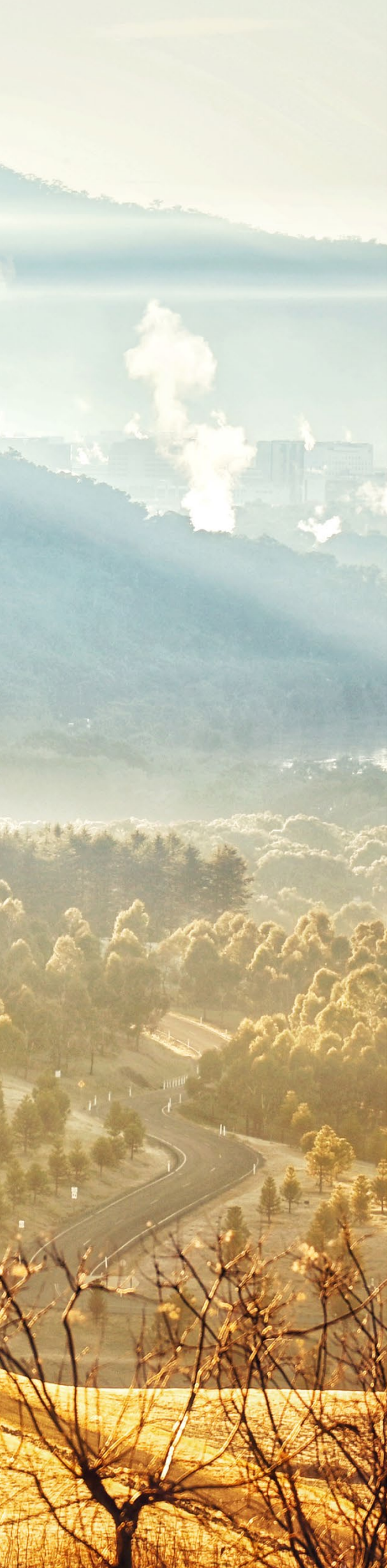
National Climate Risk Assessment

For 2024–25 and the outlook period (2025–26 to 2027–28), the ACS will:

- facilitate improved access to consistent and quality climate data and information for national decision-making
- deliver the evidence base and expert advice for the first National Climate Risk Assessment and inform the National Adaptation Plan
- provide expert advice and climate information to support the Hazard Insurance Partnership and Australian Government disaster risk reduction activities
- engage and collaborate across the Commonwealth, with state, territory and local governments, the private sector and experts to build Australia's capability for disaster management and climate adaptation.

It will do this by:

- improving the functionality of the ACS Platform which helps bring diverse data together to provide advanced climate information
- integrating and applying expertise from across the Bureau, CSIRO, Australian Bureau of Statistics and Geoscience Australia
- collaborating and working with the Australian Government, state and territory governments, industry, research and other key stakeholders
- uplifting climate and weather-event hazard data to support national decision-making
- improving ACS capability to provide data, intelligence and insights to support the Australian Government and other decision-makers.



Operating environment

The Bureau regularly scans its environment for opportunities, risks and trends to quickly respond to evolving customer and community needs under an increasingly complex and strategic backdrop.

For 2024–25 and the outlook period (2025–26 to 2027–28), the Bureau expects its external operating environment to remain dynamic as it seeks to continue to drive a positive shift in the impact and value it delivers for Australia.

The Australian community continues to have high aspirations for, and expectations of, the Bureau's services. The Bureau must respond quickly to its customers in industry, government and the wider community if it is to remain relevant and viable in the service of Australia's national interests.

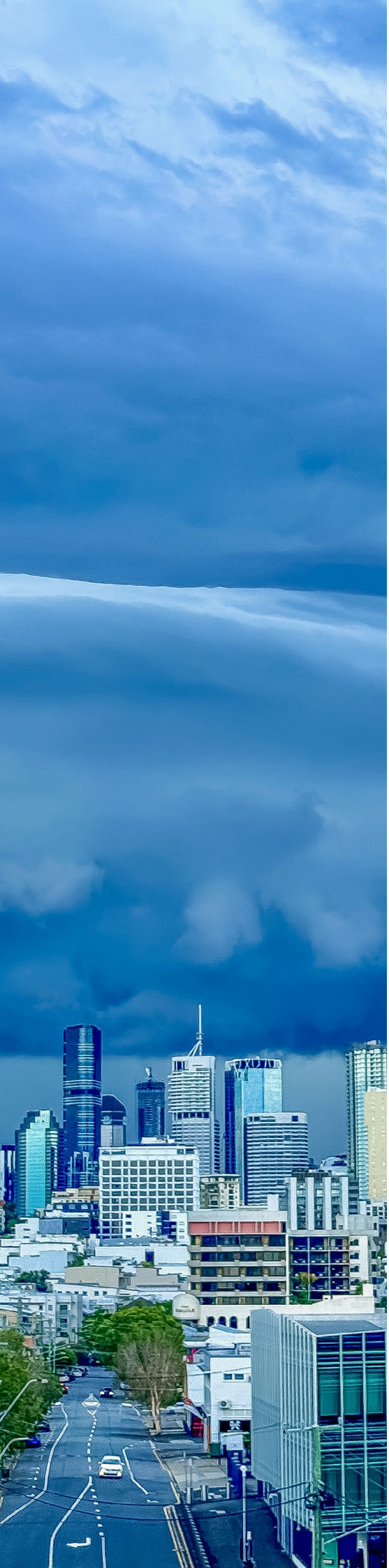
Meeting these community expectations within available resourcing is an ongoing challenge for the Bureau, especially within a post-pandemic context of inflation and rising costs.

Significant ongoing changes continue to occur in global economic structures and relationships, technology, demography and societal values. The Bureau's external environment is shaped by significant advancements in technology and meteorological science and an increasingly competitive weather services market, against a backdrop of evolving risks associated with a changing climate. Meteorology is inherently a global science. International partnership, cooperation and collaboration are critical for the Bureau's technology development and data exchange.

The key trends and related opportunities and challenges for the Bureau over the next 4 years are outlined in the table below.

Trend	Opportunities and challenges
Increasing customer expectations and demand	• Meet growing demand for more actionable and location-specific products, including forecasts and warnings • Meet growing demand for future hazard risk information, in the context of future climate projections • Balance customer needs and expectations with rising costs and budget constraints • Uplift our data practices to ensure data and information is in standard, easily accessible and customisable formats • Respond to Australia's growing investment in renewable energy and the sector's reliance on weather forecasts to maximise productivity
Technology and science advancements	• Monitor and adapt to continued growth in mobile applications, and to an increasing appetite for personalised, spatially located, comprehensive and real-time data • Explore and leverage opportunities offered by exponential increases in data volumes, including potential insights from big data, generative artificial intelligence and numeric artificial intelligence • Identify, harness and operationalise advances in science and technology into effective products and services • Engage appropriately with the rapid growth of generative artificial intelligence model uptake, including conversational 'chat services'
Strategic shifts	• Ensure the Bureau remains an expert, authoritative and trusted source of weather and climate information, as other sources of this information, including misinformation, grow rapidly • Proactively monitor and respond to medium-to-long term positioning in key customer, partner and related services sectors, seeking opportunities for collaboration as appropriate • Support Australia's objective to promote and protect security, resilience and prosperity through international cooperation, particularly in the Indo-Pacific region
Security	• Monitor and prepare for increasing and more sophisticated cyber security threats

The Bureau will continue to monitor these opportunities and challenges. It is well placed to manage external risks and disruptions, working closely with other Australian Government agencies to provide support and capacity for critical government functions. The Bureau will also seek to capitalise on opportunities, responding to current and emerging customer needs and being innovative in how it delivers greatest impact and value for Australia.



Capabilities

The Bureau must maintain capability across complex and wide-ranging fields to meet its remit of being Australia's national weather, water, climate, ocean and space weather agency. For 2024–25 and the outlook period (2025–26 to 2027–28), the Bureau will continue to strengthen its capability so that it can keep pace with the evolving needs of customers and ensure future sustainability. The Bureau has categorised its enterprise capability into 4 broad themes:

- Relationships
- People
- Data and technology
- Asset management and sustainment

A description of each of the enterprise capabilities, including the current capability, the capability aim, and the capability development pathway is provided below.

Relationships

Current capability

The Bureau has strong relationships with a broad set of customers, stakeholders and partners, including across governments, industry, emergency services, international science institutions, academia, meteorological agencies, intergovernmental bodies, and the Australian community. These underpin the Bureau's work across every Australian state and territory, its remote islands and Antarctica. The Bureau has responsibility for fulfilling Australia's international obligations, including under the Convention of the World Meteorological Organization.

Capability aim

The Bureau aims to build Australia's resilience to natural hazards and a changing climate through focused engagement with industries and governments and by providing timely information to communities. The Bureau enhances customer outcomes by providing timely, accurate, easy to interpret, expert advice on risks, impacts and opportunities that support improved decision-making, when it matters most. The Bureau actively partners and collaborates nationally and internationally to deliver better outcomes for all Australians.

Capability development pathway (2024–25 to 2027–28)

The Bureau's relationships will be developed by undertaking specific activities to:

- continue to build the Australian Climate Service in partnership with CSIRO, the Australian Bureau of Statistics and Geoscience Australia
- operate a national decision support services team, with staff deployed in every capital city, serving customers, partners and stakeholders across multiple jurisdictions to brief and advise, and strategically engage with our customers
- through our partners, engage with community sectors where improved hazard awareness boosts community safety to deliver improved community resilience
- work with and enable Australia's energy sector to rise to weather-related challenges and seize opportunities to considerably enhance energy resilience, security, reliability, sustainability, and affordability
- engage with the aviation sector, which is integral to Australian's economy, connecting Australians with each other (including regional and remote communities) and the rest of the world
- work with stakeholders to implement the data and systems components of the Australian Government's Water Markets Reform Roadmap to support water markets in the Murray-Darling Basin
- enhance relationships with elected officials, ensuring they are equipped with the information they need to inform their communities, business and industry before, during and after severe weather events
- work within international and intergovernmental fora to promote cooperative advancement in science and technology, and partner with Australian Government agencies, international meteorological agencies and universities to innovate and advance the Bureau's services to the community including in the national security area to ensure resilience and data sharing
- partner with the Australian Antarctic Division and the Department of Foreign Affairs and Trade to achieve national goals in Antarctica, the Southern Ocean and the Asia-Pacific region
- partner with government and local and international private data providers to share and source data beyond the Bureau's capacity and maintain relationships with key data partners and agencies with similar needs.

People

Current capability

The expertise and capability of the Bureau's people is critical to the delivery of products and services to our customers. The Bureau's workforce profile includes 17 different job families delivering weather, water, climate, ocean and space weather services, as well as corporate and enabling support.

Capability aim

The ongoing development of the Bureau's people capability ensures a workforce that is skilled, agile and equipped for the future, and our people have contemporary skills and knowledge needed to achieve the Bureau's outcomes and meet customer needs. The Bureau aims to strengthen its customer-focused enterprise culture where people are empowered and grow through clear career pathways in an inclusive, safe, and flexible working environment that reflects the diversity of the community it serves.

Capability development pathway (2024–25 to 2027–28)

The Bureau's people capability will be developed by undertaking specific activities to:

- mobilise our people based on the required skills, knowledge and capabilities to deliver the Bureau's outcomes
- mature our people capability to respond to Australian Public Service (APS) priorities and the evolving needs of our workforce and customers
- continue to invest in science, technology, engineering and maths (STEM) skills and build the pipeline of talent, including developing and identifying opportunities for women in senior STEM positions
- support leaders to undertake their roles with integrity, respond creatively to challenges, and act as stewards for the Bureau and the broader public service
- continue building the Bureau as a safe, inclusive and diverse enterprise, where our people bring their full self to learn, grow and are empowered to reach their professional potential
- enhance the Bureau employee experience by recognising high performance, responding to employee perceptions and prioritising wellbeing
- build a culturally capable workforce that is responsive to First Nations people and communities.

Application of the Strategic Commissioning Framework

The Bureau draws upon a unique and multifaceted set of core and core-enabling capabilities to deliver critical weather, water, climate, ocean and space weather services.

For 2024–25 and the outlook period (2025–26 to 2027–28), the Bureau will continue to plan, manage, and monitor its workforce capability to ensure it can provide trusted, reliable and responsive services for its customers in the most effective way possible.

The Bureau will continue to apply the principles of the APS Strategic Commissioning Framework to identify opportunities to further strengthen its workforce capability and to reduce outsourcing where appropriate.

The Bureau's targets for reducing outsourcing in 2024–25 will focus on the conversion of 76.5 Average Staffing Level (ASL) from contractors to ongoing APS positions across 11 job families, including ICT and digital solutions; portfolio, program and project management; and accounting and finance.

Data and technology

Current capability

Data is a critical asset for the Bureau, driving the impact and value that its products and services deliver to customers and internal stakeholders. The Bureau's data capability covers people, policy, processes and tools across environmental and corporate data.

The Bureau's information technology capability encompasses data and information systems (including communication networks), high-performance computing, platforms and applications, as well as desktops, servers, videoconferencing and telephony technology. The Bureau provides 24/7 support for critical applications, where failure would result in immediate and serious consequences for essential operations, including services to external organisations.

The Bureau's observation technology capability provides meteorological, hydrological, oceanographic and space weather observations taken at more than 1,700 Bureau-owned sites and 6,700 third-party owned sites across Australia and its surrounding oceans and territories. This network is supplemented and enhanced by globally distributed observations shared freely by international meteorological and space agencies, including data from Earth observation satellites operated by international partners.

The Bureau's ROBUST Program significantly uplifted security competence across its data and technology capabilities.

Capability aim

The Bureau will invest in its data, enterprise-wide data management and applications to enhance its digital capability and provide technological solutions that enable all Australians to easily access and utilise our services to meet their individual needs. The Bureau will enhance its information systems, operations technology, infrastructure, processes and data to ensure they are fit-for-purpose in delivering secure, stable and sustainable services, particularly during high-impact events.

Capability development pathway (2024–25 to 2027–28)

The Bureau's data and technology capabilities will be developed by undertaking specific activities to:

- provide a secure, resilient, and stable technology base to make it easier to build, sustain or change the services the Bureau offers, keeping pace with customer needs
- implement enhanced forecasting systems that optimise interaction between national guidance and local insights as a seamless national service across all timescales
- implement new technologies and capabilities to meet future cyber threats under a comprehensive and enterprise-wide approach
- uplift key national observations infrastructure and capability to meet Bureau needs using an observations ecosystem approach that relies on an adjustable blend of existing Bureau networks, external and novel/emerging observational sources
- uplift data capability through modern national and international standards in governance and data management, making data readily accessible to customers
- explore and implement rules-based artificial intelligence and machine learning, containerisation of software applications and secure and agile digital platforms that enhance efficiency and/or customer outcomes
- provide high-performance computing and cloud platforms that support research and development, and innovation in strengthening the Bureau's services to the community
- deploy innovative digital solutions including a new website to disseminate valuable data and information
- continue sustainability initiatives to reduce the impact of the Bureau's operations on the environment.
- continue uplifting security and resilience through delivery of the new ROBUST Transition Program of works.

Asset management and sustainment

Current capability

The Bureau relies upon a large and geographically dispersed network of assets, including complex information and observation technology infrastructure and networks. These are located across Australia, its surrounding oceans and territories, and Antarctica. Many assets are situated in regional or remote areas, are difficult to access, are exposed to harsh conditions and/or are in environmentally sensitive locations. With a value just over $1 billion, the major asset categories include property, plant and equipment, information, communication and technology and intangibles.

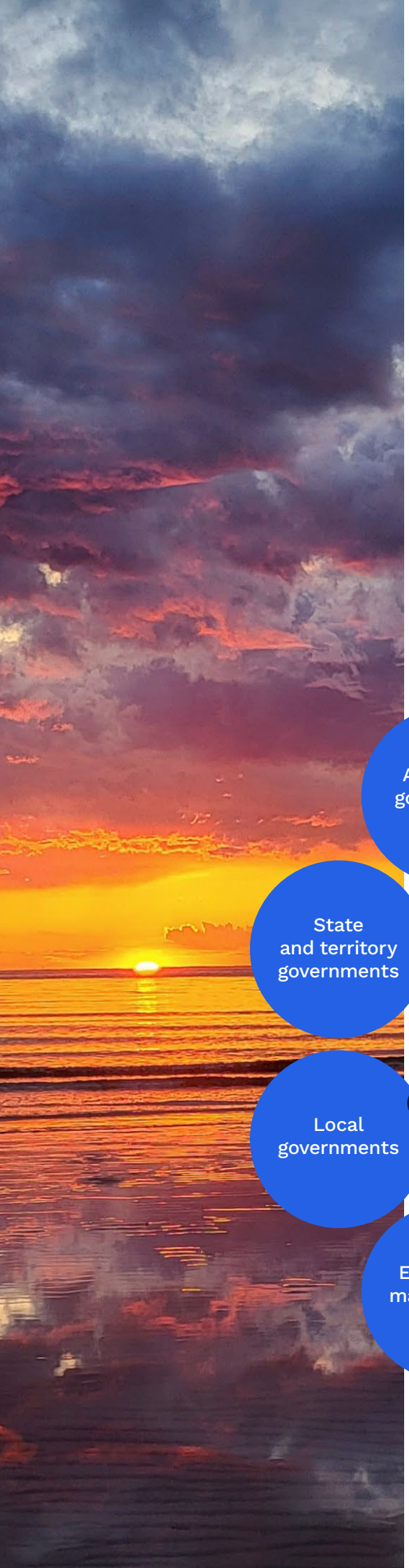
Capability aim

The Bureau's significant asset base means there is a constant need to ensure a modern, fit-for purpose fleet of assets is established and well maintained, with available resources used to deliver optimum-value products and services for customers. A strategic approach to asset management ensures that Bureau's assets are safe, sustainably managed on a whole-of-life approach and deliver the intended service in accordance with the Bureau's mission and its customer expectations. The Bureau will mature its asset management capabilities by better integrating its asset lifecycle planning, costing, procurement, contract management and strategic vendor management expertise.

Capability development pathway (2024–25 to 2027–28)

The Bureau's asset management capability will be developed by undertaking specific activities to:

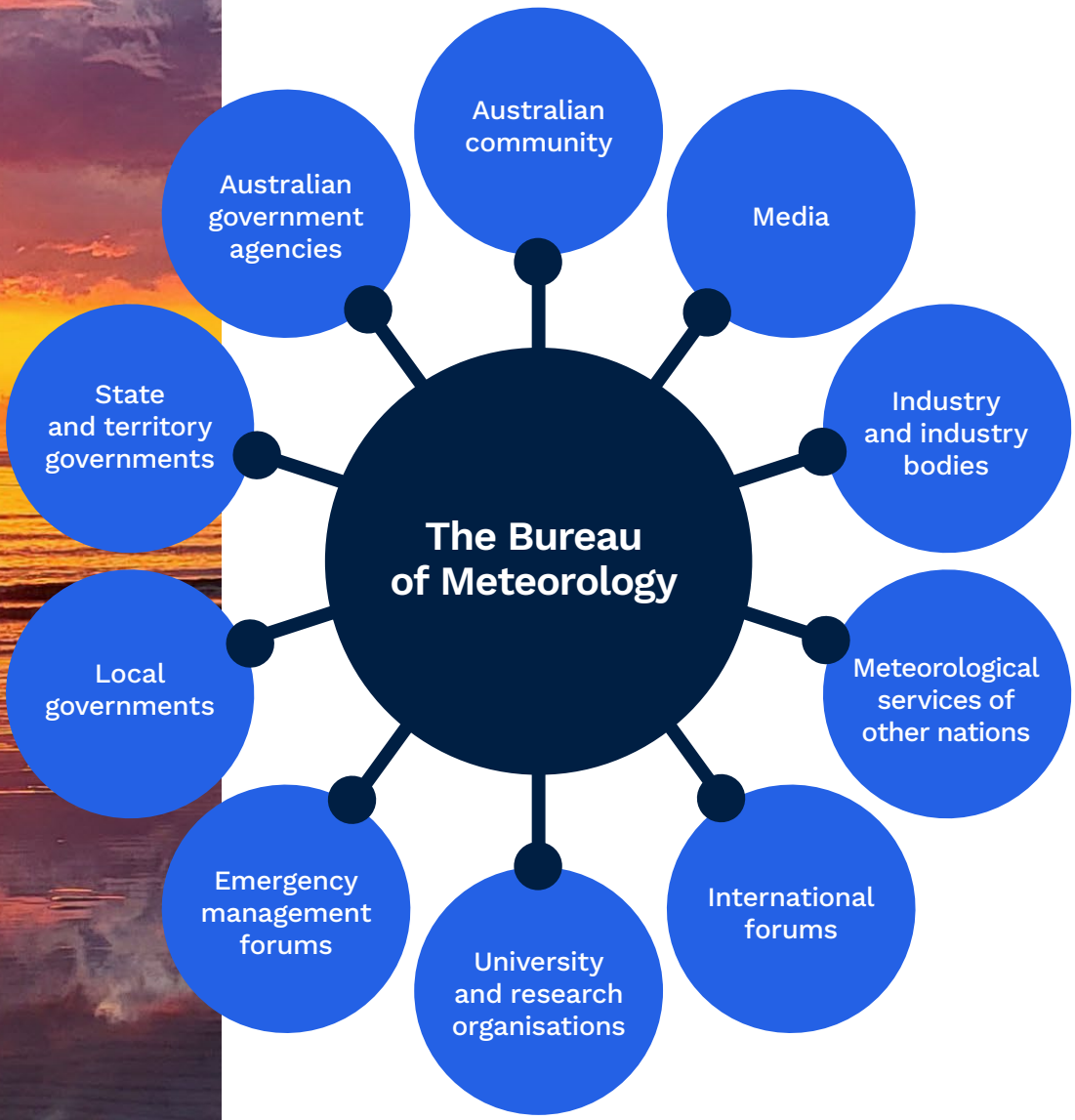
- establish an asset management lifecycle approach to manage the Bureau's assets, underpinned by a strategic asset management plan aligned to the Bureau's Strategy 2022–2027 and supported by an asset management system
- establish a costed forward projection of asset lifecycle renewal and replacement activities
- ensure that investment governance practices are well informed to make decisions related to asset investment and operational risk
- monitor all critical information assets and establish effective processes to identify and rapidly respond to threats
- refine and update asset management plans for key technology assets, aligned with operations, maintenance and inspection of observing systems
- rationalise legacy network and platforms and decommission unused or de-staffed infrastructure
- ensure that technology, applications and capability are aligned to enterprise architecture roadmaps and asset management plans and undertake asset monitoring for key observation systems
- manage and monitor the total cost of ownership of key assets
- raise awareness of the Bureau's costing and pricing arrangements, and maintain compliance with the Australian Government Charging Framework
- build a solid base of finance and asset management skills to deliver support to asset management practices
- implement the strategic property management plan, ensuring that the Bureau's property portfolio is strongly aligned to its strategic direction and future requirements and provides best value for money.



Cooperation and collaboration

As Australia's national meteorological agency, the Bureau works with a wide range of Australian Government agencies, state, territory and local governments, international agencies, industry, media, academic research organisations and the community to deliver its purpose.

The Bureau has built a network of strong and impactful relationships that enable it to develop, deliver and improve its products and services to meet the needs of customers.



Government and industry

The Bureau operates under the Climate Change, Energy, the Environment and Water Portfolio and collaborates across government to manage the delivery of common outcomes. It supports government policy and planning decisions, particularly in the areas of emergency management, agriculture, water, aviation, land and maritime transport, energy, national security, space, and international development.

The Bureau has a range of formal strategic partnerships, agreements and memorandums of understanding that facilitate the provision of critical meteorological services. Cooperation on policy formulation and service provision is facilitated through a variety of consultative committees and fora.

Community and media

The Bureau's Decision Support Services Program leads national, regional and local community engagement, including with the emergency management sector and key Commonwealth stakeholders.

Bureau staff are deployed across Australia to work alongside state and local governments and emergency services and are integrated within emergency management and disaster mitigation networks. This includes out-posted meteorologists and other specialists within several agencies and emergency management centres to provide direct access to the Bureau’s expertise.

The Bureau also works closely with the media to ensure that communication with the Australian community is effective and that forecasts and warnings are broadcast widely. Staff interact with a broad range of stakeholders and provide a focal point for the delivery of services to local industry and government customers.

Research

Cooperation with universities is an important avenue for sharing ideas, skills, resources and expertise to explore 'blue sky' ideas and long-term improvements, share the actual and opportunity costs of theoretical research and maintain a pipeline of STEM talent.

The Bureau has strategic engagements in Centres of Excellence, which focus on specific research areas through collaboration with industry, government agencies and research organisations. The Bureau leverages these engagements to facilitate and progress objectives under its decadal Research and Development Plan.

International

The Bureau cooperates and collaborates with countries and agencies around the globe through a range of multilateral and bilateral arrangements. Through these relationships the Bureau leverages and contributes to global scientific expertise, technological and operational developments, and the collection and exchange of information critical for monitoring and predicting the state of the atmosphere and hydrosphere.

The Bureau represents Australia and is actively involved in the work of the World Meteorological Organization, is the Australian representative for the United Nations Educational, Scientific and Cultural Organization’s (UNESCO) Intergovernmental Oceanographic Commission and provides aeronautical meteorological services on behalf of Australia as the designated authority under the International Civil Aviation Organization.

Bilaterally, the Bureau has several strategic partnerships and memorandums of understanding with agencies in countries such as the United States, the United Kingdom, Japan, South Korea and Indonesia. These collaborations focus on mutual and complementary fields of technical and scientific expertise and are an important contribution to Australia’s foreign policy objectives.

The Bureau is furthering cooperation to improve collective meteorological and oceanographic capability through the Meteorology and Oceanography Five Eyes Community of Practice, the MET5, to strengthen collaboration and build resilience on matters of mutual strategic benefit in the fields of meteorology, oceanography, hydrology, climatology, and the space environment between the signatories of Australia, Canada, New Zealand, the United Kingdom, and the United States.

Subsidiaries

The Bureau has no subsidiaries.

Performance

Measuring the Bureau's performance

The Bureau will assess its performance for 2024–25 and the outlook period (2025–26 to 2027–28) against its achievement of the success measures outlined in the Bureau's Strategy 2022–2027 and the 2 criteria identified in its Portfolio Budget Statements.

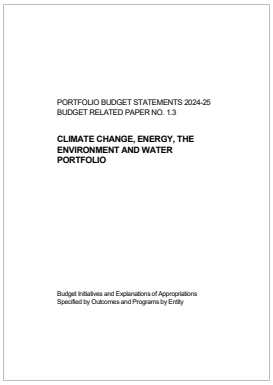
The Bureau has 12 high-level strategic success measures (SSMs) aligned to its 4 strategic pillars. These measures, each with a rationale, contributing measures (CMs), targets, methodology and data sources, are outlined in the tables below. The Bureau's performance against these measures will be reported in the Bureau's Annual Performance Statement contained in its 2024–25 Annual Report.

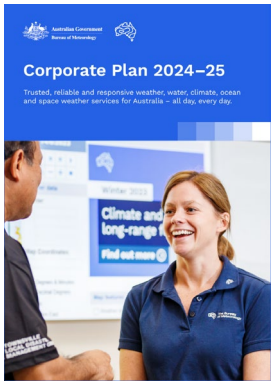
Unless otherwise stated, each contributing measure is assessed and reported annually.

Regulator performance

As part of its *Water Act 2007* responsibilities, the Bureau administers Part 7 of the Water Regulations 2008 that defines who must provide water information to the Bureau and the time and format in which it must be given. As a regulator, the Bureau works with water data providers and users to ensure efficient data provision and minimal regulatory burden to create valuable water data information products and services. The Bureau leverages its position as a national, independent organisation and collaborates across jurisdictions to drive water sector reform by providing national water information leadership and driving national water data standards.

A Ministerial Statement of Expectations and a Regulator Statement of Intent will be published on the Bureau's website once finalised. Performance measures focused on the Bureau's regulatory function are incorporated into this Corporate Plan and will be reported on in the Bureau's 2024–25 Annual Report.





2024–25 performance

May 2024

Portfolio Budget Statements 2024–25

1 July 2024

Corporate Plan 2024–25

30 June 2025

Annual Report 2024–25
Annual Performance Statement

Performance measures and targets

Impact and value

SSM01: The financial and social value we deliver to industry, government and the wider community

Rationale: The Bureau plays a critical role in helping to protect life and property through hazard preparedness and response during severe weather events and supporting key industries to operate safely and productively. This measure aims to demonstrate the Bureau's effectiveness in meeting its Outcome of supporting a safe, prosperous, secure and healthy Australia.

Contributing measures	Target 2024–25 to 2025–28	Key activity
CM1.1: Mitigation of property damage and reduced long-term trend in fatalities from extreme weather events	Annual estimated value of damage mitigated and reduction in long-term trend in fatalities from bushfires, floods, tropical cyclones and severe thunderstorms	Community Services
CM1.2: Economic value added to Australia's water sector	>$100m	Business Solutions
CM1.3: Economic value added to Australia's aviation sector	>$80m	Business Solutions
CM1.4: Economic value added to Australia's energy and resources sectors	>$80m	Business Solutions
CM1.5: Economic value added to Australia's agriculture sector	>$50m	Business Solutions

Methodology and data source/s: Results on the mitigation of property damage and fatality trends from extreme weather events including bushfires, floods, tropical cyclones and severe thunderstorms are drawn from internal analysis using third-party insurance and fatalities data. Results on the Bureau's estimated contribution of economic value to industry sectors are drawn from internal economic value assessments and contractual service agreements.

Note: The impact of the Bureau’s work to protect Australians, mitigate property damage and enhance economic prosperity varies from year to year given the annual variations in severe weather activity. CM1.2, CM1.3, CM1.4 and CM1.5 are included as a combined performance measure in the Bureau's Portfolio Budget Statements.

Impact and value

SSM02: The levels of satisfaction and trust our customers, partners and stakeholders have in the products and services we provide.

Rationale: The Bureau produces essential products and services that are used by the community, key partners, industry and government to inform decision-making. This measure aims to gauge the effectiveness of these products and services as assessed by those that use them, and ensure they are meeting their intended purpose.

Contributing measures	Target 2024–25 to 2025–28	Key activity
CM2.1: Proportion of community, partner and emergency services customers that report an overall positive experience with Bureau services	90%	Community Services
CM2.2: Net promoter score for Bureau forecast and warning services	+55 for community customers	Community Services
CM2.3: Proportion of industry and government customers that report they are satisfied or very satisfied with Bureau services	Year-on-year maintenance or increase	Business Solutions, Australian Climate Service
CM2.4: Overall customer satisfaction across Bureau digital channels	Year-on-year maintenance or increase	Enterprise Services, Data and Digital

Methodology and data source/s: Results are drawn from regular Bureau and third-party surveys of customers, analysis of partner and customer feedback, customer satisfaction data submitted on the Bureau's website and BOM Weather App and ad hoc customer feedback.

Note: In 2024–25 the Bureau will implement a new customer experience measurement approach which will impact reporting on customer and partner satisfaction and trust. Changes will be detailed in the Bureau's Annual Report 2024–25. CM2.1 and CM2.3 are included as a combined performance measure in the Bureau's Portfolio Budget Statements.

Impact and value

SSM03: The utilisation of our services by new and existing customers.

Rationale: The value of the Bureau's products and services is realised when they are used by customers to achieve a positive outcome. This measure aims to ensure the Bureau is maximising the value of its work by maintaining engagement with existing customers while expanding the reach of its work to new users.

Contributing measures	Target 2024–25 to 2025–28	Key activity
CM3.1: Proportion of community customers that nominate Bureau services as a primary source to enable decision-making	35%	Community Services
CM3.2: Proportion of emergency services, industry and government customers and partners that nominate Bureau services as a primary source to support their decision-making	75%	Community Services, Business Solutions
CM3.3: Usage of and engagement with Bureau digital channels	Year-on-year maintenance or increase	Enterprise Services, Data and Digital, Australian Climate Service

Methodology and data source/s: Results are drawn from regular third-party customer surveys, and internal analytics on the usage of Bureau's website, BOM Weather App and social media channels.

Note: In 2024–25 the Bureau will implement a new customer experience measurement approach which will impact reporting on service utilisation by customers and partners. Changes will be detailed in the Bureau's Annual Report 2024–25.

Operational excellence

SSM04: Our delivery against agreed customer requirements and commitments.

Rationale: Customers use the Bureau's products and services to plan, make decisions, optimise their activities and manage risks. This measure aims to ensure the Bureau is effectively delivering the specific outputs to which it has committed, and that its customers need.

Contributing measures	Target 2024–25 to 2025–28	Key activity
CM4.1: Delivery against the requirements of the Intergovernmental Agreement on the Provision of Bureau of Meteorology Hazard Services to the States and Territories and delivery of agreed Hazard Services Forum recommendations	Requirements met	Community Services
CM4.2: Proportion of community customers report that the Bureau's information enables their decision-making	60%	Community Services
CM4.3: Proportion of emergency services, industry and government customers and partners that report the Bureau's information enables their decision-making	80%	Community Services, Business Solutions
CM4.4: Delivery of Defence meteorological services meets or exceeds agreed service levels in support of tactical, planning and strategic activities	Requirements met	Business Solutions
CM4.5: Delivery of aviation meteorological services meets or exceeds International Civil Aviation Organization standards and recommended practices for Australia's area of responsibility and aviation industry standards	Requirements met	Business Solutions

Methodology and data source/s: Results on service delivery are drawn from internal analysis, audit reports and stakeholder feedback. Results on enabling decision-making are drawn from regular third-party customer surveys.

Note: In 2024–25 the Bureau will implement a new customer experience measurement approach which will impact reporting on delivery to customers and partners. Changes will be detailed in the Bureau's Annual Report 2024–25.

Operational excellence

SSM05: Capacity utilisation, system reliability, security and resilience benchmarked against best practice.

Rationale: The work of the Bureau is underpinned by a complex array of technologies and systems located across Australia, its surrounding oceans and islands, and in Antarctica. These systems operate around the clock and are particularly critical during severe weather events. This measure aims to provide assurance about the reliability, efficiency, quality and security of these systems in providing uninterrupted access to Bureau services.

Contributing measures	Target 2024–25 to 2025–28	Key activity
CM5.1: Observing networks and high-performance computing systems meet agreed performance targets for uptime and capacity utilisation	Agreed performance targets met	Data and Digital
CM5.2: Compliance of staff with 'required for role' competencies	>95%	Enterprise Services, Community Services
CM5.3: Compliance of identified quality management systems with ISO 9001	Certification achieved or maintained	Enterprise Services
CM5.4: Data information management maturity score	Improvement in data maturity score from National Archives Australia Check-up PLUS questionnaire	Data and Digital
CM5.5: Protective security maturity score	Improvement in Protective Security Policy Framework maturity towards Level 3 for the majority of policy indicators by June 2025	Enterprise Services
CM5.6: Risk and business continuity maturity scores	Improvement in risk and business continuity maturity scores from external surveys and assessment	Enterprise Services

Methodology and data source/s: Key operational systems comprise the Bureau's observing networks and supercomputer. Results on performance of these systems and levels of operational capability are drawn from regular internal analysis and reporting. Results on the maturity of the Bureau's protective security, data, information management, and risk and business continuity are drawn from regular external surveys and assessments. Results on quality management systems are drawn from regular external audits.

Operational excellence

SSM06: Verification of our products and services.

Rationale: The Bureau routinely measures the accuracy and timeliness of its forecast and warning products using a range of recognised verification techniques. This measure aims to present this information so that customers, and the Australian community more generally, can have confidence in the Bureau's products and services and their improvements over time.

Contributing measures	Target 2024–25 to 2025–28	Key activity
CM6.1: Accuracy, lead time and timeliness of flood forecasts	• Accuracy (within Service Level Specifications (SLS)): 70% • Lead time (within SLS): 70% • Timeliness: 97%	Community Services
CM6.2: Accuracy of fire weather forecasts	• Average accuracy of Fire Behaviour Indices: 75%	Community Services
CM6.3: Accuracy of tropical cyclone forecasts	• Position error: consistent with 5-year average • Intensity error: consistent with 5-year average	Community Services
CM6.4: Timeliness of severe weather warnings	Timeliness of: • Severe weather warnings: 87% • Regional severe thunderstorm warnings: 96% • Detailed severe thunderstorm warnings: 93%	Community Services
CM6.5: Timeliness of tsunami warnings	• Response time for 'No Threat' and 'Watch' bulletins: 30 mins	Community Services
CM6.6: Accuracy of wind and temperature forecasts	• Wind accuracy (within 5 knots): 85% • Max temperature (within 2°C): 90% • Min temperature (within 2°C): 85%	Community Services

Methodology and data source/s: Results are drawn from forecast and warning verification systems compared with observed conditions through quarterly executive reporting.

Note: Forecast and warning verification systems are being enhanced across the Bureau as part of Forecast Improvement Delivery Stream (FIDS) projects which will improve verification from 2025–26 onwards.

Insight and innovation

SSM07: The depth, breadth and resilience of our external partnerships and collaborations.

Rationale: Working with other organisations – both nationally and internationally – is an integral part of the Bureau's operations. Whether it's in science, technology, data sharing or delivering services, strong collaboration is essential for achieving the Bureau's purpose. This measure seeks to ensure the Bureau is effectively building and maintaining these critical relationships.

Contributing measures	Target 2024–25 to 2025–28	Key activity
CM7.1: Value and effectiveness of partnerships and collaborations, assessed by the Bureau and its partners	Year-on-year maintenance or increase	All
CM7.2: Achievement of the Bureau's performance standards as a regulator under the *Water Act 2007* demonstrates collaboration and engagement	Standards met	Business Solutions

Methodology and data source/s: Results on partnerships and collaboration are drawn from internal assessments, stakeholder feedback and formal agreements. Results on regulator performance are drawn from stakeholder feedback and internal records of stakeholder interactions.

Insight and innovation

SSM08: The conversion of ideas to opportunities to customer outcomes.

Rationale: Meeting increasing customer expectations and demands of the Bureau's products and services requires innovation and new solutions. This measure seeks to demonstrate that ideas, innovations and enhancements provide tangible improvements for customers.

Contributing measures	Target 2024–25 to 2025–28	Key activity
CM8.1: Customer outcomes delivered from ideas and opportunities	Outcomes demonstrate impact and value for customers	Business Solutions, Community Services, Australian Climate Service, Science and Innovation
CM8.2: Proportion of major and moderate initiatives that successfully pass through the Research to Operations gateway as planned	90%	Science and Innovation

Methodology and data source/s: Results are drawn from case studies and internal records on opportunity management, project and benefits delivery governance mechanisms.

Insight and innovation

SSM09: The quality and application of our research and development, benchmarked internationally.

Rationale: The Bureau undertakes and applies world-class scientific research and development to ensure it can provide the best products and services for its customers. This measure aims to demonstrate the quality of the Bureau's scientific research activities, and the flow-on effect to customers.

Contributing measures	Target 2024–25 to 2025–28	Key activity
CM9.1: Performance of the Bureau's global Numerical Weather Prediction model in comparison to other meteorological agencies	In the top 5 globally	Science and Innovation
CM9.2: Forecast models demonstrate improvements in prediction skill, accuracy and lead time	Improvement against agreed baselines	Science and Innovation
CM9.3: Proportion of Bureau scientific publications in peer-reviewed journals that have an Impact Factor of 3.0 or above	≥70%	Science and Innovation

Methodology and data source/s: Results are drawn from World Meteorological Organization comparisons with peer meteorological agencies and internal analyses of Bureau model performance. Impact Factor results are an objective measure of the number of citations of scientific publications published by the Bureau annually.

The Bureau way

SSM10: Our performance benchmarked against work health, safety, wellbeing, security and environment best practice.

Rationale: The Bureau's critical, complex and highly distributed operations expose staff to a range of work health, safety and wellbeing risks and can impact the environment of the thousands of sites where Bureau equipment and facilities are located. This measure seeks to demonstrate that the Bureau is effectively managing these risks to ensure positive safety, security and environmental outcomes.

Contributing measures	Target 2024–25 to 2025–28	Key activity
CM10.1: Compliance with legislation, government policy and mandatory governance requirements	Requirements met	Enterprise Services
CM10.2: Lost time injury frequency rate	At or better than industry benchmark	Enterprise Services
CM10.3: Staff wellbeing index as measured by organisational surveys	≥70%	Enterprise Services

Methodology and data source/s: Results are drawn from internal and external audits and assessments of enterprise services, internal records and the Bureau's annual APS Employee Census.

The Bureau way

SSM11: Individual and team actions demonstrate commitment to enterprise values and behaviours.

Rationale: Strong values and behaviours drive the way the Bureau operates, connect staff, and most importantly, underpin public trust and confidence in the Bureau's products and services. This measure seeks to ensure the Bureau's workforce is engaged and its leadership is effectively demonstrating these values.

Contributing measures	Target 2024–25 to 2025–28	Key activity
CM11.1: Positive perception of leadership effectiveness as measured by organisational surveys	≥65%	Enterprise Services
CM11.2: Positive perception of employee connection to the Bureau's Strategy 2022–2027 as measured by organisational surveys	≥60%	Enterprise Services
CM11.3: Positive employee engagement as measured by organisational surveys	≥75%	Enterprise Services

Methodology and data source/s: Results are drawn directly from the Bureau's annual APS Employee Census.

Note: CM11.2 has been adjusted for 2024–25 to align with a Bureau-specific question included in the annual APS Employee Census.

The Bureau way

SSM12: A diverse and inclusive workforce, that reflects the communities we serve.

Rationale: Diverse backgrounds, experiences, talents, and perspectives enhance both the development of services and their delivery to all Australians. This measure seeks to demonstrate that the Bureau is building and maintaining a workforce that reflects the Australian community it serves.

Contributing measures	Target 2024–25 to 2025–28	Key activity
CM12.1: Proportion of employees that identify as female	38.5% by 30 June 2025, with consistent incremental improvement to reach 45% by 30 June 2028	Enterprise Services
CM12.2: Proportion of employees that identify as a person with disability	3.0% by 30 June 2025, with consistent incremental improvement to reach 5.0% by 30 June 2028	Enterprise Services
CM12.3: Proportion of employees that identify as an Aboriginal or Torres Strait Islander	1.5% by 30 June 2025, with consistent incremental improvement to reach 3.0% by 30 June 2028	Enterprise Services

Methodology and data source/s: Results will be calculated using Bureau employee data at 30 June 2025.

Note: Disclosure of personal aspects of identity or background is voluntary and therefore not reflected in the Bureau's HR system. This can result in discrepancies between the HR system and Census data. Based on a review of 10-year workforce data, targets for these contributing measures have been updated to align with trends and anticipated activities that will be delivered under the new Diversity and Inclusion Plan and employment and workforce strategies.

Risk oversight and management

Managing risk effectively, consistently and visibly is a key element of successful and risk-informed planning and decision-making. Effectively engaging with risk enables the Bureau to manage its challenges, embrace the right opportunities and successfully deliver its purpose.

The Bureau's Risk Management Framework sets out the organisation's approach to managing risk, supported by policies, procedures and tools. Risks are identified, assessed, treated, monitored and reported in accordance with the framework, which includes a consistent and standardised approach to the assessment of specific controls and the development of treatment strategies for the Bureau's risks.

Oversight of the Bureau's risks, controls and treatment strategies occurs via regular reporting to the Executive Team and the Security, Risk and Business Continuity Committee. The Bureau of Meteorology Audit Committee provides independent advice to the Director of Meteorology on the appropriateness of the Bureau's system of risk oversight and management, and system of internal control. The Bureau's Risk Appetite and Tolerance Statement, endorsed by the Executive Team, defines the Bureau's overall attitude to risk-taking and acceptance, and provides guidance to business areas on how to engage with risks according to the risk categories.

Key business risks

Under its Risk Management Framework, the Bureau manages enterprise risks across 8 risk categories. Enterprise risks are owned and managed by the Executive Team and are defined as those risks with the greatest potential to affect the Bureau's ability to achieve its mission and strategic objectives.

Key risks	Significant mitigation strategies and controls
Customer impact and value • Quality and reliability of products and services risk • Product and service innovation risk	• Quality Management Systems • Continuous improvement programs • Customer, partner and stakeholder engagement • Product Management Strategy
Health and safety • Staff safety and wellbeing risk	• Health, Safety and Environment (HSE) governance, systems, processes and support • HSE communications, education and training
Security • Cyber security risk • Physical security risk • Personnel security risk	• Security risk assessments and planning • Security education and training • Incident management processes • Security testing and assurance
Legal and regulatory • Legal and regulatory non-compliance risk	• Legal governance and services • Compliance management and training
Financial • Fraud and Corruption risk • External budget allocation risk • Internal budget management risk	• APS Values and Code of Conduct • Fraud and Corruption Control Framework • Strategic policy development and engagement • Finance governance and financial performance reporting
Reputation • Reputational damage risk	• Communications governance and planning • Reputational risk assessment • External stakeholder engagement
Systems and assets • Systems and asset disruption risk • Technological innovation risk	• Secure and resilient systems and controls • Systems, assets and data governance • IT Strategic planning
Workforce • Workforce availability risk • Workforce attraction and retention risk	• APS Employment Framework and Workplace Relations • Workforce planning and reporting • Talent attraction and retention strategies • People and culture strategies • Leadership development • Diversity and inclusion strategies

The Bureau is responsive to the threat of climate change and is engaged with organisational and whole-of-government initiatives to manage climate risks and opportunities. The Bureau will undertake a climate risk assessment to inform its climate risk disclosure obligations as part of the implementation of the Australian Government's Climate Risk and Opportunity Management Program.

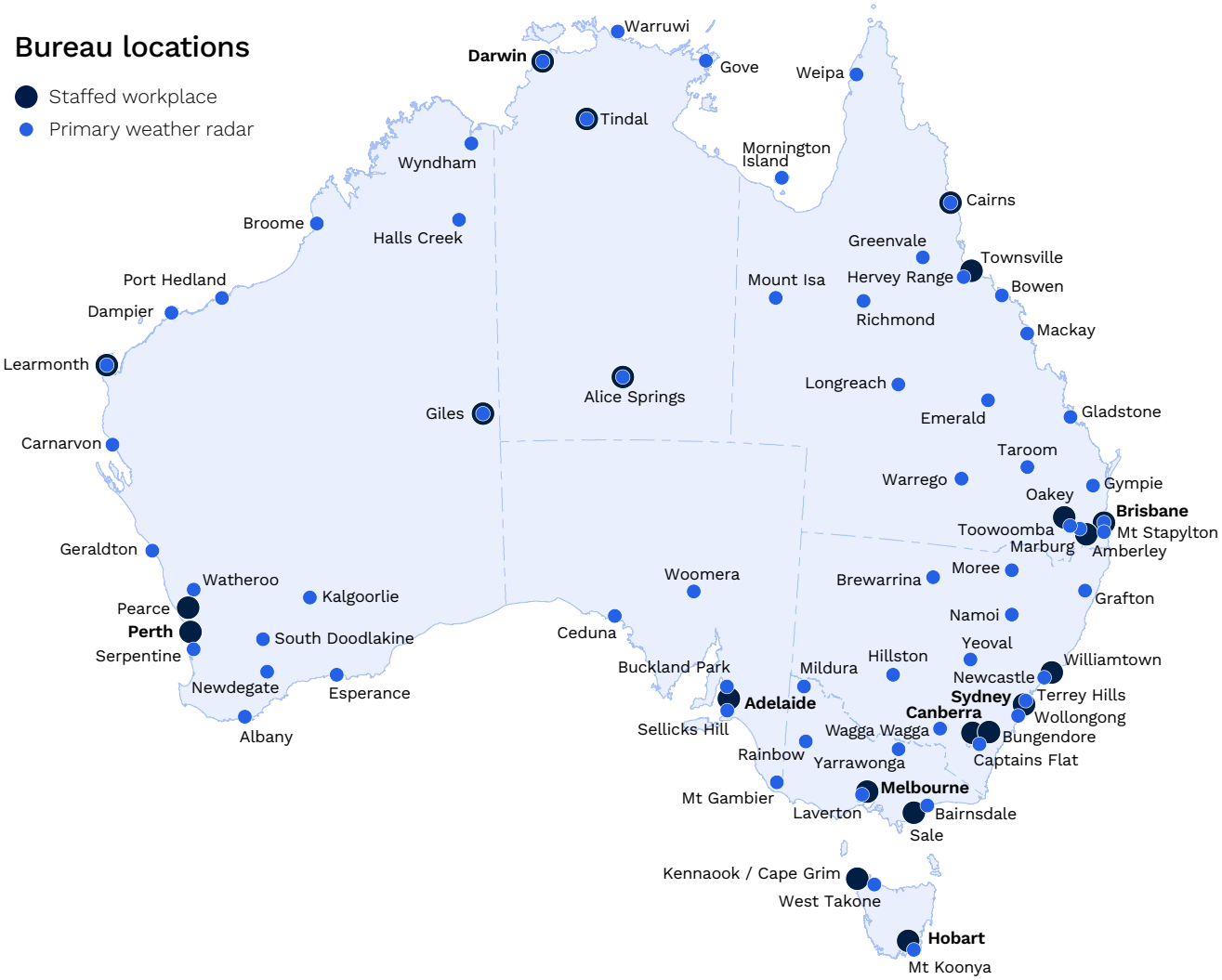
Resilience

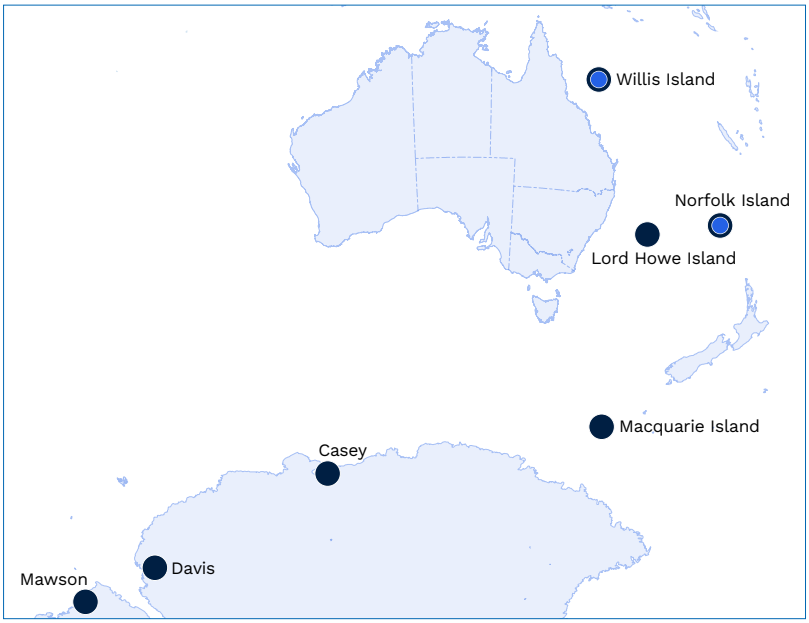
The Bureau continues to build organisational capabilities to anticipate, respond to, and recover from disruptive events. The Bureau understands the importance of ensuring it can continuously provide critical products and services, especially during natural disasters and other severe events that threaten lives and property.

During 2024–25, the Bureau will continue to mature its resilience and business continuity capability. Strong business continuity and incident management practices are being established, tested and refined to support the Bureau’s response to any disruptive event and ensure continual improvement.

Bureau locations

- Staffed workplace
- Primary weather radar





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