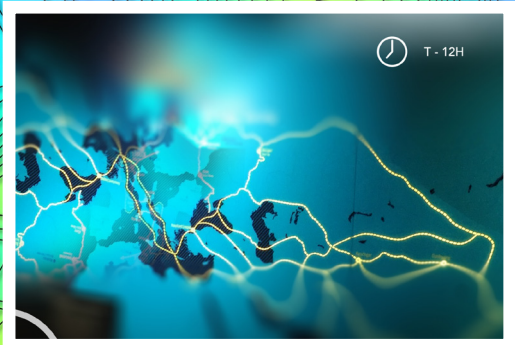
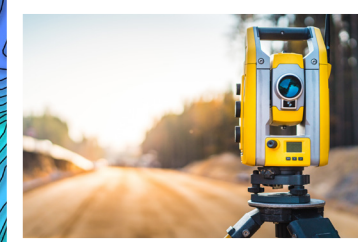
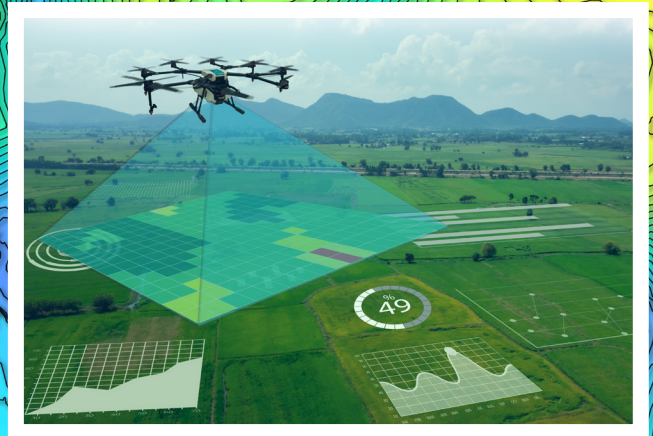




**Geospatial**  
Council of Australia

The peak professional body for the geospatial sector

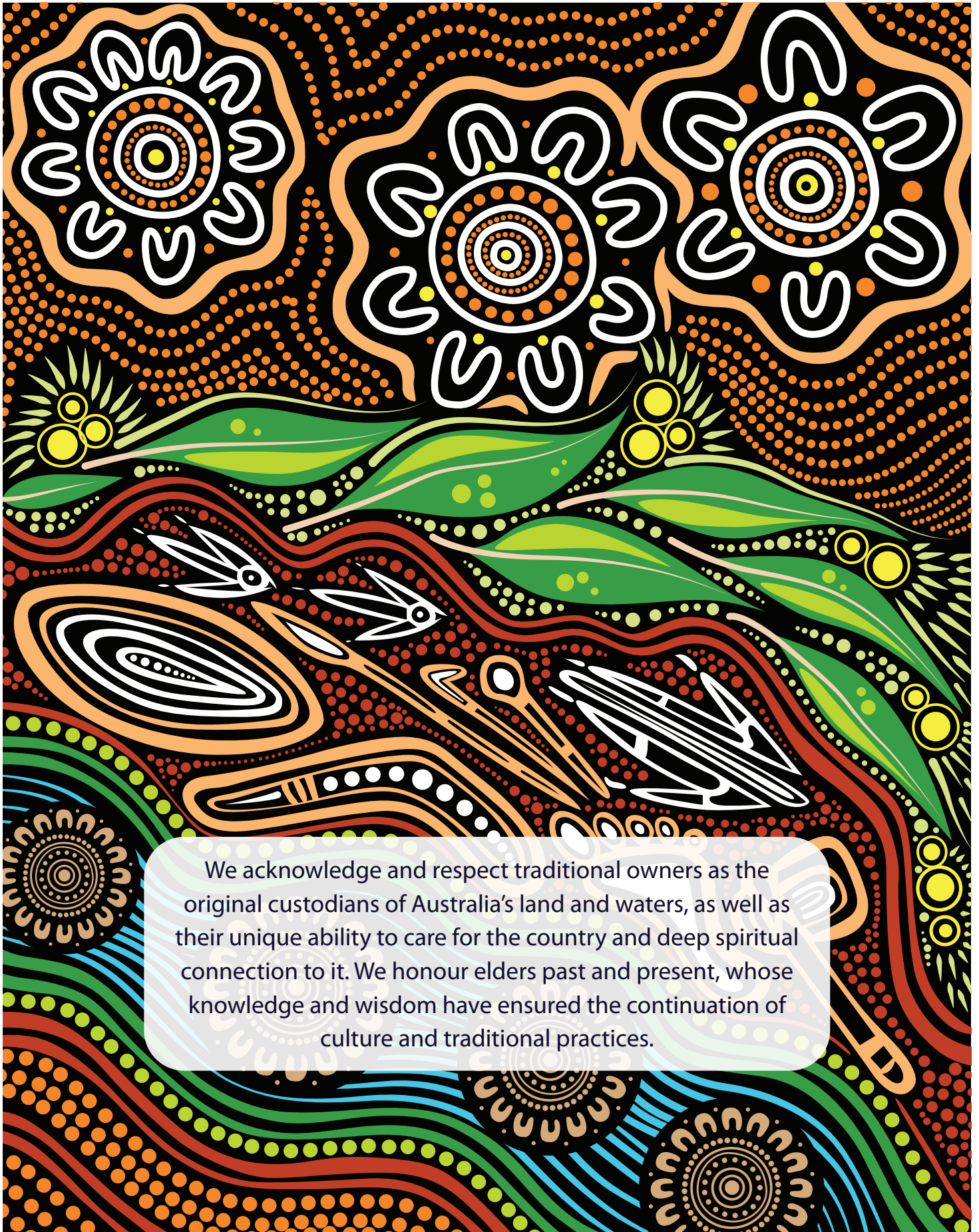


# Annual Report 2023-2024

Geospatial Council of Australia

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We acknowledge and respect traditional owners as the original custodians of Australia's land and waters, as well as their unique ability to care for the country and deep spiritual connection to it. We honour elders past and present, whose knowledge and wisdom have ensured the continuation of culture and traditional practices.



# Chair's Message

**When I joined the Board in July 2023, Paul Digney was serving as Acting Chair. He had graciously agreed to extend his term after completing a full term as Chair of SSSI and guiding the merger that led to the creation of GCA. This was following the unexpected and sad passing of Peter Woodgate, GCA's inaugural Chair, in December 2022 - a loss we felt profoundly as we were just beginning to find our footing.**

Alistair Byrom was actively serving as Deputy Chair and continues his substantial contribution in this role. Kate Ramsay was added as an additional Deputy Chair in May 2024. Over this term we also saw the addition of two new directors, Mary-Ellen Feeney in November 2023, and Stewart Dunne in February 2024.

My term as Chair began following the AGM in November 2023. The inaugural Board set some high standards of continuous improvement and governance. I have been pleased to oversee many of the initiatives needed to ensure we are striving to reach those high standards. These initiatives have included:

- The establishment of governance principles to guide the Board in all its activities.
- A Board Performance Review, approved and conducted in February 2024, which is now part of our annual cycle as a key element of our continuous improvement process.
- Formalised Board succession planning and rotation to maintain a balance of experienced directors and fresh ideas, ensuring an orderly transition of Board membership.
- The formal introduction of a skills matrix reviewed annually to identify key skills required. This process helps identify any gaps, guiding decisions on filling vacancies and endorsing director re-elections in line with the constitution.
- The introduction of a CEO Performance Plan, which is now part of the annual cycle.

- The establishment of four active Board Committees - Audit and Risk, Remuneration and Appointments Committee, Funding and Investment, and Recognition - that provide oversight and analysis to support Board decisions. These committees have a clear terms of reference, annual work plans, and undergo annual performance reviews to ensure they deliver the best possible outcomes and support for the Board.

Other achievements I am proud to have overseen include the successful completion of a strategic plan that is featured on page 10 of this annual report. This plan positions GCA as a growing and vital national peak body, delivering value to its members.

The successful delivery of the Economic Impact Assessment of Geospatial Information and Services was a major achievement. This report establishes GCA's leadership role, armed with powerful evidence to influence policy and drive crucial investment decisions by national and jurisdictional governments. I would like to acknowledge the excellent work carried out by ACIL Allen in delivering this report, and the generous support of the organisations that supported GCA in this project, through both financial and intellectual contributions, for which we are extremely grateful.

GCA launched its Diversity Equity and Inclusion (DEI) Policy in March 2024, and we discuss our performance so far under this initiative in pages 20 – 22 of this annual report. The Board thanks Roshni Sharma for leading this initiative and for helping to position GCA to lead and influence DEI in our industry.

I would like to acknowledge the outgoing Board members, Paul Digney and Jacinta Burns for their substantial contribution to the Board during this important formation period. As I have mentioned, Paul stepped up as Chair at a crucial time for the GCA and his support and guidance since my time on the Board is greatly appreciated.

CEO Tony Wheeler and the GCA staff have made great progress on establishing GCA in its inaugural full year of operations. I will leave reporting on operations to Tony, suffice to say it has been a huge year with the Economic Study, Locate24, Position Magazine and many events and services delivered by the GCA right across the country. While there remains much to be done, the list of achievements is substantial and GCA is on an exciting path. Tony and all the team at the GCA have



worked tirelessly on our member’s behalf, so thank you if you attended and contributed to these events. The hard work organising them is appreciated. Thank you to all our staff and Tony for your leadership.

I also acknowledge our external Company Secretary, Kris Trott, whose service in assisting the Board, the Board Committees, the CEO, and myself, in all governance related matters has been outstanding. I thank the members of the Board Committees for their time and effort in contributing to our success.

I also thank the nominees who recently nominated to join the GCA Board this time around. We expect to be filling 2-3 Board vacancies by the time of the next AGM and our aim is to fill those positions from within the GCA membership, unless there are important gaps in the skills matrix that require us to look externally to ensure we have the necessary skills on the Board.

I want to thank our CEO, Tony Wheeler, who has informed the Board of his intention to retire in May 2025, at the end of his current employment contract. Tony has been instrumental in transitioning GCA from its predecessor organisations, and his leadership has provided a solid foundation for future growth. Under his guidance, GCA is well positioned to continue as an influential peak body with governments and the key stakeholders.

On behalf of the Board and members, I would like to take this opportunity to acknowledge Tony’s deep commitment to the Australian geospatial and surveying community and will, in due course, find the right opportunity to thank him formally for his service and contribution. In the meantime, the Board is overseeing arrangements for recruiting our new CEO.

**// Other achievements I am proud to have overseen include the successful completion of a strategic plan that is featured on page 10 of this annual report. This plan positions GCA as a growing and vital national peak body, delivering value to its members. //**

Finally, I would also like to thank our members for their ongoing support and engagement. Your contributions are essential to GCA’s success and our ability to deliver value to the industry and the community.

We have an exciting year ahead.



**The Honourable Kate Lundy,**  
**GAICD**  
Chair



# CEO's Update

**As I reflect on my time as CEO, this final report brings a mix of emotions – gratitude for the journey, pride in what we've achieved, and optimism for GCA's future. The past five years with SSSI/GCA have certainly been interesting and rewarding. What stands out most to me is the strength and vibrancy of our professional community. Collaborating with such dedicated individuals and organisations to tackle challenges and drive innovation has been a true pleasure. I know that when I retire next year, I will greatly miss that community connection.**

The past year has been a challenging period of transition into our new operations, but it has also brought some notable achievements.

In the August 2023 Board Meeting, approval was given to proceed with undertaking an economic study of the impact of geospatial information and services on the Australian economy. A contract was entered into with ACIL Allen during October 2023 and the final reports (main report and companion report of case studies) were released at Parliament House on 30 October 2024. The reception to this report has been overwhelmingly positive. The report successfully articulates the critical role of geospatial data in boosting productivity and driving innovation across a wide range of sectors and builds a solid base of evidence that highlights its importance for our ongoing advocacy and policy development.

In November 2023, GCA purchased Position Magazine and Spatial Source, welcoming two new staff members and establishing an additional income stream. We have maintained a policy of editorial independence, ensuring the editor's autonomy, and these publications remain an important source of information and insight to both our members and the wider Geospatial community.

Around the same time of the Position Magazine and Spatial Source acquisition, the proposed sale of GCA's units in the National Surveyors House fell through at a late stage. We are now hopeful of completing a sale to a new buyer for the entire first level of the building in early 2025.

On 25 October 2023 the Board and GCA executive team held a productive strategic planning session to develop the GCA Strategic Plan. This plan was shaped by several inputs, including reviewing the membership report, member exit surveys, and various other external inputs. Following some slight refinements, this plan was approved at the November 2023 Board Meeting, and has since become a working document, reviewed annually.

On 30 September 2024 we launched a major update to the National Engineering Surveying Certification. This new iteration marks a significant shift in how we recognise and endorse engineering surveyors, reflecting both industry needs and modern demands. One of the most notable changes in v2.0 is the revision of the eligibility criteria. We have also moved away from a single certification model to a two-tier structure. While meeting the educational requirements remains important, there is now much greater emphasis on the standards of professional competency.

Looking ahead, GCA will be hosting the FIG Working Week 2025 alongside our national conference, Locate25, from 6-10 April 2025 at the Brisbane Convention & Exhibition Centre next April. This combined event is set to deliver far more than what you've come to expect from our annual Locate event. We're anticipating between 1,500 to 2,000 attendees from both international and national levels. Running for five days including two days of Workshops, and three days of plenaries and technical sessions, it will feature 70+ sessions and have representatives from around 90 countries. We've also planned extensive networking opportunities and an exhibition that will showcase cutting-edge developments in our field. By teaming up with the International Federation of Surveyors, we're bringing the world to Brisbane, creating a unique platform for geospatial professionals to connect, learn, and collaborate on a global scale.



Over the past year, members have observed a substantial uplift in the quality and frequency of our communications across multiple channels. Our ability to communicate with members has substantially improved under the new organisation compared to our predecessor organisations, and this is in no small part due to Cate Bonthuys joining our team in the capacity of National Communications and Marketing Manager. Throughout this period, we have continued to see sustained membership growth along with more face-to-face events than in any previous years, with record attendance at some of these events.

We are constantly looking at ways to improve the member experience. As part of this, we are placing greater emphasis on certifications, including Hydrography and the re-introduction of GIS Professional Certification. Additionally, we are enhancing opportunities for collaboration with the launch of a dedicated member forum in the first half of next year. The forum will provide a dynamic platform for members to connect, share insights, and drive the growth of our profession. Looking ahead, we are committed to exploring new ways to innovate and support our members, ensuring that GCA remains at the forefront of industry developments and continues to create lasting value for the geospatial community.

As I prepare to step away, I am confident in GCA's direction and its capacity to drive meaningful impact. Thank you for your continued support, and I look forward to seeing how this incredible organisation and community, continues to grow and evolve.

*// What stands out most to me is the strength and vibrancy of our professional community. Collaborating with such dedicated individuals and organisations to tackle challenges and drive innovation has been a true pleasure. //*



**Tony Wheeler**  
CEO



# About the Geospatial Council of Australia

**Today’s geospatial professionals are leaders and innovators, advancing our industries with technologies using located based services, drones and autonomous vehicles, 3D modelling, robotics, artificial intelligence, machine learning, virtual reality and the Internet of Things.**

Our members are professional individuals – established and emerging – or organisations including businesses, not-for-profits, universities and training organisations.

With a commitment to diversity and inclusion, mentoring emerging talent, raising profile and advancing the economic benefits of our industry, we welcome new members to Australia’s most forward-thinking geospatial community.

## About this report:

This annual report provides comprehensive information on our achievements for the 2023–24 financial year. It:

- Informs members of measurable progress against our strategic priorities
- Ensures transparent and responsible reporting
- Provides members with information about the main activities we have undertaken

- Provides members with transparency regarding the financial performance of our organisation
- Informs stakeholders, partners, media and government of our areas of focus as the peak body for the geospatial profession in Australia

## Contact us:



<https://linkedin.com/company/geospatialcouncilofaustralia>



<facebook.com/geospatialcouncil>



[@geo\\_council](https://twitter.com/geo_council)



[www.geospatialcouncil.org.au](http://www.geospatialcouncil.org.au)

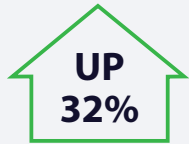






# GCA IN NUMBERS

## DRIVING THE **DEBATE**



# 7635

SUBSCRIBERS FOR THE NEWSLETTER



# 98K

WEBSITE USERS



# 327,221

WEB PAGE VIEWS



## OUR **IMPACT**



# 715K

SOCIAL MEDIA IMPRESSIONS

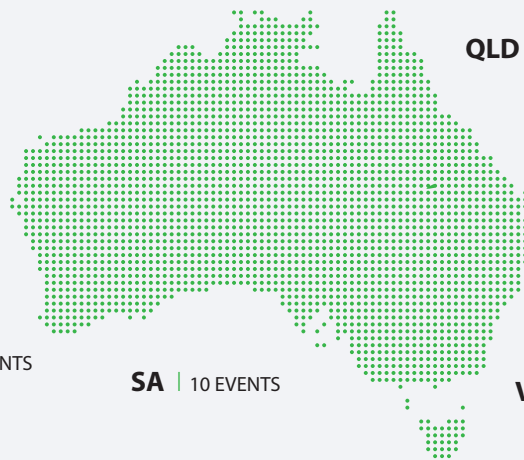


## OUR NATIONAL **REACH**

# 44

 EVENTS

**38** IN-PERSON  
**6** ONLINE



WA | 5 EVENTS

SA | 10 EVENTS

TAS | 3 EVENTS

QLD | 5 EVENTS

NSW | 6 EVENTS

ACT | 2 EVENTS

VIC | 7 EVENTS

# GEOSPATIAL COUNCIL OF AUSTRALIA STRATEGY 2024–2028

The following table communicates our strategic plan on one page, and aims to clearly articulate our vision, purpose, values, goals, and strategic objectives while putting members at the heart of everything GCA delivers. This plan is a living document and will be reassessed from time to time as required.



<b>Our Vision</b>	To empower our members to transform the national economy with Geospatial excellence at its core				
<b>Our Purpose</b>	To sustain a vital, diverse, and thriving geospatial community for the benefit of the nation				
<b>Our Values</b>	<b>We do things well</b> Acting with integrity to deliver outcomes of the highest standards	<b>We are inclusive</b> Respectfully embracing all perspectives for positive impact	<b>We are passionate</b> Celebrating the achievements and exceptional outcomes of our community	<b>We aim high</b> Growing stronger together, we collaborate to create opportunities that deliver value for our members and impact for our nation	
<b>Our Pillars</b>	<b>Workforce development</b> Professional and technical standards	<b>Policy and advocacy</b> Strong voice backed by informative reports	<b>Recognition and engagement</b> Lead by events and awards	<b>Collaborations and partnerships</b> Business engagement and growth	
<b>Our Position</b>	We are the trusted voice of Australia's geospatial community. As the peak national body for location-based disciplines, we work to advance the impact of our sector by representing members and their interests across industry, government, workforce, and the community. We support the growth of our sector through focused advocacy, education, and advice, and we unite the varied and extensive disciplines of our member base to create an inclusive and innovative community of professionals				
<b>Our Members</b>	Our members come from all areas of location-based disciplines, including surveying, hydrography, spatial and data analytics, GIS, remote sensing, positioning, and many more. They are leaders and innovators in their field, and apply their considerable skills and expertise to advancing industries such as mining, urban planning and property, infrastructure, agriculture, defence, transport, and the environment				
<b>Goals</b>	Deliver <b>valued</b> member services for organisations and individuals, while remaining a strong, growing, and sustainable organisation	Advocate for our members through considered and deliberate representation by ensuring our studies, white papers, and policy development are <b>impactful</b>	Operate with transparency, demonstrating <b>strong leadership and governance</b>	Develop and sustain <b>strategic</b> and enduring <b>partnerships</b> and collaborations both nationally and internationally	Build <b>industry recognition</b> across all levels of government, other sectors of the economy, and the wider community
<b>Strategic Objectives</b>	<b>1. Valued</b>	<b>2. Impactful</b>	<b>3. Leadership/Governance</b>	<b>4. Strategic Partnerships</b>	<b>5. Industry Recognition</b>
	<ul style="list-style-type: none"> <li>1.1 Professional development opportunities and certification</li> <li>1.2 Build our member community</li> <li>1.3 Continue major events and build on webinars and networking opportunities</li> <li>1.4 Leverage our body of knowledge for the benefit of members</li> <li>1.5 Be the voice of the members and build relationships with our community through regular forums and meetings</li> </ul>	<ul style="list-style-type: none"> <li>2.1 Advocate for the substantial economic and societal benefits the geospatial sector delivers</li> <li>2.2 Capture and communicate the requirements for geospatial for other industries</li> <li>2.3 Increase industry awareness and communicate policy positions on behalf of members</li> <li>2.4 Become a trusted collaboration partner with key stakeholders</li> <li>2.5 Unite the sector to have ongoing and enduring impact</li> </ul>	<ul style="list-style-type: none"> <li>3.1 Operate in line with our values and purpose by setting our operating environment to be independent, capable, and transparent, with integrity and strong governance</li> <li>3.2 Establish a policy framework for our operating environment that is shared and can be leveraged by our members</li> <li>3.3 Engage in regular and transparent member communications to ensure understanding of how we govern</li> </ul>	<ul style="list-style-type: none"> <li>4.1 Establish meaningful partnerships and relationships to enable members to grow into complementary sectors</li> <li>4.2 Build mutually beneficial opportunities for engagement and knowledge exchange through conferences, publications, and other forums</li> <li>4.3 Develop commercial arrangements and products and services that allow for expansion into other industries</li> </ul>	<ul style="list-style-type: none"> <li>5.1 Promote the sector to build and attract workforce and talent</li> <li>5.2 Create identity for the sector by targeted PR campaigns, stakeholder engagement, and strong content and case studies via all media and communications channels</li> <li>5.3 Support our membership in shaping and communicating our identity</li> <li>5.4 Develop user stories, white papers, and thought leadership pieces to build relatable examples of our sector's impact</li> </ul>
<b>Our Success Measures</b>	<ul style="list-style-type: none"> <li>1a. Positively engaged and satisfied membership</li> <li>1b. Peak body for providing professional development</li> <li>1c. Member sentiment measured annually</li> </ul>	<ul style="list-style-type: none"> <li>2a. To be the thought leaders and voice in the geospatial sector</li> <li>2b. Be the 'go to' organisation for government and industry</li> <li>2c. Be the lead/voice on key discussions with government</li> <li>2d. Our national reach – coverage in state and territory</li> </ul>	<ul style="list-style-type: none"> <li>3a. A strong, viable, diverse, and thriving organisation</li> <li>3b. An appropriately sized organisational structure</li> <li>3c. Strong governance measured by effective risk management and compliance</li> <li>3d. Employee sentiment measured annually</li> </ul>	<ul style="list-style-type: none"> <li>4a. Successful collaborations that demonstrate and amplify the value of location-based disciplines</li> <li>4b. Number of functioning partnerships delivering value back to GCA</li> </ul>	<ul style="list-style-type: none"> <li>5a. Create the foundations of a relatable narrative</li> <li>5b. Successful publicity campaigns</li> </ul>



The peak professional body for the geospatial sector





# National Board



**The Honourable Kate Lundy, GAICD**  
Chair

The Hon. Kate Lundy, GAICD, is a former Senator for the Australian Capital Territory. She served for more than 19 years, before resigning

from the Senate in 2015. Since then, Ms Lundy has worked in the public, private and not-for-profit sectors as a company director, including Chair of the Australian Cyber Security Cooperative Research Centre, and the National Youth Science Forum (NYSF). Ms Lundy holds an Honorary Doctorate from the Australian National University, for her contribution to information and communications policy and she was also appointed an Honorary Associate Professor at the ANU Research School of Physics in 2022.



**Kate Ramsay**  
Deputy Chair

Kate is a longstanding member of the Australian geospatial community having built her expertise in the areas of product development, support and management. She is

the Group Chief Client Officer for Esri Australia and has led teams across the APAC region, actively promoting the value of GIS and championing the efforts of some of the region's most innovative spatial practitioners to decision-makers within the private and public sectors.



**Alistair Byrom**  
Deputy Chair

Alistair is a Senior Consulting Surveyor at Land Solution in Brisbane. For over 20 years he has served on committees for ISAQ, SSI, SSSI and SIBA|GITA, where he

has supported the ongoing growth and development of the surveying profession and the spatial industry. Alistair has proven to be a vital source of knowledge for those seeking registration with the Surveyors Board of Queensland. His affinity with land law, as it relates to surveying, has led him into one of his core skills, being forensic consulting. Alistair has prepared numerous Expert Reports for the Supreme Court, Land Court, and the Planning & Environment Court.



**Jacinta Burns**  
Director

Jacinta has extensive experience working in Spatial and Innovation roles within utilities, state and local government. She is currently Digital Innovation Lead at CitiPower and

Powercor having previously been a Product Owner at PelicanCorp, managing multiple products globally with the aim of improving the safety of the community. Jacinta has been an active member of SIBA for many years, including taking on the role of State Chair, was a part of the Spatial and Surveying One Voice Committee and the SSS-DLN Diversity Survey Committee.



**Paul Digney**  
Director

Paul is the Global Technology Lead Earth Observation | People & Places Solutions | Australia & Asia Pacific for Jacobs Australia and is a licensed surveyor in Tasmania and Victoria

with over 25 years' experience in the surveying/spatial profession. He has shared his employment equally between public and private sector roles with a strong focus on geodetic/cadastral surveying and more recently 3D laser scanning, digital engineering and strategic consulting.



**Stewart Dunne**

Director

Stewart is the former Hydrographer of Australia and has over three decades of experience in the maritime sector. Commissioned into the Royal Australian Navy in 1990, he

gained extensive experience in command, operations, training, and capability development and specialised as a hydrographic surveyor. Stewart's career earned him leadership roles at the Australian Hydrographic Office in Wollongong, where he served as the Hydrographer of Australia, and as the Chair of the Australasian Hydrographic Surveyors Certification Panel. He holds Hydrographic Cat A and Cat B qualifications and is a recognised Royal Australian Navy Charge Surveyor. He has been awarded a Graduate Diploma of Hydrographic Surveying from Plymouth University, a Masters of International Relation and a Graduate Certificate in Defence and Security Studies from Deakin University, and a Masters of Arts in Strategy and Security from the University of New South Wales.



**Mary-Ellen Feeney**

Director

Mary-Ellen is an experienced geospatial professional in organisational and stakeholder capacity building. She has specialised in managing areas of

technology convergence, process automation and digital transformation. She is an Executive Director for Yokogawa's Project, Engineering, Service, Training and Cyber Security business in Australia. Mary-Ellen has spent her career developing frameworks to support businesses with digital transformation of their processes and capacity building of their teams. The evolution of this in the executive environment helps businesses to development good governance practices and policies, to help management and employees navigate change and adapt to new processes. This is particularly relevant in the sphere of digital governance, security, and broader corporate governance.



**Darren Mottolini**

Director

Darren is a recognised leader within the spatial community for leading spatial strategies, implementation plans and advising on best practice for the delivery and use of spatial

data in many industries. Darren has worked as a lead consultant for both Australian and International Governments, the private sector and academia. He is the Program Director for Spatial WA, a whole of government initiative to implement an Advanced Spatial Digital Twin for the State of Western Australia, servicing infrastructure, engineering, planning, land development and emergency management sectors. Darren regularly engages with complementary sectors to surveying and spatial and is a regular speaker at industry events.



**Roshni Sharma**

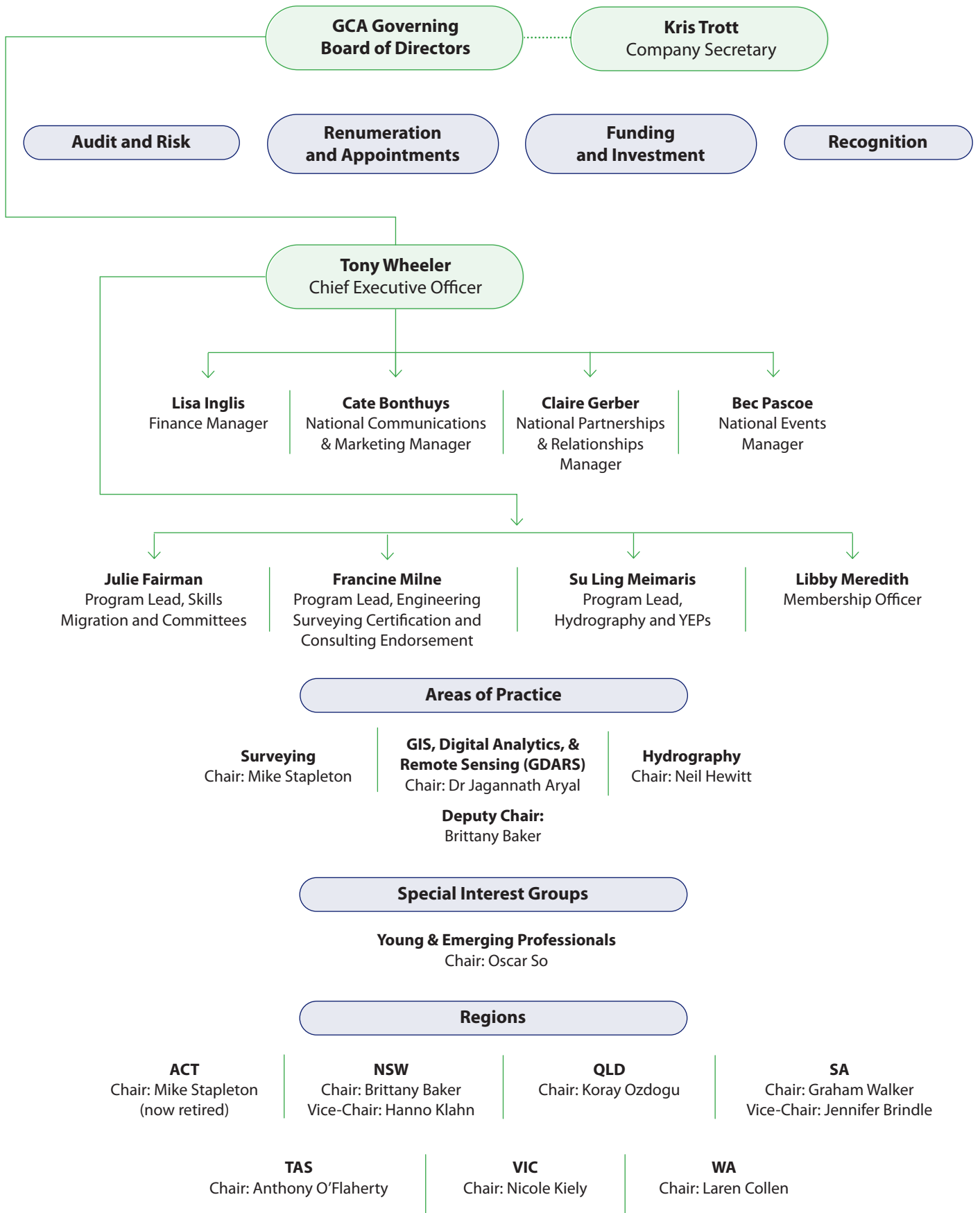
Director

Roshni is a Project Manager and Analyst at FrontierSI. She is passionate about creative positive intergenerational change within the industry and is founder of

the SSSI National Mentoring Program. Roshni is also a strong advocate for diversity, equity and inclusion and re-imagining leadership in geospatial. She is travelling to Antarctica in 2023 for Homeward Bound, a leadership program for women in STEM. In 2021, Roshni was selected as Geospatial World's Top 50 Rising Stars.



# Structure





# Areas of Practice

## Area of Practice – Surveying

**The Area of Practice Committee for surveying plays a vital role in advancing the surveying profession.**

**Priorities:**

- Bring together professionals who specialise in a particular surveying specialty, such as cadastral/land surveying, geodetic surveying, mine surveying, and engineering surveying.
- Establish platforms and mechanisms for surveying professionals to share valuable knowledge, experiences, and best practices within their specific fields.
- Create opportunities for surveying professionals to connect, network, and collaborate.
- Update and launch national engineering surveying certification.

**The Committee has held four meetings this year and the following Working Groups are current:**

- CRSBANZ
- Engineering Certification
- National CPD Program

**Our National Committee**

- Mike Stapleton (Chair) (now retired)
- Alex Bakunowicz
- Andrej Mocicka
- Andrew Barkham
- Anietie John Ekpo
- Bruce Williams
- Chris Swane
- Damian Ling
- Darryl Gowlett
- David Connell
- Laren Collen
- Lindsay Perry
- Mary Rabling
- Michael Nietschke
- Noel Davidson
- Patrick Metcalfe
- Paul Aplin
- Peter Morrison
- Sam Griffiths
- Sudarshan Karki
- Noble Ifeanyi Okezie
- Paul Digney
- John Minehan
- Alistair Byrom

## Area of Practice – GIS, Digital Analytics & Remote Sensing (GDARS)

The GDARS Area of Practice Committee focuses on promoting and establishing best practices, standards, and guidelines for the collection, processing, and analysis of geospatial data using GIS, digital analytics, and remote sensing technologies.

**Priorities:**

- Nurture both senior practitioners and emerging professionals in careers vital on both national and global scales.
- Create platforms and mechanisms for professionals to share knowledge, experiences, and best practices.
- Recognise critical applications.
- Review and update GISP-AP Certification.

**Our National Committee**

- Jagannath Aryal (Chair)
- Brittany Dahl (Vice-Chair)
- Alejandra Mora
- Basu Mathapati
- Bruce Forster
- Daniel Kruiemel
- Denis Fernandez
- Emily Brown
- Hanno Klahn
- Harikesh
- Henrique Figueiredo Reis
- Ivan Salhus
- Jasper Wong
- Jonah Williams
- Jonathan Briere
- Junxiang Zhu
- Kerry Ann Smyth
- Koray Ozdogu
- Krystal Dacey
- Ross Johnson



<p>This Committee has held five meetings this year and the following Working Groups are current:</p> <ul style="list-style-type: none"> <li>• GIS and Digital Analytics</li> <li>• Earth Observations &amp; Photogrammetry</li> <li>• Digital Twins</li> </ul>	<p>Sam Holt Selina Phillis Simon Shixiong Xu Yao Kouame Ifeany Noble Okezie Philip Egboka</p>
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**Area of Practice – Hydrography**

<p>The Area of Practice Committee for hydrography is dedicated to advancing the practice of hydrographic surveying within the geospatial industry.</p> <p><b>Priorities:</b></p> <ul style="list-style-type: none"> <li>- Collaboration and knowledge-sharing among professionals in the hydrographic surveying field.</li> <li>- Manage the Hydrographic Area of Coaching Program.</li> <li>- Sponsor the Australasian Hydrographic Surveyors Certification.</li> </ul> <p>The Committee has held five meetings this year and the following Working Group is current:</p> <ul style="list-style-type: none"> <li>• AHSCP/GCA Working Group</li> </ul>	<p><b>Our National Committee</b></p> <p>Neil Hewitt (Chair) Paul Kennedy (Vice-Chair) Andrew Bembrick Bec Mousley Celine Roux Dave Field Ian Jackson Jennifer Brindle Martin Tunwell Nelson Kuna Neville Benson Owen Cantrill Paul Howe Peter Barr Peter Locke Richard Cullen Sam Houston Stuart Caie Jasbir Randhawa Rebecca Cusack Elizabeth de Bol</p>
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# Special Interest Groups

## Young and Emerging Professionals

### Priorities:

- Facilitate communication and networking among young professional and student members nationally and regionally.
- Deliver events which are relevant to the students and young professionals in the industry.
- Develop and maintain vibrant and effective mentoring programs.
- Develop and maintain strong relationships with Australasian tertiary education providers offering spatial and surveying qualifications.

This Committee has held four meetings this year.

### National Committee

- Oscar So (Chair)
- James Sadler
- Abhasha Joshi
- Chang Liu
- Muppidi Sahaja
- Thomas Lennards
- Shixiong Xu(Simon)
- Clair Davey
- Kyran Cook
- Liam Morgan
- Sajo Suja Jose
- Ying Bein Gan
- Daniel Kennewell
- Georgia Doubtfire
- Jason Bourne
- Kristy Petroff
- Caitlin Smith
- Ari Comben
- Harris Crettenden
- Victoria Murrant
- Muhammad Saadmann Sabeek
- Eusuf
- Katherina Ward
- Sijan Bhandari
- Mariana Pagan
- Henrique Figueiredo Reis





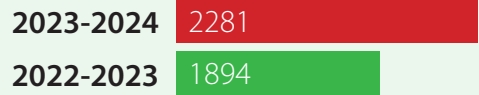


# Members

GCA is the peak body for the geospatial sector. GCA represents the interests of organisations and individuals, including new and emerging professionals, working in the vast range of occupations for surveying, space and spatial in the digital world.

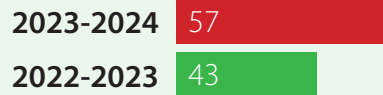
GCA is proud to represent the geospatial sector in Australia and overseas, and currently has 2,281 individual Members, and 57 Organisation Members.

## INDIVIDUAL MEMBERSHIP



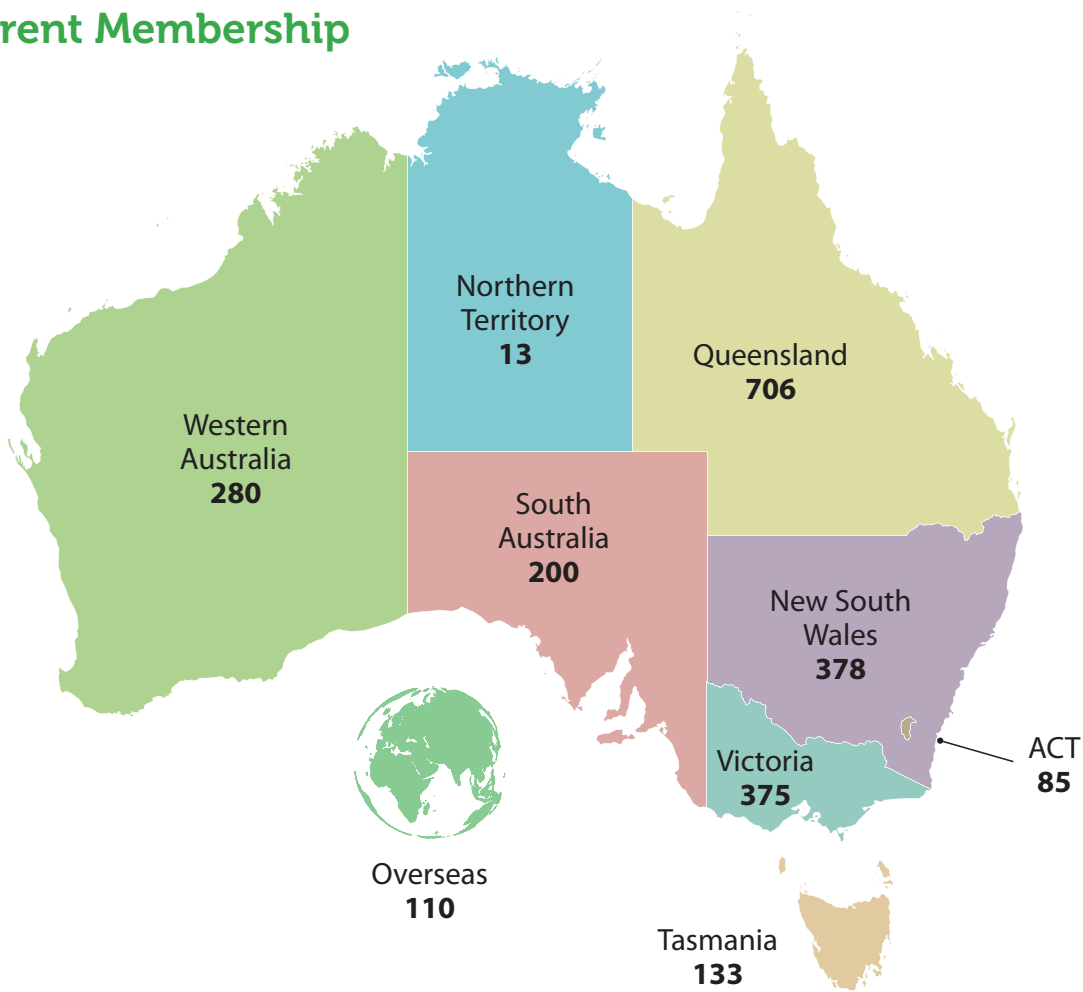
**20.4%**  
INCREASE

## ORGANISATIONAL MEMBERSHIP



**32.5%**  
INCREASE

## Current Membership



Area of Practice	INDIVIDUALS*			ORGANISATIONS**			Total
	Professional	Affiliate	Student	Business	Public Sector	Education	
GDARs	776	67	228	1	2	1	1075
Hydrography	265	47	31				343
Surveying	845	59	156		1		1061
<b>Total</b>	<b>1886</b>	<b>173</b>	<b>415</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>2479</b>

\* Members can choose more than one Area of Practice.

\*\* Not all Organisation Members have indicated their preferred Area of Practice. This will be updated in the coming months.



# Foundation Member



# Our Members



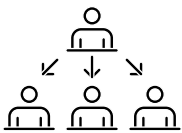


# Turning member insights into impact

**At GCA, our members’ voices drive us forward. Through our annual survey, we gain invaluable insights into their needs and aspirations, which we’re dedicated to transforming into impactful actions. This year, 297 members shared their perspectives, helping shape GCA’s path.**

## Who are our Members?

**Over half of our members have been with us for more than five years. Many join GCA to make a meaningful impact in the industry and be part of its legacy. Here’s how we’re turning their feedback into change:**



### Revitalising regional committees

Members want a return of regional committees to deepen engagement and local support. Responding to this demand, the Board is developing a Terms of Reference, with committees scheduled to launch early next year.



### New horizons in job search

Our members see value in a dedicated job search platform, and we’ve teamed up with The Surveyors Trust to deliver just that. The International Skills platform is now live, providing a unique ‘speed dating’ experience for talent and job opportunities. Free for the surveying industry, it’s already connecting companies with global talent.



### Expanding events

Members have asked for more events, and we delivered — a 26.6% increase in in-person events this year. In response to feedback, we’re also boosting webinar offerings with a new internal team to ensure every area of practice gets the attention it deserves.



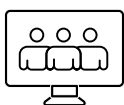
### Empowering the next generation

Supporting students and young professionals is a priority for our members. This year, thanks to partnerships with The Surveyors Trust, Mercury Project Solutions, and Map Gear, we provided 11 grants for the Locate Conference. We’re committed to continuing this support for future leaders.



### Enhanced certification options

Member demand for certification remains high. Following the recent launch of our updated National Engineering Surveying Certification, we’re also exploring a reintroduction of GISP-AP Certification, in collaboration with GISCI and Survey and Spatial NZ.



### Member Forum

Members are eager for a dedicated online forum to foster engagement and discussion. We’re actively exploring options with suppliers, aiming for a launch within the first half of next year.



# Diversity, Equity & Inclusion (DEI)

## Diversity, Equity & Inclusion Policy



### On Friday, 8th March, we launched our Diversity, Equity & Inclusion (DEI) Policy at our International Women’s Day Breakfast Events.

GCA recognises that fostering a diverse, equitable, and inclusive geospatial community is pivotal to advancing our purpose - to sustain a vital, diverse and thriving geospatial community for the benefit of the nation. We acknowledge that embracing differences and promoting equal opportunities enhances creativity, collaboration, and effectiveness.

The key outcome of this policy is that we will report on our DEI performance each year within the Annual Report in a dedicated Diversity Dashboard section. This will include (but is not limited to) DEI metrics from the annual member survey, member statistics, event statistics, and other sections as deemed relevant. This dashboard will take affect from next year. We seek to be open about our performance on DEI, and we are committed to constantly improving not only our own performance, but to supporting our industry and members to do the same. We are stronger together.



## Inclusive Employer Index Survey

This September, the Space, Spatial, and Surveying (SSS) industry launched the second edition of the Inclusive Employer Index survey, building on insights from the inaugural 2021 survey. We were pleased to partner with the Space, Spatial & Surveying Diversity Leadership Network (SSSDLN) for this ongoing initiative which aims to measure progress in diversity and inclusion (D&I) across the industry. The initiative was supported by a partnership with the Diversity Council of Australia (DCA) and industry sponsors. For the first time, the industry now has comparative data, providing insight into the evolution of D&I over the past three years and establishing priority areas for improvement.

This year, the survey gives insight into specific trends within Space, Spatial, and Surveying by providing data separately for each sector. Maintaining a sample size of approximately 1,000 respondents across Australia and New Zealand, the survey's longitudinal data allows the industry to monitor changes since the 2021 baseline. New this year, the survey provides data at a sector level for Space, Spatial and Surveying, and also identifies the sources of discrimination and harassment, shedding light on the specific challenges employees face within the industry.

### The survey shows the growing diversity of the SSS industry:

- 94 distinct cultural backgrounds and 74 languages spoken
- 45% of respondents were born overseas
- 36% speak multiple languages
- 19% identify as having a disability
- 15% identify as LGBTQI+

However, despite best efforts, the survey again saw limited representation from Aboriginal and/or Torres Strait Islander participants, highlighting an area for focused engagement.

## Inclusion Findings: Teams, Managers, and Organisations

In line with broader Australian workforce trends, the SSS sector observed a slight decline in team inclusivity, though not as sharp as in other industries. The number of employees in non-inclusive teams rose from 9% in 2021 to 11% in 2024, compared to a national increase from 12% to 19%. Team inclusivity in SSS is assessed across four key areas: respect, connection, contribution, and progress.

Insights into team inclusivity based on demographics reveal variation in respondents who felt they were treated as a valued and respected team member:

- **Women:** 84.2% felt they were, with 9.5% feeling otherwise, compared to 90.6% of men feeling included and 4.3% not.
- **LGBTQI+ respondents:** 87.5% felt included, 10.7% did not, compared to 87% of non-LGBTQI+ participants.
- **Workers with disabilities:** 78.2% felt included, while 12.4% did not, compared to 89.3% of respondents without disabilities who felt included.

Inclusivity within managerial relationships is also critical. Nationally, employees with non-inclusive managers increased from 18% to 27%; however, the SSS sector saw only a marginal increase from 17% to 18%. Respondents rated managers based on their value for diverse and inclusive teams, openness to ideas, fairness, and responsiveness to exclusive behaviour.

At an organisational level, SSS continues to outperform the national inclusivity benchmark. Reports of an inclusive climate rose from 57% to 59% between 2021 and 2024, while the national rate climbed from 40% to 52%. However, this rapid national growth suggests SSS must continue to innovate in inclusion practices to maintain a competitive advantage in the tight labour market.

## The business case for inclusion

The survey underscores the tangible benefits of inclusivity on employee satisfaction, retention, and performance. Workers in inclusive teams were 14.1 times more likely to be "very satisfied" with their jobs - double the 2021 survey's finding. Retention also benefits from inclusivity; in inclusive teams, only 6.8% were likely to seek other employment in the coming year, compared to 51.8% in non-inclusive teams.

Inclusion also correlates strongly with performance:

- Inclusive teams were 5.5 times more likely to work effectively.
- They were 8.7 times more likely to be innovative.
- Members of inclusive teams were 4.5 times more likely to deliver excellent performance.

These results demonstrate inclusion is not just an ethical ideal but a key driver of business success.



## Discrimination and harassment

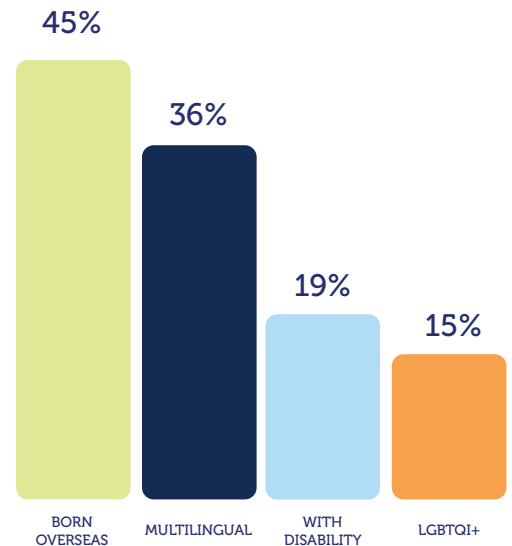
This year's survey provided a breakdown of the sources of discrimination and harassment within the SSS industry, revealing some interesting statistics. While Australia-wide rates of discrimination and harassment rose from 22% in 2021 to 30% in 2024, the SSS industry reported a decrease from 26% to 23.4%. However, instances of harassment observed by others increased from 20% in 2021 to 23.5% in 2024.

Senior leadership and management were identified as the largest source of these experiences accounting for 20.4%, with the second highest coming from

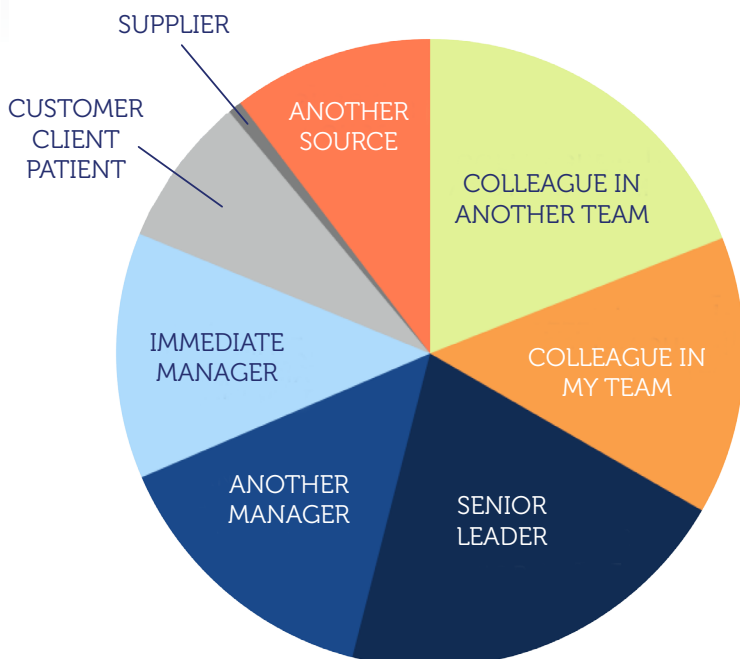
colleagues at 14.2%. Nationally, senior leaders were the source for 7.6%, compared with 8.8% in SSS. This feedback highlights the need for stronger accountability and culture shift at the leadership level, a key area for targeted focus moving forward.

### What's Next?

The full report, with detailed actions for advancing inclusivity, will be available in early 2025. Stakeholders and interested parties are encouraged to visit the preliminary report online at [www.sss-inclusion.report](http://www.sss-inclusion.report) and contact the SSS-DLN for involvement in the next steps.



INDUSTRY DIVERSITY 2024



SOURCES OF HARASSMENT AND DISCRIMINATION 2024



# GCA's Four Pillars

**Across GCA, the following four pillars underpin our commitment to supporting and advancing the geospatial industry:**

1. Workforce and Development
2. Policy and Advocacy
3. Recognition and Engagement
4. Collaborations and Partnerships

## 1. Workforce and Development

The geospatial sector faces a significant skills shortage and workforce capacity challenges, and GCA is committed to driving change by fostering engagement across the ecosystem to address these issues. Building a skilled, digitally enabled workforce is crucial for Australia's future success, yet many people still lack an understanding of careers in geospatial. GCA is taking the lead in a series of initiatives designed to elevate the profile of geospatial-related occupations, with the goal of attracting and retaining top talent. Additionally, GCA actively engages its members and the broader industry to better understand the skills needed for emerging roles and to address current workforce shortages.

### Our priorities include:

- Ensuring GCA Professional Certifications are of high quality and meet the needs of industry
- Continue to develop and enhance strategic partnerships to strengthen the profile and approach to attract talent to the industry
- Support the delivery of quality programs in schools to develop young talent and create awareness of the breadth of career choices for younger generations in the geospatial industry
- Develop strong relationships with the TAFE network across Australia to support vocational pathways into the industry
- Support greater connection between industry and universities and support the delivery of world-class tertiary education and research

### 1.1 Certifications

#### National Engineering Surveying Certification

Following a comprehensive review by the Certification Committee, Working Group and industry stakeholders, GCA has implemented a range of enhancements to its National Engineering Surveying Certification. The Certification has been restructured to incorporate new standards and processes, ensuring it continues to set the benchmark for excellence in the field.

Key changes include revised eligibility criteria requiring a minimum AQF 5 Diploma and updated experience requirements, making the certification more accessible across career stages. A new two-tier structure introduces General and Specialist levels for flexibility in core and specialised skills, while a revised competency framework now includes mandatory areas like data management and analysis to match industry demands. The application process has been digitalised for ease, replacing the points system with a transparent assessment method that includes interviews for thorough evaluation. Additionally, there is a new fee structure with options for adding Specialist sub-categories at a later stage.

**There are currently 156 accredited professionals on the EngSurv Certification Register. For the 2023/2024 period, GCA had a total of 17 applications, of which 15 were approved.**

#### Geographic Information Systems Professional – Australasia Pacific (GISP-AP) Certification

Following the suspension of the GISP-AP late last year, a Certification Committee has been formed to ensure its prompt relaunch. We are currently in discussions with GISCI in North America and have been collaborating with Survey and Spatial NZ, with the aim of re-introducing the GISP-AP Certification concurrently in the Oceania region early next year. We will first launch the Certification in Australia and New Zealand, and gradually include other pacific nations.

#### Australasian Hydrographic Surveyors Certification

The Australasian Hydrographic Surveyors Certification Scheme is a recognised credential awarded under the former Surveying & Spatial Sciences Institute (SSSI). It signifies an individual's comprehensive knowledge and expertise in hydrographic surveying. Holders of this certification have retained their status as Certified Professional Hydrographic Surveyors and are listed on the GCA website. The certification process is overseen by the Australasian Hydrographic Surveyors Certification Panel (AHSCP), which is jointly sponsored by GCA and Survey and Spatial New Zealand. It assesses professionals in hydrographic surveying across various disciplines.

From its inception in 1994 to 30 June 2024, there have been 402 applications for this highly specialised professional certification. This financial year, there were seventeen new Level 2 Certifications, five new Level 1 Certifications and two Recertifications at Level 1.



### Migration Assessments

GCA has a vital role in evaluating qualifications and skills for individuals seeking to migrate to Australia, specifically under the general skilled migration categories within the occupation of Surveyor ANZSCO 232212. As the authorised assessing authority, GCA assesses the qualifications and experiences of applicants to ensure they are equivalent to Australian standards. This assessment process considers information provided by the applicants, including AEI-NOOSR’s Country Educational Profiles, to determine the compatibility of overseas educational courses. It also scrutinises the applicant’s work experience and responsibilities.

While GCA primarily focuses on Surveying, it’s important to note that other areas falling under the broader term “Surveying” in other countries, such as Quantity Surveying, Valuation, General Practice Surveying, and Building Surveying, are assessed by different organisations. The assessment process, which typically takes around one month to complete, provides applicants with a clear understanding of their eligibility for migration under the nominated skilled occupation of ANZSCO Surveyor 232212. This crucial role underscores GCA’s commitment to facilitating the migration of skilled professionals to Australia.

**For the 2023/2024 period, 216 applications were assessed, up from 165 last year. Of these, 198 were approved, 16 rejected, and 2 were withdrawn.**

### Other initiatives

#### Surveyors Board Queensland – Consulting Endorsement

GCA provides the consulting endorsements for Queensland Surveyors. During the 2023/2024 period, 18 applications were processed and approved, compared to six the previous year.

GCA will be facilitating a process review over the next few months, working with SBQ and the Panel of Assessors.

#### BOSSI CPD

GCA is one of five organisations ratified by the NSW Board of Surveying & Spatial Information (BOSSI) to undertake event assessments and issue CPD Point Summary Reports to GCA members and others.

GCA issued 22 CPD Summary Reports for the 2023/2024 period and assessed 17 events for BOSSI points during this time.

### 1.2 Hydrographic Area of Practice Coaching Program

The Hydrographic Area of Practice Coaching Program provided a valuable platform for aspiring hydrographic surveyors seeking Level 1 and Level 2 Hydrographic Surveying certification. This initiative facilitated a dynamic exchange of knowledge and expertise between industry professionals and those on their journey to certification.

Participants in the program had the opportunity to connect with experienced coaches who held CPHS1 or CPHS2 certification, enabling them to benefit from the technical know-how and insights of these seasoned experts. Coaches played a pivotal role in guiding trainees, identifying areas where additional knowledge and skill development were needed to support successful certification applications.

**In 2023/2024, the program saw a total of twelve pairs formed, consisting of both coaches and trainees. However, four pairs did not complete the program.**

### 1.3 Vocational Education & Training

Jobs Skills Councils (JSCs) are a Commonwealth Government initiative comprising a network of organisations established to bring together employers, unions, educators and industry leaders to identify the skills needed for industries and to develop strategies to meet those needs. To support the development of industry relevant vocational qualifications, GCA has established connections and started discussions representing the geospatial sector with three JSCs:

**Build Skills:** covers industries that provide property services, small or large-scale construction services, traditional building as well as large scale civil infrastructure services and water infrastructure operations.

**Future Skills Organisation:** covers professional services and supports the needs of businesses and the community in specialty areas including digital skills and emerging industries.

**Mining and Automotive Skills Alliance:** covers industries involved in mineral exploration and extraction operations, and automotive.





## 2. Policy and Advocacy

Regular consultation with our members and other key industry stakeholders is essential to support programs aimed at promoting capability development, fostering innovation, and facilitating the growth of geospatial companies nationwide.

GCA recognises the importance of actively engaging with government entities at both the national and state/territory levels to identify areas where policy changes are necessary to enhance the capability and growth of the geospatial industry.

### 2.1 ANZSCO Review

Last August, GCA made a submission to the Australian Government’s review of the Australian and New Zealand Standard Classification of Occupations (ANZSCO), advocating for increased recognition of geospatial professions. We are pleased to provide an update on the Australian Bureau of Statistics (ABS) ANZSCO Review (Round 2) Preliminary Proposed Changes.

ABS is making important adjustments to ANZSCO. These changes are designed to provide a more accurate representation of the geospatial workforce in Australia, and they include the following key modifications:

#### Retire the occupation “Surveyor” (232212) and replace with proposed occupations:

Engineering Surveyor (232215)

- Specialisation: Construction Surveyor

Land Surveyor (232216)

- Specialisation: Registered or Licensed Land Surveyor

Mine Surveyor (232217)

- Surveyors and Spatial Scientists nec (232299)

Occupations within this group include: Geodetic Surveyor Hydrographic Surveyor

All occupations under these classifications sit at Skill Level 1 and more detail is provided around tasks.

#### Proposed change to the principal title “Other Spatial Scientist” (232214) to “Geospatial Specialist” (232214).

Specialisations include: Geospatial Analyst, GIS Consultant, GIS Manager

All occupations under this classification sit at Skill Level 1 and this proposed change includes greater detail related to tasks.

#### Proposed change to the title “Surveying or Spatial Science Technician”

Geospatial Technician (312123) / Alternative title: Geographical Information Systems (GIS) Officer

Surveying Technician (312124)

- Specialisations include: Survey Draftsperson

All occupations under these classifications sit at Skill Level 2 and more detail is provided around tasks.

#### Retire the classification “Surveyor’s Assistant” (821915) and replace with proposed occupation:

Surveyor’s Assistant (821916) / Alternative Title: Surveying Assistant

This occupation now sits at Skill Level 4 (previously at Skill Level 5), while proposing the inclusion of additional functions/tasks.

GCA views these proposed changes positively, as they are expected to provide a more accurate assessment of the geospatial workforce across Australia. Our commitment is to collaborate with the ABS and industry stakeholders to enhance visibility and promote positive developments within the sector.

It should be noted that these changes are part of a process, and we were under no illusion that it would take a few steps in the process to get to where we think we need to be. This progress is very pleasing so far. It is gratifying that GCA’s submission, carefully prepared after wide consultation, has influenced ABS in these important changes, and we look forward to continuing to provide input into further significant changes that better position the geospatial sector. We will continue to keep you updated as we work towards a more transparent and representative classification system for the geospatial industry in Australia.

### 2.1 Economic Impact Study

This year, we proudly launched the Economic Impact of Geospatial Services in Australia report at Parliament House in Canberra. This comprehensive study, the first of its kind since 2008, reveals the remarkable contributions of geospatial technology to our national economy. It uncovers a powerful narrative: in the 2023-24 financial year alone, geospatial services contributed an impressive \$39 billion to Australia’s economy, with projections that this will grow to a cumulative \$689 billion by 2034.



Commissioned by GCA and conducted by ACIL Allen, the report underscores the strategic value of geospatial technology in keeping Australia informed, resilient, and competitive. Looking forward, the report forecasts that by 2033-34, the sector's economic output could reach \$90 billion annually, supporting an additional 32,000 full-time jobs. Realising this growth will require favourable policy settings and strategic investments. At GCA, we're calling on leaders across all sectors to recognise and act on the opportunity geospatial services offer to drive Australia's future economic success.

One of the most exciting aspects of this report is the sector-specific insights it provides. For instance, mining,

a major GDP contributor and export revenue generator, relies heavily on geospatial information for everything from exploration to environmental monitoring and cost savings in logistics through automation. As Australia pivots toward a net-zero future, the mining sector's reliance on geospatial data to locate and manage critical minerals will only deepen, highlighting geospatial technology's role in supporting our nation's sovereignty and environmental goals.

But it's not just the large industries that stand to gain. From urban planning to agriculture, the report outlines how geospatial data is enhancing productivity, driving efficiencies, and enabling innovative solutions across industries and communities. The everyday lives of Australians are enriched by geospatial information, whether it's routing their morning commutes, optimising farm yields, or supporting disaster response.

It is also not just about economic growth. Geospatial services, data and technology is also powering productivity gains across most sectors of the economy. In the 2023-24 financial year it Geospatial services amounts to 1.4% of GDP. By the 2033-34 financial year geospatial increases to 3% of GDP and is then expected to be turbocharging productivity improvements in our economy.





To achieve the favourable outcomes outlined in the report, the geospatial sector requires a robust digital and data framework that addresses several key areas:

- **Enhanced policies for data Sharing, privacy, and security:** Establishing comprehensive mechanisms that govern the ownership, access, and sharing of geospatial data is essential. This will ensure that data can flow freely while maintaining the privacy and security necessary for stakeholder confidence.
- **Strengthened collaboration with related fields:** Fostering partnerships with adjacent sectors, such as digital engineering and critical infrastructure, will enhance the application and integration of geospatial technology. This collaboration can drive innovation and efficiencies across industries.
- **Investment in critical geospatial infrastructure:** To support the digital economy, significant investment is needed in essential geospatial infrastructure, including digital twins and satellite systems. These technologies will underpin the effective use of geospatial data and enhance decision-making capabilities.
- **Educational and workforce initiatives:** To ensure the sector's continued growth, it is vital to develop educational and training programs that equip the workforce with the necessary skills. By fostering a pipeline of talent at both professional and technical levels, we can address the increasing demand for geospatial expertise and support the industry's evolution.
- **Defence and Security:** Securing resilient access to space-based systems and services including Earth observations from space, Position Navigation and Timing, and satellite communications, through system redundancy or sovereign alternatives

This report is more than just an economic assessment; it's a call to action for all industries, from government to private enterprise, to recognise the immense value that geospatial technology brings to Australia's economy and society.

### 3. Recognition and Engagement

Recognition and engagement are at the heart of GCA's mission to nurture excellence and growth in the geospatial industry. We understand that acknowledging outstanding contributions and fostering a sense of community are essential for the industry's advancement. To achieve this, we organise a variety of events and initiatives designed to celebrate excellence, facilitate peer interaction, and inspire the next generation of geospatial professionals.





### 3.1 GCA Fellows

GCA's fellowship program honours industry leaders and experts, recognising their exceptional contributions to the field. Fellowships are the highest level of recognition endowed upon individuals by GCA, and they serve as ambassadors and role models, offering guidance and wisdom to aspiring geospatial professionals. The titles of Fellow or Honorary Fellow are awarded by following a rigorous nomination and assessment process.

## The GCA currently has 52 fellows

Name	Region	AoP
Lesley Arnold	WA	GDARS
Francis Blanchfield	ACT	GDARS
Paul Boland	TAS	Surveying
Alistair Byrom	QLD	Surveying
Adriaan Cafe	VIC	Surveying
Jacobus de Lange	QLD	GDARS
Peter Douglas	WA	Surveying
Christopher Earls	WA	GDARS
Robert Edwards	WA	Surveying
Leslie Fehlhaber	QLD	Surveying
Gregory Goodman	NSW	Surveying
Noel Hamey OAM	ACT	GDARS
Warwick Hehir	NSW	GDARS
Dr Petra Helmholz	WA	GDARS
Stephen Hogan	ACT	Surveying
Andrew Jones	SA	Surveying
Malcolm Jones	WA	Hydrography
Arthur Kearsley	NSW	Surveying
David Kirchner	QLD	GDARS
Nick Lawrence	QLD	GDARS
Richard Lemon	NSW	Surveying
Megan Lewis	SA	GDARS
Graham Lodwick	WA	Surveying
Brian Marwick	VIC	Surveying
John Maschke	QLD	Hydrography
Paul McClelland	QLD	Surveying
Kevin McDougall	QLD	Surveying
Andrej Mocicka	VIC	Surveying
Linda Morgan	WA	Surveying

Peter Murphy	QLD	Surveying
Jonathan Osborn	TAS	GDARS
Dipak Paudyal	QLD	GDARS
Robert Pentecost	QLD	Surveying
Phillip Pozzi	QLD	Surveying
Anthony Proust	NSW	Surveying
Mary Rabling	VIC	Surveying
Jasbir Randhawa	NSW	Hydrography
Alan Regan	QLD	Surveying
Geoff Robb	WA	Surveying
Craig Sandy	VIC	Surveying
Mark Shortis	VIC	GDARS
Shane Simmons	QLD	Surveying
David Sinclair	QLD	Surveying
Peter Sippel	QLD	Surveying
Kerry Smyth	WA	GDARS
Christopher Swane	QLD	Surveying
Barry Thorne	SA	Surveying
Robert Twin	ACT	GDARS
Hein Van Der Heide	QLD	Surveying
Raymond Watson	WA	Surveying
Doug White	ACT	GDARS
Simon Wood	SA	Surveying



## GCA recognises 55 Honorary Fellows, four of whom are deceased.

Name	Region	AoP
Cliff Bacon	OS	GDARS
Andrew Barnicoat	ACT	Surveying
Christopher Bellman	VIC	GDARS
Gypsy Bhalla	ACT	GDARS
Peter Bowen	WA	GDARS
Derrick Brown	WA	Surveying
Eugene Browne	WA	GDARS
Richard Browne	WA	Surveying
Peter Byrne	WA	Surveying
William Cartwright	VIC	GDARS
James Curnow	SA	Surveying
John Dent	TAS	Surveying
Paul Digney	TAS	Surveying
Clive Fraser	VIC	GDARS
Ronald Furness	NSW	Hydrography
Michael Giudici	TAS	Surveying
Ken Granger	QLD	GDARS
John Harrison	SA	Surveying
Tony Hart	NSW	GDARS
Matthew Higgins	QLD	Surveying
Peter Holland (Deceased)	ACT	GDARS
Raymond Holmes (Deceased)	VIC	GDARS
Gary Hunter	VIC	Surveying
Leslie Isdale	QLD	GDARS
Earl James	NT	Surveying
Dexter Johnston	WA	GDARS
William Kitson	QLD	Surveying
Kevin Landy	QLD	GDARS
Grahame Lindsay OAM	SA	Surveying
Ronald Lister	NSW	GDARS
Gary Maguire	SA	GDARS
Gerald McCalden	NSW	GDARS
Malcolm McCoy	VIC	Surveying

Edward McKinnon	WA	Surveying
John Medbury	TAS	Surveying
Rob Melloy	QLD	GDARS
John Minehan	NSW	Surveying
Zaffar Sadiq Mohamed-Ghouse	VIC	GDARS
Gary Nairn AO (Deceased)	ACT	Surveying
Stuart Nixon	WA	GDARS
Bernard O'Sullivan	WA	Surveying
Lindsay Perry	VIC	Surveying
Abbas Rajabifard	VIC	GDARS
Terrence Roberts	VIC	Surveying
Robert Sarib	NT	Surveying
Jonathan Saxon	NSW	Surveying
Grahame Searle	WA	GDARS
Garry Smith	QLD	GDARS
Ewen Sneddon	QLD	Surveying
Peter Swan AM	QLD	Surveying
John Trinder	NSW	GDARS
Jan Gabriel Van Wyk	NSW	GDARS
Ian Williamson	VIC	GDARS
Peter Woodgate (Deceased)	VIC	RSPC
Graeme Wright	WA	SICC



Congratulations to Paul Digney, who was recently conferred as an Honorary Fellow at Locate24 in May.



### 3.2 Young & Emerging Professionals Mentoring Program

GCA's Mentoring Program is a dynamic initiative aimed at providing crucial support and guidance to emerging professionals within the geospatial industry, helping them realise their career aspirations and enhance their skills and knowledge. This program presents a unique opportunity for mentees to connect with experienced mentors who offer valuable insights and advice.

In its seventh year in 2024, the GCA Mentoring Program continued to attract the enthusiasm and commitment of both GCA members and non-members across Australia and the Asia Pacific region, and in various sectors of the geospatial industry, participating as mentors and mentees.

The GCA Mentoring Program was led by Ben Gan with a team including Yvette Bevis, John Oanes, Simon Xu and Henrique Reis. The Working Group was privileged to have the guidance and advice of GCA Member and Chair of the FIG 2025 Working Week Local Organising Committee, Peter James. This Working Group was supported by two GCA staff members who worked closely with the Mentoring Working Group.

*"I've been a mentor in the program for a number of years, and have loved getting to know many talented individuals in the geospatial industry and students looking to join us. I was lucky enough to have a mentor when I was a student, so it's a fabulous way for me to give back, and not only pass on my knowledge, but receive feedback and fresh ideas from each mentee."*

**Brittany Baker (Dahl)**

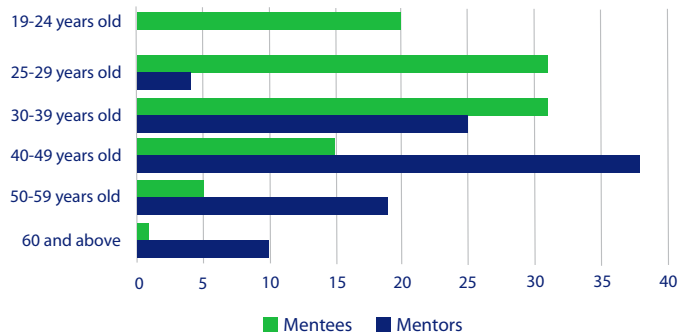
For the 2023/2024 program we received a total of 229 applications, 101 Mentors and 128 Mentees. However, only 96 Mentors and 103 Mentees were accepted. This is more than double the amount of participants for the 2022/2023 year. Rejected applications included incomplete or error in applications, impractical time zone difference, and unpaid non-member applications.

GCA is committed to continuing this esteemed program, recognising the power of mentoring in fostering personal and professional growth. The program's history and increasing participation over the years underscore its significance in the geospatial industry.

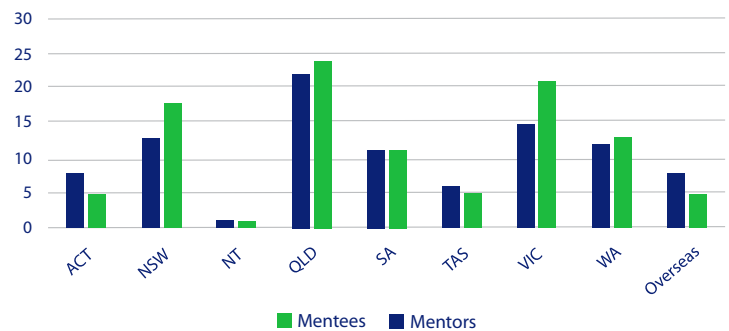
*"I have participated in the program since 2021 as a mentor and mentee in the GCA mentoring program. The program offers the opportunity for mutual learning. Mentors share knowledge, while mentees expand their visions through curiosity, promoting the growth of both parties through feedback and reflection in the field of geospatial knowledge."*

**Henrique Reis**

Age of applicants



Location of applicants





### 3.3 Events

Events play a crucial role in GCA's mission to foster excellence and growth within the geospatial industry. These gatherings serve as vital platforms for geospatial professionals, enthusiasts, and experts to come together, exchange knowledge, and stay updated on the latest industry trends. By participating in these events, attendees not only expand their professional networks but also gain valuable insights that can drive innovation, enhance their skills, and ultimately contribute to the advancement of the geospatial industry as a whole.

GCA takes great pride in its diverse and enriching event offerings, which played a pivotal role in our annual calendar, with over 5,000 people attending a total of 44 events conducted throughout the past year. 6 of these events were held online, while 38 were in-person gatherings. The availability of our recorded webinars allows Members to continue their education and earn CPD points, contributing to their ongoing professional growth. These are available on our website.

*// The presentations were top notch and it as amazing to see the spatial community's contributions to supporting communities. The open conversation on employment opportunities and building skilled professionals was particularly encouraging. There's plenty of work to be done and lots of opportunities for career growth! //*

#### Australian Spatial Analytics

Locate24 was another event highlight, and took place in Sydney from the 7th to 9th of May 2024. For the first time in the events' 10-year history, we welcomed over 1,000 delegates from all over Australia. It was an absolute full house for the workshops, concurrent sessions and YEP Forum; and the speakers were all fantastic in the plenary sessions. We learnt from the Honourable Kate Lundy that the future of the geospatial industry looks strong, as she discussed findings from the preliminary 'Economic Impact of Geospatial Services in Australia' report. We heard Dr James Johnson, CEO of Geoscience Australia, announce a half a billion dollar investment in the geosciences to support achieving net zero emissions

*// This event for the target audience and market nails it! Ideal venue, duration, content, and sponsors. //*

#### David Floreani

by 2050. We listened to stories from our community, and we heard about the outcomes and the impact. Thank you to all our speakers, sponsors, delegates, Narelle Underwood, our Locate24 Convenor, conference partners, and our amazing members and broader geospatial community. Locate is only possible through your participation.

The Young and Emerging Professionals (YEP) Program at Locate continues to prove its worth in shaping the future of our industry. The invaluable contributions of young professionals in advancing technology, pioneering innovative ideas, and undertaking complex projects cannot be overstated. Thanks to the support of our YEP sponsors, including The Surveyors Trust, Mercury Project Solutions, and Map Gear, Locate was able to extend financial assistance to 11 promising YEPs.





# Locate24 YEP Best Presentation Awards

We would like to congratulate the following YEPs who won best presentation awards at Locate:



**YOUNG AND EMERGING PROFESSIONALS**



Name	Award
Tori Murrant	Best YEP Presentation 1st Prize

Name	Award
Camille Karski	Best YEP Presentation 2nd Prize

Name	Award
Damon-Whish Wilson	Best YEP Presentation 3rd Prize

## YEP Grant Recipients

Name	Award
Katherina Mazai-Ward	Mecury Project Solutions
Aiden Schulz	Map Gear
Abhasha Joshi	The Surveyors Trust
Amirah Farrell	The Surveyors Trust

Name	Award
Catriona Illingworth	The Surveyors Trust
Jastin Jescky Mirando	The Surveyors Trust
Marcio DaSilva	The Surveyors Trust

Name	Award
Melissa Green	The Surveyors Trust
Reza Arabsheibani	The Surveyors Trust
Tori Murrant	The Surveyors Trust
Yukie Nip	The Surveyors Trust

// Thanks to the grant provided by The Surveyors Trust, I was able to travel from my home town to attend Locate 24. Attending this event provided me with the opportunity to network with emerging professionals and senior leaders. I learned about a wide range of disciplines in geospatial that I otherwise would not have encountered, and the sense of community at the event instilled me with the confidence to continue advocating for our profession. //

**Tori Murrant**

// I am extremely grateful to have been a recipient of the YEP Grant for Locate24. As a current student studying my Masters in Geospatial Information Systems, I found the conference super rewarding with the broad introduction to many people and businesses across the country. The tech talks and seminars have provided me with great insights into this field and possible options for me to explore when completing my research thesis later this year. I would certainly encourage young professionals and current students to apply for the YEP grant program in the future due to the fantastic experience I have had at Locate24 this year. I am certainly looking forward to the next one. //

**Aiden Schulz**





// *Locate24 was a very valuable opportunity to hear from all the different parts of the spatial industry and learn about their innovations and shared challenges. It was great to chat with so many different people and find links and opportunities to improve our information and systems in the future. I particularly enjoyed hearing from speakers at the plenary sessions. It was inspiring to learn from such a diverse group of leaders and skilled professionals articulating their work in, and philosophies on, the present and future of our industry. The YEP Symposium was another highlight for me. It was exciting to hear about the excellent and varied work of other young professionals and I found it to be a very encouraging and valuable session.* //

**Amirah Farrell**

### 3.4 Geospatial Excellence Awards

The Geospatial Excellence Awards are a unique opportunity to celebrate the stars of our industry, highlighting their contributions to advancing the field of geospatial science and all its disciplines. By recognising

excellence in innovation, professionalism, and performance, we strive to inspire further advancements and foster a vibrant and thriving community.

## 2023/2024 Geospatial Excellence Awards Individual Winners

These awards celebrate the outstanding achievements of individual geospatial professionals across the oceanic region. National winners were presented their award at the Locate24 Geospatial Excellence Awards ceremony.

	Professional of the Year	Future Leader of the Year	Diversity & Inclusion	Educational Development	Postgraduate Student	Undergraduate Student
<b>ACT</b>	Lisa Bush					
<b>NSW</b>				Nick Buzza	Atul Kumar Rai	
<b>NZ</b>			Shanon Henare Tait		Holly Still	
<b>QLD</b>		<b>Ben Dawes</b>		Jannah Williams	Mohammad Abbasi	<b>Kyran Cook</b>
<b>SA</b>	<b>Neil Hewitt</b>	Harris Crettenden	<b>Georgie Cassar</b>		Marcio DaSilva	Luke Pringle
<b>TAS</b>	Josh Hawkins					Jordan Rattle
<b>VIC</b>		Oscar So	Melinda A. Borg	<b>Davood Shojaei</b>	<b>Thi Mai Nguyen</b>	
<b>WA</b>		<b>Lavender (Qingxiang) Liu</b>	Lavender (Qingxiang) Liu		Amir Allahvirdizadeh	

■ Highlight indicates National Winner



## 2023/2024 Geospatial Excellence Awards Industry

### Community Impact Award

STATE	Company	Project
ACT	ASA, DFAT	Smartraveller Mapping - Delivering Community Impact utilising a neurodiverse workforce
NSW	Woolpert, CSIRO, National Emergency Management Agency	Northern Rivers Resilience Initiative - Bathymetric Survey by Woolpert
NSW	<b>Transport for NSW and FloodMapp</b>	<b>Transport Emergency and Crisis Co-ordination Hub (TECCH)</b>
NZ	Toitū Te Whenua/Land Information NZ, Ngā Pou Taunaha o Aotearoa/NZ Geographic Board and Tātai Aho Rau/Core Education	2023 Geospatial Virtual Field Trip for schools - Our place names: Ngāti Maniapoto stories
QLD	Queensland Government Department of Environment and Science & GP One Consulting	QWildlife Koalas
VIC	Veris and Cardinia Shire Council	Sealing the Hills

■ Highlight indicates National Winner

### Environment and Sustainability Award

STATE	Company	Project
ACT	Australian Research Data Commons (ARDC), Geoscience Australia, the Emergency Management Spatial Information Network Australia (EMSINA), and Minderoo Foundation	National Bushfire Boundaries Dataset
NSW	Woolpert, CSIRO, National Emergency Management Agency	Northern Rivers Resilience Initiative - Bathymetric Survey by Woolpert
QLD	Australian Bureau of Statistics; Department of Climate Change, Energy, the Environment and Water; Geoscience Australia	National Ocean Ecosystem Account
SA	OZ Minerals, GP One Consulting, Esri Australia	DIGISHEC
TAS	NRE Tasmania	Early Fire Detection and Notification System
VIC	<b>Spatial Vision, ThinkPlace and Department of Climate Change, Energy, the Environment and Water</b>	<b>Environmental-Economic Accounts Dashboard</b>

■ Highlight indicates National Winner



### Geospatial Enablement Award

STATE	Company	Project
<b>ACT</b>	<b>Geoscience Australia</b>	<b>National Positioning Infrastructure Capability</b>
<b>NZ</b>	Stats NZ	Population Grids for New Zealand
<b>NSW</b>	Bennett + Bennett	Tweed Shire Flood Recovery
<b>NT</b>	Aerometrex, NT Farmers	Advancing Holistic Agricultural Practices and Land Stewardship through LiDAR Innovation
<b>QLD</b>	FrontierSI, Queensland Department of Transport and Main Roads, Mapizy, Veris, Australian Road Research Board, University of Wollongong	TMR Spatial Labs 2022
<b>SA</b>	OZ Minerals, GP One Consulting, Esri Australia	DigiSHEC
<b>TAS</b>	Veris, City of Hobart	Hobart Rivulet Digital Twin
<b>VIC</b>	Department of Transport and Planning	Vicmap 3D Buildings

■ Highlight indicates National Winner

### Innovation Award - Medium to Large Business

STATE	Company	Project
<b>ACT</b>	Geoscience Australia, FrontierSI, Industrial Science Group, Curtin University, University of Newcastle, Royal Melbourne Institute of Technology	Ginan - GNSS Analysis Centre Software
<b>NZ</b>	Wood and Partners	Innovative technique for Pavement Settlement Monitoring of the CNC Roothing Project
<b>NSW</b>	NSW Department of Planning and Environment, WSP, Giraffe	Land iQ
<b>QLD</b>	Queensland Government Department of Transport and Main Roads, GP One Consulting	Brisbane 2032 Olympic and Paralympic Games Transport Analysis and Collaboration Tools
<b>SA</b>	Australian Bureau of Statistics	2021 Socio-economic Indexes for Areas (SEIFA)
<b>VIC</b>	<b>Department of Transport and Planning, Archistar</b>	<b>eComply: Digital Twin for Building Compliance</b>

■ Highlight indicates National Winner

### Innovation Award - Small Business

STATE	Company	Project
<b>QLD</b>	<b>Revelare Systems</b>	<b>Spatial Enterprise Cloud Architecture</b>

■ Highlight indicates National Winner



### International Partnership Award

STATE	Company	Project
NSW	WaterNSW, Niricson	UAV Centered Dam Surveillance Assessment Mapping Pilot Project
SA	Aerometrex	Las Vegas High-Resolution 3D Reality Mesh Model Project
WA	<b>CSIRO, Geoscience Australia, Frontier SI and Symbios Communications</b>	<b>Earth Observation for Climate Smart Innovation</b>

■ Highlight indicates National Winner

### Technical Excellence Award

STATE	Company	Project
NZ	Wood and Partners	Pavement Settlement Monitoring of the CNC Rooding Project with high speed mobile LiDAR
NSW	CPB Contractors	M6 Stage 1: Scanning for conformance
QLD	ASA, Enzen, Energy Queensland	Legacy Asset migration to Utility Network
SA	OZ Minerals, GP One Consulting, Esri Australia	DIGISHEC
TAS	Veris Australia	North-West Coast Underwater Bridge Inspections
VIC	<b>Department of Transport and Planning</b>	<b>Pioneering operational Geo-machine learning at scale: Automated waste tyre detection across Victorian Agricultural Land</b>
WA	McMullen Nolan Group	Geographe Bay Coastal Survey

■ Highlight indicates National Winner

### Workforce Development and Inclusion Award

STATE	Company	Project
ACT	Australian Bureau of Statistics, Location Inter-Departmental Committee Members	APS Geospatial Joined-Up Recruitment
QLD	Queensland Government Department of Transport and Main Road, GP One Consulting	Brisbane 2032 Olympic and Paralympic Games Transport Analysis and Collaboration Tools
SA	ASA, Fugro	Onshore Lidar Processing utilising a Neurodiverse workforce
VIC	<b>Winyama</b>	<b>Indigenous Mapping Workshop Narrm (*JK Barrie Award Winner)</b>
WA	McMullen Nolan Group	Workforce at MNG

■ Highlight indicates National Winner



## Specialist Awards

Peter Woodgate Award:	Glenn Cockerton
Bruce Thompson Innovation Award:	Nathan Eaton
Hydrography Excellence Award:	Jasbir Randhawa



## 2024 Geospatial in Schools Awards Presented by SheMaps

Outstanding Geospatial Student Award	Ava Hetherington from Toolooa State High Scholl
Emerging Geospatial Teacher Award	Lauren Dixon from Bray Park State High School
Innovative Geospatial Teacher Award	Simon Miller from Pembroke School





### 4. Collaborations and Partnerships

GCA acknowledges that our work cannot be done in isolation. We value the strong relationships we have with our Supporting Partners and International Partners.

### Our Partners



### Our International Partners





## CICES

This year we signed a Memorandum of Understanding (MoU) with UK-based Chartered Institution of Civil Engineering Surveyors (CICES), aimed at advancing geospatial standards and fostering professional excellence on a global scale. This collaboration marks a significant step towards harmonising certification standards for engineering surveyors, facilitating mutual recognition between the UK and Australia. It also underscores a commitment to promoting best practices in competency standards, ensuring that members of both organisations benefit from shared knowledge and experiences. Key elements of the MoU include identifying and disseminating best practices, promoting standardisation to enhance collective value, and supporting joint participation in industry events. Additionally, GCA and CICES will collaborate on strategic projects aimed at raising awareness of the engineering surveying profession and providing enhanced professional development opportunities.

## Australian Spatial Analytics

We are pleased to announce a new partnership with Australian Spatial Analytics (ASA), one of Australia's largest and fastest-growing work-integrated social enterprises. Since 2020, ASA has been instrumental in providing careers in the Geospatial and Engineering professions for over 150 neurodivergent adults, who face a 34% unemployment rate. This is achieved by creating an inclusive workplace for them to undertake professional spatial data and digital engineering services. As ASA enters a crucial period of rapid growth, GCA will be a key platform, strategically supporting ASA's impactful initiatives. This collaboration not only solidifies ASA's presence within the geospatial landscape but also underscores GCA's commitment to championing and promoting ASA's innovative and inclusive efforts. It collectively shapes a dynamic and forward-thinking geospatial community, while at the same time providing a unique source of skilled employees to help address the current workforce shortages, while creating significant social impact.

## The Surveyors Trust International Skills platform

We are pleased to have partnered with The Surveyors Trust on their International Skills platform. The aim of the platform is to help the industry find international talent to fill the immediate skills gap. The platform is now live for general usage at no cost to the surveying industry. Currently in stage 1 of development, the platform functions as a 'speed dating' for both finding new talent and posting job opportunities.

## Other Initiatives

To support workforce initiatives across the learning and career pathways, GCA has formed strategic relationships with industry and education and training providers to strengthen the supply of quality education and training across the sector:

- We partnered with "A Class of Your Own" to launch the Design Engineer Construct (DEC) program in Australia. DEC engages students in the Built Environment, teaching design, surveying, engineering, and construction, using geospatial technology. This collaboration encourages young talent to join the geospatial industry. The winners for this year's competition were Uptown International School, Dubai, with three Australian schools making it into the finals: Kilvington Grammar School, St Joseph's Primary School, and Wavell State High School. Well done to all involved!
- GCA has supported the Tasmanian Spatial Information Council (TASSIC), the key forum for collaboration between public, private and community sectors focused on the collection, maintenance and use of geospatial information in Tasmania.



