



Australian Government

AI Plan

for the Australian Public Service

20
25

Adopting AI to deliver for Australians

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Further information

For more information on the AI Plan for the Australian Public Service visit digital.gov.au or contact aiplan@finance.gov.au.

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Foreword

Australians deserve to benefit from the possibilities that new technologies bring. Generative artificial intelligence (AI) provides us with the means to improve public services, make it easier for people and businesses to interact with government, and to help manage employee workloads.

This plan ensures that every public servant will have training and access to generative AI tools. The Plan sets a proactive stance to increase AI adoption. It ensures the Australian Government keeps pace with community expectations as well as international peers.

Keeping trust with the Australian people will be critical to successful adoption of this new technology. The plan affirms the clear policies and guidance that exist for public servants, ensuring that AI will be used safely and responsibly, and is accompanied by a public Statement of Intent setting out how the Albanese Government expects AI to be used – and not used – by the public service.

This plan sets out our commitment to engage openly and constructively to ensure the introduction of AI across the APS is transparent, inclusive, and well-managed. This will be backed by comprehensive workforce planning, identification of how jobs may change, the new skills and training required, and managing change with our employees and their unions.

By strengthening existing consultation frameworks, we will provide meaningful avenues for input so staff are engaged and supported through ongoing change as we together build a more capable and future-ready public service.

This plan lays the foundations for seizing new opportunities while ensuring flexibility to adapt as AI evolves. Together, we can build a modern, responsive public service that captures the opportunity of AI, spreads the benefits widely and keeps Australians safe.

Senator the Hon Katy Gallagher

Minister for Finance

12 November 2025

Introduction

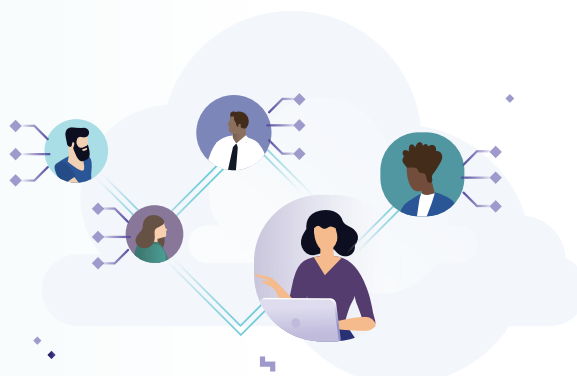
The challenge

Artificial intelligence (AI), particularly generative AI, is revolutionising the way we do business and has the potential to transform the way governments deliver for the communities they serve. Yet, as with any transformation, there are barriers to adoption relating to culture, trust, and resourcing. Our challenge is to overcome these hurdles and facilitate timely adoption to deliver better outcomes for the Australian people.

The vision

The AI Plan for the Australian Public Service (APS) will improve government service delivery, policy outcomes, efficiency, and productivity, through substantially increasing the use of AI in government.

Every public servant will have the training and guidance required to use generative AI safely and responsibly, alongside secure access to generative AI tools, and every agency will have a Chief AI Officer to drive adoption, with AI use tracked and reported on.



The Australian Government is focused on capturing the opportunity of AI. It's vital to ensure the benefits of this technology are shared equitably, creating a higher standard of living for all Australians.

To do this, we are broadening the safe and responsible use of AI by government agencies. By focusing on improving the AI maturity of the public sector, we can unlock the benefits of this technology while minimising the potential for harm.

In practice this means faster, more consistent government services, enhanced policy advice and a more capable workforce.

To better serve the public, every public servant will have:

1. foundational training and capability supports to use generative AI tools safely, responsibly and effectively
2. access to generative AI tools
3. clear guidance on how to use these tools responsibly
4. leadership and support from Chief AI Officers to promote adoption
5. opportunities to collaborate, build on and reuse work of others.

Taking an adaptive and collaborative approach

Generative AI capabilities are increasingly embedded across digital infrastructure including search engines, enterprise tools and everyday consumer services, often without explicitly notifying users. This ubiquitous integration creates both opportunities and governance challenges for government agencies.

The technology is also advancing rapidly. The plan establishes the foundations for government action, and will iterate and adapt to realise future opportunities in a changing technology environment. Throughout this process, we will continue to engage with our employees and their unions. It is vital that we listen to our people on how best to adopt AI, where the benefits can be achieved, what problems we can solve for them and the community, and what concerns they have. We will manage this transition in an inclusive way that leverages the experience and expertise of our people.

We will also work to enhance cross-sector collaboration between government, industry, community and academia to accelerate the spread of technological expertise and innovation. This will build trust through transparency and codesign, while ensuring initiatives remain people centred and responsive to real world needs. Active engagement through hackathons, participation in collaborative initiatives like the AI CoLab and other innovative approaches create space for new solutions and capability building, driving innovation in partnership with the private sector, research organisations and state and territory governments.

What we plan to achieve

The AI Plan for the APS positions the government to improve service delivery, policy outcomes, efficiency and productivity by substantially increasing the safe and responsible use of AI in government.

Objectives

To uplift AI maturity across the public sector, this plan targets the following objectives:

- **Improving AI literacy** – As AI becomes increasingly widespread and available, everyone in government needs basic AI literacy and training.
- **Leading by example** – The government has an important role to play in modelling responsible and ethical AI adoption. We need to understand the technology, know how we can benefit from it and support public servants to use it safely and appropriately.
- **Expanding generative AI use** – Current levels of AI adoption are inconsistent. Improving our AI maturity means broadening the safe, responsible use of generative AI to all agencies.
- **Coordinating government's approach** – AI transformation needs to be coordinated across the pillars of trust, people and tools. We've learned that it's not enough to provide the technology – people need training and support to adopt AI in a considered way.
- **Driving systemic adoption** – Advancing AI maturity requires a coordinated program of projects and investments to support systemic change – removing barriers and accelerating adoption for all agencies.

It is only by uplifting AI maturity that we can expect this technology to deliver meaningful productivity gains. The Productivity Commission assesses that broader AI adoption could drive up to 4.3 per cent labour productivity growth over the next decade in the market sector (around \$116 billion in GDP). Significant increases are also expected to accrue to the public sector, which has been associated with low productivity growth in recent years. By 2030, AI adoption could lift public sector gross value added by 13 per cent, delivering \$19 billion in annual value (Merom, 2025).

The Australian Government is one of the nation's largest employers. The policies we establish for the public sector will play a pivotal role in shaping the adoption of AI across the economy and unlocking the associated benefits.

Strategic alignment

Data and Digital Government Strategy: This plan supports progress toward the government's 2030 vision to deliver simple, secure and connected public services, for all people and businesses, through world-class data and digital capabilities.

APS Reform agenda: This plan aligns with and builds on the APS Reform agenda by embedding digital skills in the workforce and driving sustainable AI adoption to build a stronger APS that delivers better outcomes for the community.

Scope and deliverables

The scope of this plan is limited to initiatives that focus on the adoption and use of AI by government agencies. It does not apply to industry or personal use of these technologies.

While these initiatives focus primarily on generative AI, the plan is not strictly limited to these applications. As new opportunities emerge, other uses of AI may be incorporated into initiatives.

Specific deliverables are detailed within individual initiatives (see Appendix A).

These initiatives are organised into three mutually reinforcing pillars, around which the plan is structured:



Trust

Building confidence through transparency, ethical use, and strong governance.

People

Uplifting capability across the APS to support safe and effective use of AI, while remaining conscious of the impact change has on people.

Tools

Expanding access to secure, fit-for-purpose AI technologies.

In combination, Trust, People and Tools form an integrated approach. This enables us to support change management as we adopt AI across the APS. Each pillar's success is vital to the others: skilled people and clear policies are needed to use new AI tools effectively, and the tools and experiences gained will inform ongoing policy refinement.

The use of AI by military, defence, intelligence, and law enforcement agencies is not subject to public reporting requirements. These agencies remain subject to strong existing oversight and accountability arrangements to ensure responsible and trustworthy use of AI.

Actions to drive adoption

- Everyone in the APS completing training on the fundamentals of AI use in the APS and having access to guidance to use AI safely and securely
- All public servants having access to generative AI tools
- Each agency and department appointing a senior executive as Chief AI Officer
- All agencies tracking and reporting their AI use

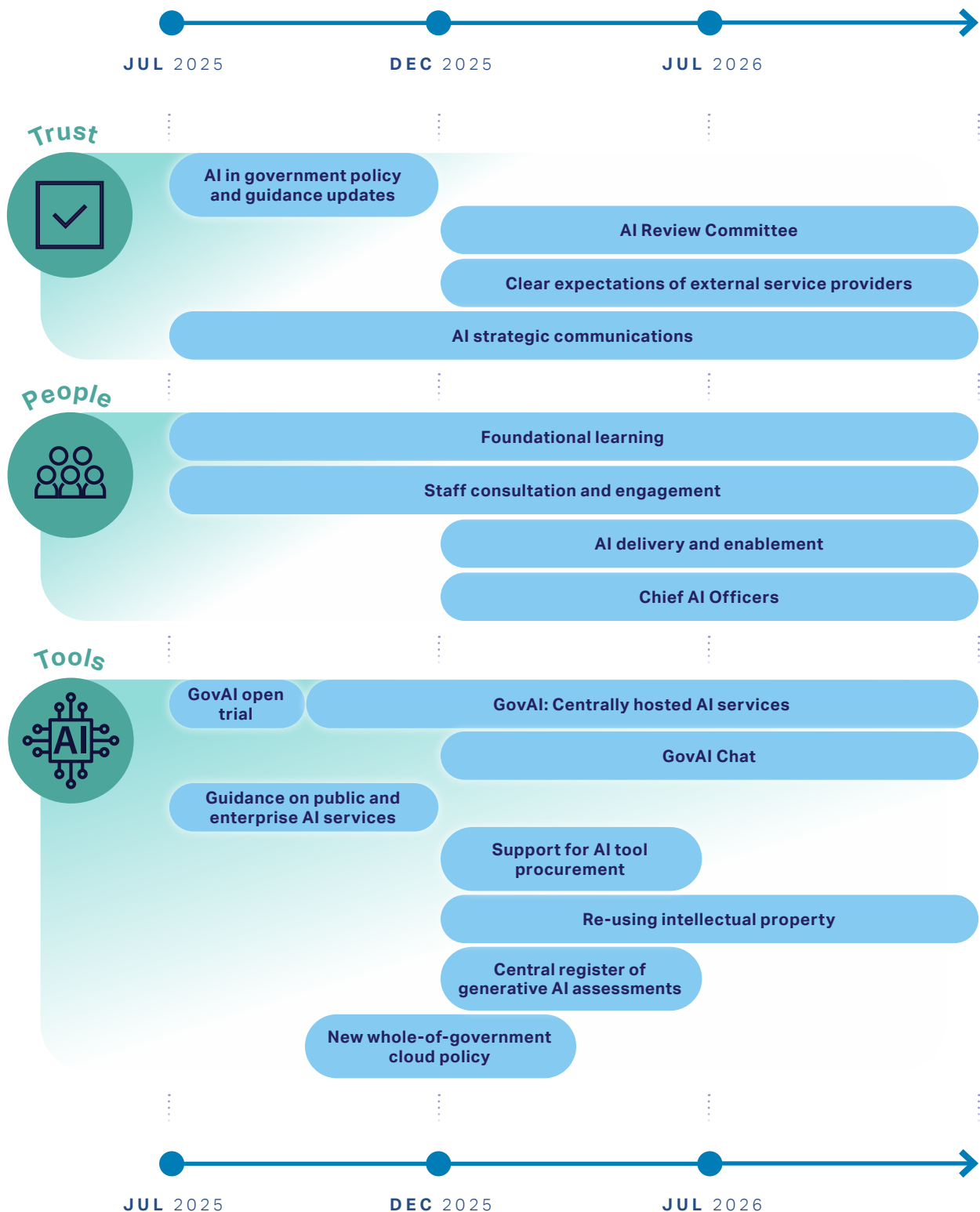
These targets are based on an 18-month timeframe. Broadly, these align with two overarching milestones:

- July 2026 (0–12 months)
- July 2026 onwards (12+ months).

Individual initiatives also contain their own targets and measures (see Appendix A).

As an iterative plan, targets and delivery schedules will be updated to account for new developments and emerging opportunities.

APS AI Plan implementation timeline



Context and background

This plan is being progressed in alignment with work to develop a national plan for AI, led by the Department of Industry, Science and Resources, to deliver Australia's ambition for AI across our economy.

Australia's AI Ambition

To strengthen Australia's economy, society and security, the Government's vision for AI in Australia focuses on:

- capturing the opportunities of AI
- ensuring the benefits are shared widely, and
- keeping Australians safe.

Many AI initiatives are already underway, with progress being made against these objectives, but to date, the adoption of generative AI across government has been inconsistent. There are varying levels of AI maturity between – and even within – agencies.

AI maturity in the APS is a journey: starting with no formal adoption, progressing through leadership engagement and foundational capability, advancing to data-driven improvements in services, and advancing to AI becoming standard practice throughout government.

Agencies are also facing a complex mix of uncertainties and risks in dealing with AI. There are risks around the appropriate use of AI, and the advent of AI and the speed of its advancements has heightened the need to manage privacy, cyber security and sovereignty risks. The rapidly changing digital environment will also likely introduce new risks and considerations. The plan seeks to get the balance right – capturing the opportunities and maximising the benefits, while minimising harms and mitigating risks.

Governance, training and communications initiatives already delivered

- Technical standard for government's use of AI
- Guidance on the use of OFFICIAL information in public generative AI tools
- Sponsored GovHack 2025
- AI in government fundamentals eLearning (available for all staff)
- AI Government Showcase of AI use-cases with industry and academia
- GovAI applied eLearning
- APS Academy MasterCraft webinars for new users
- APS Academy Lunch and Learn webinars on AI use cases in the APS and how to implement AI in APS organisations delivered in partnership with GovAI

Responsibility for the plan

Implementation of the plan is a joint responsibility, led by:

- Department of Finance
- Digital Transformation Agency (DTA)
- Australian Public Service Commission (APSC).

While these 3 agencies own this plan, individual agencies remain responsible for their own adoption and use of AI.

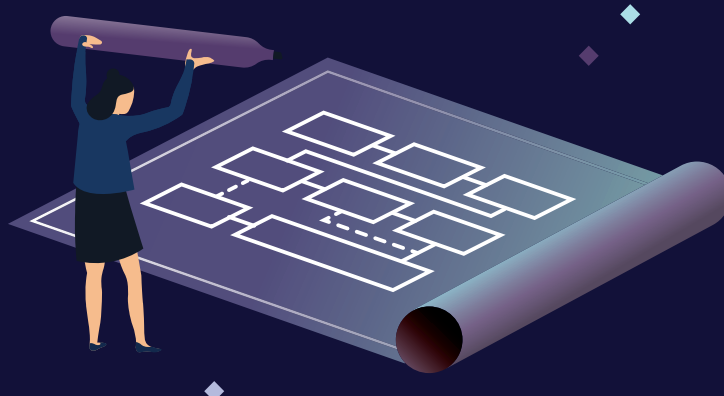
This work is being progressed in alignment with work to develop a national plan for AI, led by Department of Industry, Science and Resources.

Everyone in the Australian Government has a role to play in the safe, responsible adoption of AI – participating in training, following whole-of-government and agency specific policies, and contributing to the AI transformation of government.



Trust: **Transparency,** **ethics and governance**

AI adoption in the APS requires a strong authorising environment and the maintenance of public trust. AI tools should ultimately serve the public and should be used safely and responsibly by the public service, in line with the DTA's Policy for the responsible use of AI in government and the Department of Industry, Science and Resources AI Ethics Principles.





The initiatives under this pillar build on existing security and privacy safeguards governing the use of ICT and data, including the Protective Security Policy Framework (PSPF), the Information Security Manual (ISM), the *Privacy Act 1988*, guidance from the Office of the Australian Information Commissioner (OAIC), the Data Availability and Transparency Act and guidance from the Office of the National Data Commissioner (ONDC). They will also strengthen governance, improve transparency, and ensure clear and consistent communication across the APS and with the community.

AI in government policy and guidance updates

Providing clarity, enhance accountability and risk management

Lead agency: DTA

AI Review Committee

Enhancing oversight and ensuring consistent, ethical deployment of AI

Lead agency: DTA

Clear expectations of external service providers

Service providers are responsible for their work when using AI

Lead agency: DTA

AI strategic communications

Ensuring consistent, clear messaging on the safe and responsible adoption of AI

Lead agency: Finance

AI in government policy and guidance updates

The government will update the Policy for responsible use of AI in government (the AI in government policy) to strengthen public trust in government by providing clarity, enhancing accountability, and ensuring effective risk identification and management in the use of AI. The AI in government policy took effect on 1 September 2024. It laid the foundation by introducing accountability measures, transparency requirements, and guidance for foundational training. As AI adoption across the APS accelerates and the technology landscape evolves, the DTA is updating this policy to include a broader set of AI governance practices that will support agencies to confidently adopt AI while building public trust.

The new requirements include requiring agencies to develop a strategic position on AI adoption and to communicate this position to staff. This will support agencies to better engage with and realise the benefits of AI. Accountability requirements will be strengthened so that each in-scope use case has a clearly assigned accountable officer and is recorded in an internal register. This strengthens and builds on the important role of the AI Accountable Official, a role mandated under the existing policy to ensure the requirements of the policy are met.

The update also builds trust in government use of AI through mandating the AI impact assessment tool for in-scope use cases, which targets governance and risk management actions towards higher-risk use cases.

AI Review Committee

The government will establish an AI Review Committee to enhance whole-of-government oversight and ensure consistent, responsible deployment of AI across the APS. The committee will comprise experts from right across the APS, ensuring best practice approaches inform decision-making, drawing on the guidance and insights of the Australian Information Commissioner, Privacy Commissioner, Commonwealth Ombudsman and others who oversee government administration.

This committee will provide advice and non-binding recommendations to agencies on high-risk AI use cases. It will ensure decisions around sensitive or complex AI deployments are grounded in cross-disciplinary scrutiny, consider diverse voices, and uphold government AI safety.

Beyond case-by-case reviews, the committee may conduct deep dives into emerging AI risks and ethics issues. For example, if a future central AI use case register identifies a surge in deployments within a particular domain – such as predictive analytics in compliance or employment decisions – the committee could be tasked with providing targeted advice.

This function would enable early identification of systemic risks and support proactive guidance to agencies, including on remedies when things do not go to plan. The committee will also support responses and recommendations following serious AI incidents, and ensure lessons and available remedies are reflected in future proposals, supporting continuous improvement in government AI practices.

Clear expectations of external service providers

The Digital Transformation Agency's Digital Sourcing ClauseBank includes optional clauses stating that service provider use of AI is approved by the buyer. The government will expand this approach by requiring all suppliers under the whole of government Management Advisory Services and People Panels to advise of any planned use of AI in the delivery of services when responding to requests for quotes.

The government will also add to the broader Commonwealth Contracting Suite and Clausebank clauses which clearly state that consultants and external contractors remain fully responsible for the services they deliver - regardless of whether generative AI is used in their development or delivery - and that ensure transparency and accountability in the use of generative AI technologies by external providers.

A clause will also be added to the Commonwealth ClauseBank that ensures transparency and accountability in the use of generative AI technologies by external providers.

These will better equip agencies to assess risks and manage compliance throughout the procurement lifecycle, and meet their probity obligations under the Commonwealth Procurement Rules and the Policy for the responsible use of AI in government.

AI strategic communication initiatives

Clear and consistent communication about AI is essential to building trust and confidence across the APS. Staff need to understand what AI can be used for, what's allowed, and how risks are being managed, as well as where to go for help and what to do when things don't go to plan. This helps them feel confident, empowered, and supported in using AI safely and responsibly.

A centrally coordinated approach to these communications will ensure that all agencies are aligned with whole-of-government policies and expectations. It also supports transparency, because openness and consistency in how we talk about AI helps build trust across the APS and reinforces confidence in how decisions are made.

Strategic communication will play a key role in reinforcing existing consultation and engagement frameworks across the APS such as provisions in Enterprise Agreements, agency consultative committees and the APS Consultative Committee. It will complement these processes by delivering consistent messaging, practical tools, and resources to help employees understand and adapt to the integration of AI in their work. It will also support the establishment of genuine consultation, ensuring transparency, building trust, and fostering workforce support for change.

Going forward: Earning and keeping trust with Australians

Generative AI offers new opportunities to improve how government serves Australians and to build trust through open and transparent engagement with communities. The government will guide AI use with a clear understanding of Australians' diverse needs, incorporating ongoing insights from implementation, and carefully considering where and how AI is appropriate and what is fundamental to responsible use. As new uses and applications emerge, the government will ensure that the guardrails are appropriate and fit-for-purpose so that our uses are ethical, moral, legal and people-first.



People: **Capability building and engagement**

Public servants must be equipped with the right skills to use AI responsibly and effectively. This requires support at a whole-of-APS level, within and between organisations, and for individuals.





The initiatives under this pillar target sector-wide capability building, to support all APS staff to use this technology effectively, safely and appropriately – including building on the cybersecurity uplift of agencies' IT systems.

Building trust will require clear and transparent engagement with staff and unions. Ongoing and genuine consultation grounded in existing obligations and mechanisms, such as APS Enterprise Agreements and the APS Consultative Committee, will be part of the rollout of AI technologies, ensuring transparency and fostering a sense of ownership and support for change among employees.

Foundational learning

Build capability,
improve confidence,
support experimentation

Lead agency: APSC

Staff consultation and engagement

Embedding genuine staff and union
engagement in AI-related APS changes

Lead agency: APSC

AI delivery and enablement

Central team accelerating
AI adoption

Lead agency: Finance

Chief AI Officers

Accelerating adoption,
driving cultural change,
connecting agencies

Lead agency: Finance

Foundational learning

The government will build the foundational capability of public servants to use AI responsibly, ethically and effectively. The approach to building capability will be taken alongside addressing the role of leaders in shaping AI adoption.

A foundational AI literacy training offering will be mandated for all staff through the AI in Government Policy update. This will be supported by practical training such as the GovAI interactive learning, resources (website, newsletters), and live webinars with public servants experienced with use of AI. The aim is to provide all public servants with capability foundations together with flexible, just-in-time learning to keep pace with rapid AI technological change and be confident in using AI responsibly and effectively.

Supporting leaders to provide safe and responsible adoption environments for staff will also be a focus. Regular information on leading organisations in AI adoption, and dedicated masterclasses will be provided to support senior leaders in this task.

In addition, communities of practice and peer learning will be implemented over time to embed capability and drive sustainable adoption, including through the Chief AI Officers initiative.

Staff consultation and engagement

Meaningful consultation with staff and unions will be critical to building trust in AI adoption across the APS. It will ensure employees have a voice in how AI is introduced, how to get the benefits, what problems can be solved with AI and where it is likely to have a significant effect or material impact on them, including impacts related to gender, cultural identity, and First Nations peoples.

To support this, the APSC will issue a Circular setting out clear standards for consultation on AI-related workplace changes. These standards will align with existing obligations in APS Enterprise Agreements and specifically address the use of AI in the APS. The Circular will complement existing engagement frameworks across the APS, such as Agency Consultative Committees, which enable inclusive and representative input from employees and unions. These mechanisms support meaningful input from employees and unions, particularly ahead of major workplace changes. Genuine and effective consultation generally involves providing employees and their relevant union with a genuine opportunity to influence the decision prior to it being made.

AI delivery and enablement (AIDE)

The Australian Government will establish a central function, AI delivery and enablement (AIDE), to take the lead in accelerating the uptake of safe and effective AI which will ensure timely adoption and more efficient government services. This multidisciplinary team will complement, but not replace, existing whole-of-government structures and processes with a dedicated focus on adoption through helping tackle common adoption barriers, navigating and reducing the complex compliance uncertainties raised by AI, and identifying and sharing lessons. Through their work, the team could help bring core work back into the public service.

Recognising that early adopters face challenges and delays, this team will help to expose and question existing assumptions and processes that might be inadvertently slowing adoption. It will explore the implications for public services raised by first-movers to inform future implementations. It will capture use-cases that can inform broader opportunities for whole-of-government adoption of AI and promote re-use of solutions. The team will leverage the enthusiasm and skills existing across the APS to help it understand emerging issues early on and to help pull together guidance on what works – and what does not. Noting the fast-moving nature of the technology, the team will take a flexible and iterative approach informed by learning from across the APS. For this reason, the team will also have responsibility for ensuring the effective implementation of this plan.

Chief AI Officers

Agencies will appoint Chief AI Officers in recognition of the fundamental shift that generative AI is bringing to government operations. These senior leaders will accelerate consistent and collaborative AI capability development across the APS, identifying where AI can meaningfully improve Australians' lives through faster service delivery, better-targeted policy interventions, and more efficient allocation of resources.

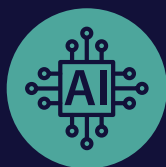
Chief AI Officers will drive adoption and advocate for strategic change within their agencies. Their responsibilities will include leading internal engagement, sharing guidance and use cases, providing contestable advice, and overseeing AI adoption, experimentation, and innovation. Chief AI Officers will have the mission and authority to effect change, and will focus on enabling strategic uptake and innovation.

Chief AI Officers are responsible for leading the required change in their agencies, while AI Accountable Officials are responsible for the governance required to comply with the AI in government policy. Agencies will have flexibility to determine who best in their structure meets the needs of the Chief AI Officer role. Some agencies, such as smaller organisations, may opt to have both the Chief AI Officer and Accountable Official roles fulfilled by the same leader.

Chief AI Officers will be supported by early adopters and experts within their agencies who have hands-on experience applying AI in their work, whether for personal efficiency, specific job-related functions, or workflow integration. A peer working group will develop shared training materials for distribution via platforms such as GovAI, APS Professions and the APS Academy. This network will build on the existing AI Community of Practice, serving as a forum to provide feedback on common, reusable AI use cases, ways of working and strategies. Chief AI Officers will convert AI's potential into demonstrable improvements in government performance, driving the capabilities and collaborative approaches needed to deliver for Australians.

Going forward: Continual learning and adapting

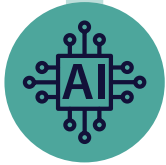
The plan provides a strong foundation for achieving broad AI literacy across the APS. Ongoing training will support staff in their continual and iterative learning journey as more is discovered about how best to use AI to get better outcomes, and what it means for how we work. Ongoing staff engagement and consultation will help agencies to adapt, manage change effectively, and consider the impacts on employees, particularly women and First Nations peoples.



Tools: **Access, infrastructure and support**

APS officials need to be empowered with the right AI tools to do their jobs safely and effectively. This means providing access to public web-based AI for low-risk activities, and to secure AI tools for more sensitive activities.

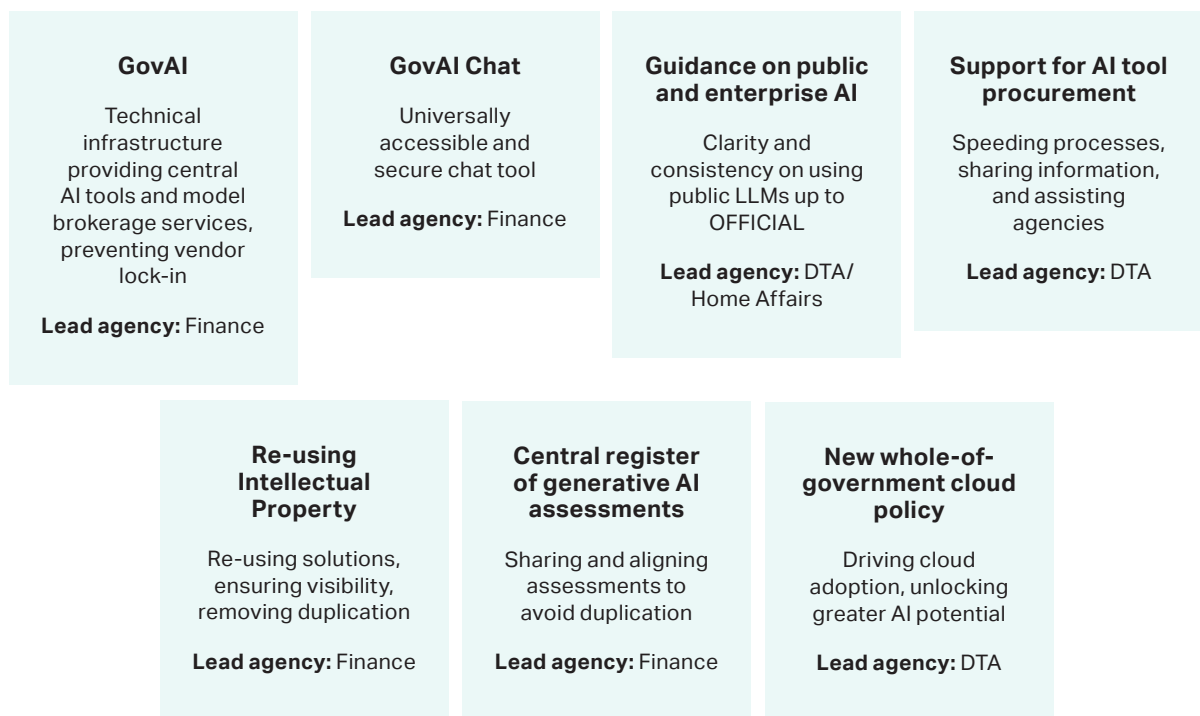




The initiatives under this pillar ensure that all public servants can access the tools they need through a three-tier approach:

- universal availability of generative AI through GovAI and GovAI Chat, providing a safe and secure baseline chat interface to all APS officers
- public and enterprise AI services, enabling the use of public AI tools for public and OFFICIAL information where it meets agency needs
- custom AI solutions, tailored for specific workflows or specialised use cases.

The Tools pillar provides the technical foundation for APS AI adoption, enabling agency innovation and empowering individual staff, while meeting people's expectations within trusted governance settings. This plan notes that many specialised AI uses are usually best developed at an agency-level and does not intend to impede such adoption.



GovAI: Centrally hosted AI services



The government will leverage GovAI as a centralised AI hosting service to provide agencies a secure, Australian-based platform for developing customised AI solutions at low cost. By incorporating predefined guardrails, GovAI ensures that security and privacy remain paramount throughout the development process.

GovAI will include a use case library and a vendor agnostic platform with a model selection option based on need, enabling agencies to access a diverse range of AI models for their own development – including an onshore instance of OpenAI's GPT models – without negotiating individual arrangements with commercial vendors. The inclusion of additional onshore models would further strengthen Australia's data sovereignty, reduce technical barriers, and deliver measurable cost and time efficiencies across government.

Within a technology-agnostic framework, GovAI allows teams to engage with tools from multiple industry providers, mitigating the risks associated with vendor lock-in and technological obsolescence. Promoting the use of GovAI also minimises duplication, fosters shared learning, and accelerates both capability uplift and delivery timelines.

As a foundational technical service, GovAI will provide the necessary infrastructure and technical skills to develop, test, and support secure access to generative AI alongside customised agency-specific solutions and other whole-of-government applications.

GovAI Chat

The government will provide access to secure generative AI, through GovAI Chat, for everyone in the Australian Public Service. GovAI Chat will provide the capabilities of modern generative AI tools, while allowing users to leverage government data. Responses will be fast, current, and auditable through familiar and secure interfaces. Where smaller agencies may lack the scale and resourcing to adopt native AI tools, this will support staff across all agencies to safely and effectively experiment with AI tools and integrate them within their workflows.

The underlying framework will be flexible to respond to user needs and feature requests as technology evolves. It will be rolled out in an iterative fashion to allow for extensive and ongoing user testing with users and teams, across roles and agencies to ensure it meets practical needs.

This will increase the capability of the APS to deliver more for the Australian public, while maintaining standards and complying with legal frameworks for cyber security and data sovereignty. The result will be a safer and smarter way to work that supports operational integrity and delivers value through time saved and reduced rework.

Guidance on public and enterprise AI services

The government will develop clear guidance on the use of public generative AI tools to give public servants confidence to use platforms like ChatGPT, Claude, and Gemini up to OFFICIAL level information. The Department of Home Affairs will issue policy guidance to outline requirements for using these tools via web browsers. DTA will also update its existing guidance on the use of public generative AI to reflect this and include practical examples to support responsible use.

The work will help shift the risk appetite across agencies and enable staff to access general-purpose AI tools at no cost. Each agency will need to implement the changes independently and should consider using safeguards like upload blockers to manage risks around classified or personal information or other sensitive information.

Support for AI tool procurement

The government will continue to enhance AI procurement pathways to make it easier for agencies to access trusted AI products and services in line with government standards. This will help address concerns from agencies that are cautious about adopting tools when changes like added generative AI features are introduced without prior notice or clear guidance. DTA is introducing AI-specific subcategories within procurement panels like BuyICT and Digital Marketplace, helping agencies identify vendors with proven capabilities and adopt AI tools consistently and quickly. This also helps ensure alignment with the government's technical and ethical standards, reducing duplication and accelerating the safe adoption of AI solutions across the APS.

The DTA is also developing guidance to support AI procurement across government. The guidance will include a practical procurement checklist and aims to help agencies find and manage AI-related risks while supporting procurement best practices. The Department of Finance and the DTA are working together to ensure that current procurement arrangements remain fit-for-purpose for a rapidly evolving supplier ecosystem and new business offerings.

Women are significantly underrepresented across STEM and mixed STEM occupations. As government plays a key market-shaping role, future consideration will be given to better integrating gender equity objectives in AI or STEM-related procurement to ensure public investment aligns with both productivity and social equity goals, which will help deliver on objectives of *Working for Women: A Strategy for Gender Equality*.

Additionally, procurement processes, risk, and security assessments are often duplicated across agencies due to low visibility. AI adoption is slowed and disincentivised where agencies are faced with these processes.

Re-using intellectual property

GovAI will provide a platform for making intellectual property (IP) discoverable and reusable across the APS which will reduce duplication, reduce costs, and accelerate knowledge sharing within the APS. Agencies frequently procure valuable IP from consultancies or develop their own IP including strategies, code for scenario analysis, and applications (many of which will be AI empowered). But these materials are often invisible across government. As a result, agencies approach the market at significant expense for work that already exists. The platform will be consistent with the intellectual property principles for Commonwealth entities.

Making IP easily discoverable will allow agencies and centres of excellence (such as Australian Government Consulting) to efficiently synthesise insights from existing contract materials, approaches and reports, and consolidate Commonwealth-owned outputs. With tailored support to align materials with each agency's needs, the APS could strengthen internal capability and reduce dependence on external contractors.

The existing GovAI Use Case Library, which already includes 20 detailed AI use cases from across the APS, could be augmented to support this expanded capability. This could also learn from similar models, like the United Kingdom's i.AI Incubator with its open-source suite of tools on GitHub. As well as reuse of IP, having a common disclaimer for collecting data will ensure transparency around the government's use of that data with AI tools.

Consistent with the Data and Digital Government Strategy, agencies will make non-sensitive government data open by default. Opening and sharing these data assets enables AI development that supports evidence-based decision-making, drives productivity across sectors, and delivers better outcomes for people and business.

Central register of generative AI assessments

The government will create a centralised register, hosted on GovAI, for completed assessments for AI systems and services. For instance, this could include those conducted for Foreign Ownership, Control or Influence (FOCI) risk assessments, Information Security Registered Assessors Program (IRAP) assessments, cyber-security assessments of systems, and relevant impact assessments. This will help streamline procurement and deployment processes across the APS. Sharing of already completed processes will allow agencies to reference and reuse existing evaluations, speeding adoption. Agencies will be able to access prior assessments of platforms and tools conducted by other departments, not only saving time but also ensuring alignment with all security requirements across agencies.

The framework and documentation will be established in coordination with lead policy bodies such as the DTA and Department of Finance, and in close consultation with relevant bodies such as the Australian Signals Directorate (ASD) and the Department of Home Affairs. While agencies are ultimately responsible for ensuring compliance and risk management, sharing creates a starting foundation to achieve efficiencies and reduce duplicated effort where possible.

New whole-of-government cloud policy

Cloud adoption is critical for agencies to unlock the full potential of AI through enhancing service delivery, enabling real-time data access, and supporting advanced analytics. The government will develop a new whole-of-government cloud policy to support responsible AI use in government by ensuring agencies can securely and efficiently leverage cloud infrastructure.

The policy will set clear requirements for cloud use, guiding agencies to accelerate cloud uptake while maintaining compliance with protective security standards and uplifting workforce capability. It will also address legacy migration challenges, ensuring that transitions are managed safely and efficiently.

Going forward: Safe and secure data for Australians

As the government adopts and uses more AI, maintaining the security and safety of Australians' data will be critical. Consistent with existing information security and data protection frameworks and practices, the government will take a proactive approach throughout AI implementation to give Australians confidence their data is protected.

Appendix A: Plan deliverables

Trust



Initiative	Description	Targets, deliverables and measures	Expected timeframe
AI in government policy and guidance updates	The government will update AI policy to strengthen public trust in government by providing clarity, enhancing accountability, and ensuring effective risk identification and management in the use of AI.	- Updated Policy for the responsible use of AI in government published in December 2025 - Australian Government AI impact assessment tool to be published in December 2025	For publication in December 2025
AI Review Committee	Establish an AI Review Committee to enhance whole-of-government oversight and ensure consistent, responsible deployment of AI across the APS.	- Establishment - Identify membership, establish ToRs and secretariat, and amend policy and AI impact tool to reflect new high-risk use case workflow - Operationalise - Initial review of 1-2 high risk AI projects. Provision of advice, and reflection of lessons learned - Full maturity – review of all high risk cases – with meetings every 6 weeks, written advice to agencies, and full integration into Australian Government AI impact assessment workflows across agencies	- Mid 2026: establish - Late 2026: operationalise - Late 2026 to early 2027: full maturity
Clear expectations of external service providers	Equip agencies to assess risks and manage compliance throughout the procurement lifecycle, and meet their probity obligations under the Commonwealth Procurement Rules and the Policy for the responsible use of AI in government.	- Requiring suppliers under the whole of government Management Advisory Services (MAS) and People Panels to advise of any planned use of AI in delivering services - Update the Commonwealth Contracting Suite and Clausebank to include clauses in Commonwealth contracts clarifying accountabilities and transparency requirements regarding the use of AI	- By end 2025: MAS and People Panel - Early 2026: Commonwealth Contracting Suite and Clausebank
AI strategic communications	A centrally coordinated approach to internal communication to ensure agencies are aligned with consistent, clear messaging on the safe and responsible adoption of AI.	Develop clear AI messaging frameworks, stakeholder engagement plans, and content assets (FAQs, briefs) that support stakeholder engagement, trust-building and transparency	- Early 2026: Complete communications plan; CAIO cohort operationalised to provide messaging and authorising environment across APS - Mid 2026: Integration of AI use cases and benefits into standard reporting (including transparency statements); Establish initial materials on consultation and engagement approaches - Late 2026: Ongoing BAU; ongoing CAIO communications, transparency statements, etc; Adjustments to materials where needed to remain current and fit-for-purpose



Initiative	Description	Targets, deliverables and measures	Expected timeframe
Foundational learning	Build the foundational capability of public servants to use AI responsibly and effectively	- Agencies must implement mandatory training for all staff on responsible AI use under the updated Responsible use of AI in government policy (December 2025) - Deliver practical learning, including via interactive training resources and webinars - Develop and deliver foundational senior leader capability supports on leading AI adoption - Work with the Chief AI Officers to continue to build communities of practice and encourage peer learning to support sustainable AI adoption	- Mandatory requirement of foundational AI literacy training will be implemented as part of the AI in Government Policy Update by the end of 2025 - Agencies have 12 months to implement mandatory training requirement. DTA's AI fundamentals training module is available via APSC (APS Academy) for agency use to meet this requirement - Practical learning webinars have commenced and will be delivered on an ongoing basis - Foundational senior leader capability supports will be underway by the end of 2025 - Work with CAIOs will progress alongside their appointments in 2026, and will be ongoing to support sustainable capability development
Staff consultation and engagement	Issue a Circular setting out clear standards for consultation on AI-related workplace changes.	- A Circular issued by the APSC with clear standards for AI-related consultation - Standards in the Circular align with APS Enterprise Agreements - The Circular complements existing engagement mechanisms (e.g. Agency Consultative Committees) to support meaningful consultation	End of 2025 or early 2026 (subject to consultation, with unions and agencies, on proposed Circular contents)
AI delivery and enablement	Establish a central function to take the lead in accelerating the deliberate uptake of safe and effective AI.	- Portfolio of high-priority AI use cases adopted across APS agencies. - Authoritative guidance and frameworks to resolve common AI adoption barriers - APS AI Plan implementation and communication materials - System-wide AI tracking, monitoring, and evaluation protocols	- Early 2026: Establish and commence meetings of CAIOs; Formalise initial scan of adoption barriers, possible tracking and reporting metrics - Mid 2026: Adoption strategy for priority use cases; Publish research and insights gathered from engagement, including on adoption barriers; Prototype and test adoption metrics and reporting protocols - Late 2026: Tracking insights to inform APS-wide adoption initiatives; Scale priority use case adoption strategy; Resolve and scale solutions to first set of adoption barriers - Late 2026: Ongoing BAU; 1-year review of use case portfolio, resolved adoption barriers, AI adoption metrics, and AI Plan progress
Chief AI Officers	Appointment of SES-level leaders to accelerate consistent and collaborative AI capability development across the APS. Chief AI Officers (CAIOs) will drive adoption and advocate for strategic change within their agencies.	CAIOs to be appointed by every agency	All agencies are expected to appoint CAIOs in 2026



Initiative	Description	Targets, deliverables and measures	Expected timeframe
GovAI open trial / GovAI: centrally hosted AI services	Leverage GovAI as a centralised AI hosting service to provide agencies a secure, Australian-based platform for developing customised AI solutions at low cost.	- Tools that boost productivity and support safe, responsible AI use - Interactive training, use case library, and collaboration space to uplift capability and encourage use - Development environments and AI model brokerage for safe Gen AI experimentation and deployment - Shared knowledge stores to support AI training and inference	Late 2026 for foundational capabilities with milestone deliverables throughout 2026, including provision of vetted, onshore versions of AI models and capability support
GovAI Chat	Provide access to secure generative AI for everyone in the public service.	Pilot a purpose-built AI assistant, GovAI Chat, for APS staff leveraging GovAI	Mid 2026 for a beta trial to be deployed to gather APS user feedback, and to test core functions and security
Guidance on public and enterprise AI services	Clear guidance on the use of public generative AI tools to give public servants confidence to use platforms like ChatGPT, Claude, and Gemini up to OFFICIAL level information.	- Protective Security Policy Framework Policy Advisory 1 – OFFICIAL Information Use with Generative Artificial Intelligence published 07 October 2025 (Department of Home Affairs) - Updated Staff guidance on public generative AI published 10 October 2025 (Digital Transformation Agency) - Updated Agency guidance on public generative AI published 10 October 2025 (Digital Transformation Agency)	Completed
Support for AI tool procurement	Continue to enhance AI procurement pathways to make it easier for agencies to access trusted AI products and services in line with government standards.	- Guidance on AI procurement in government to be published by December 2025 - Introducing AI-specific subcategories within Marketplaces and Panels on BuyICT.gov.au - AI Model Contract published by October 2025 - Existing AI model contract clauses to be maintained and updated in line with AI advancements	- Guidance on AI procurement to be published by December 2025 - Broader AI procurement tool changes to be complete by late 2025 to early 2026
Re-using intellectual property	Provide a platform where intellectual property (IP) is discoverable and reusable across the APS which will reduce duplication, reduce costs, and accelerate knowledge sharing within the APS.	An upgraded GovAI Use Case Library that supports IP storage and reuse across agencies in collaboration with Australian Government Consulting	- Early to mid 2026: Service design and consultation - Late 2026: Development and launch



Initiative	Description	Targets, deliverables and measures	Expected timeframe
Central register of generative AI assessments	A centralised register for completed assessments for AI systems and services.	Establish a secure, centralised register for completed generative AI assessments (including FOCI, IRAP, cyber-security, and impact assessments), enabling agencies to reference and reuse prior evaluations to streamline procurement and diffusion across the APS.	Mid 2026: OFFICIAL:Sensitive document storage
New whole-of-government cloud policy	A new whole-of-government cloud policy to support responsible AI use in government by ensuring agencies can securely and efficiently leverage cloud infrastructure.	Whole-of-government cloud policy published in December 2025	Completed

