



PROFESSIONALS AUSTRALIA

# AI SURVEY REPORT

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## THE MOMENT WE CAN'T IGNORE

Artificial Intelligence (AI) is changing the way Australians work, but not always for the better. In too many workplaces, AI is being rolled out at speed without consultation, explanation, or safeguards. The professionals who build and use these systems every day are being left out of the decisions that shape their future. This report gives them a voice.

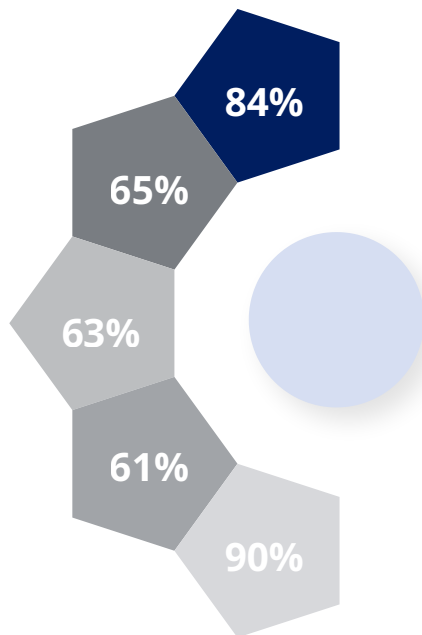


PROFESSIONALS  
AUSTRALIA

“AI arrived in our workplace without warning. We’re expected to trust it, but not question it.”

— Survey respondent,  
ICT sector

# WHAT THE DATA SHOWS



- ✓ **84% of respondents** are concerned about AI being used to make decisions that affect their work.
- ✓ **65%** list **privacy and data integrity** as their main worry.
- ✓ **63%** say **transparency** is missing in how AI systems reach conclusions.
- ✓ **61%** identify **bias** as a major risk. Most already use AI tools, yet **fewer than 1 in 5** have received any formal training.
- ✓ **Over 90%** believe Australia needs stronger legislation to govern AI at work.

## WHAT IT MEANS

AI is no longer a future issue. It is already influencing who gets hired, promoted, or monitored. Professionals want innovation, not exploitation. They support AI that enhances expertise, improves productivity, and strengthens trust. What they oppose is reckless automation that cuts people out of the loop and hides accountability behind code.

When experts are excluded, systems fail. Productivity gains disappear. Bias multiplies. The survey confirms what many have felt for years: rushed AI won’t work.

# WHAT MUST CHANGE

Professionals Australia will use these findings to campaign for a national shift toward responsible, expert-led AI.

Our framework focuses on four principles:

- **Consultation and Co-design:** Professionals involved in every stage of AI planning and rollout.
- **Transparency and Accountability:** Explainable systems, clear rights of appeal.
- **Upskilling and Capability:** Proper training as a right, not a privilege.
- **Human plus AI Governance:** Keeping expert judgement at the centre of decision-making.

# THE CALL TO AUSTRALIA

AI is rewriting the rules of work. The people who understand it best must help write those rules.

- **Government:** Legislate consultation and create a National AI Authority.
- **Employers:** Commit to transparency, education, and worker voice in all AI systems.
- **Professionals:** Share your experiences, join the campaign, and help shape AI for the common good.

AI should lift people up, not leave them behind.

**Professionals Australia is leading the movement to make sure it does.**



# WHY THIS REPORT EXISTS

Artificial Intelligence (AI) has become the defining technology of this decade. It already shapes how Australians design, build, diagnose and communicate. Yet the pace of adoption is far outstripping the rules, safeguards and skills needed to use it safely.

For many professionals, AI is no longer an abstract debate. It is part of daily work, assessing performance, screening candidates, writing code, and analysing data. The problem is that it is often introduced without consultation, training or accountability. Decisions that once relied on expertise are being replaced by opaque algorithms. Confidence in the technology is being eroded, not built.

Professionals Australia launched the AI at Work survey to cut through the hype and capture what is really happening on the ground. More than 2,000 professionals across science, technology, engineering, architecture and pharmacy shared their experiences with us.



*Figure 1: Professional representation in the AI at Work survey.*

These diverse sectors highlight that AI is no longer confined to tech companies. It now shapes decision-making across the entire professional economy. Their message is clear: Australians are ready for AI, but they want it implemented responsibly, ethically and with expert input at every stage.

The findings reveal both a warning and an opportunity. Rushed, top-down AI is already creating risks, from data breaches and bias to burnout and distrust. But when professionals are involved in the design and governance of these systems, AI can deliver enormous benefits: smarter decision-making, safer workplaces and higher-quality services.

Australia now faces a choice. We can allow automation to happen to workers, or we can shape a future where technology and human expertise work together. Getting this right is not optional. It is central to productivity, fairness and national trust in the digital economy.

This report exists to make that choice visible. It brings together the voices, evidence and solutions needed to guide responsible AI in every workplace. It is part of Professionals Australia's ongoing campaign to ensure that the people who understand technology best have a decisive say in how it changes their work, their industries and their country.

## LISTENING TO AUSTRALIA'S EXPERTS

The AI at Work survey was designed as a national listening exercise. Professionals Australia wanted to hear directly from the people who build, operate and maintain Australia's most advanced systems: the engineers, scientists, architects, technologists and pharmacists whose work already sits alongside artificial intelligence every day. These professionals are not spectators in the AI era. They are the people making it real.

## WHO TOOK PART

More than **2,000 professionals** across every major industry where AI is in use shared their experiences. Respondents came from both private and public sectors, representing roles that keep critical systems running, from infrastructure and software to healthcare and research.

This mix gives the findings a unique credibility because they reflect what AI looks like from the ground up, not from a boardroom view.

The visual below summarises the mix of roles and question areas that produced both quantitative and qualitative insights.

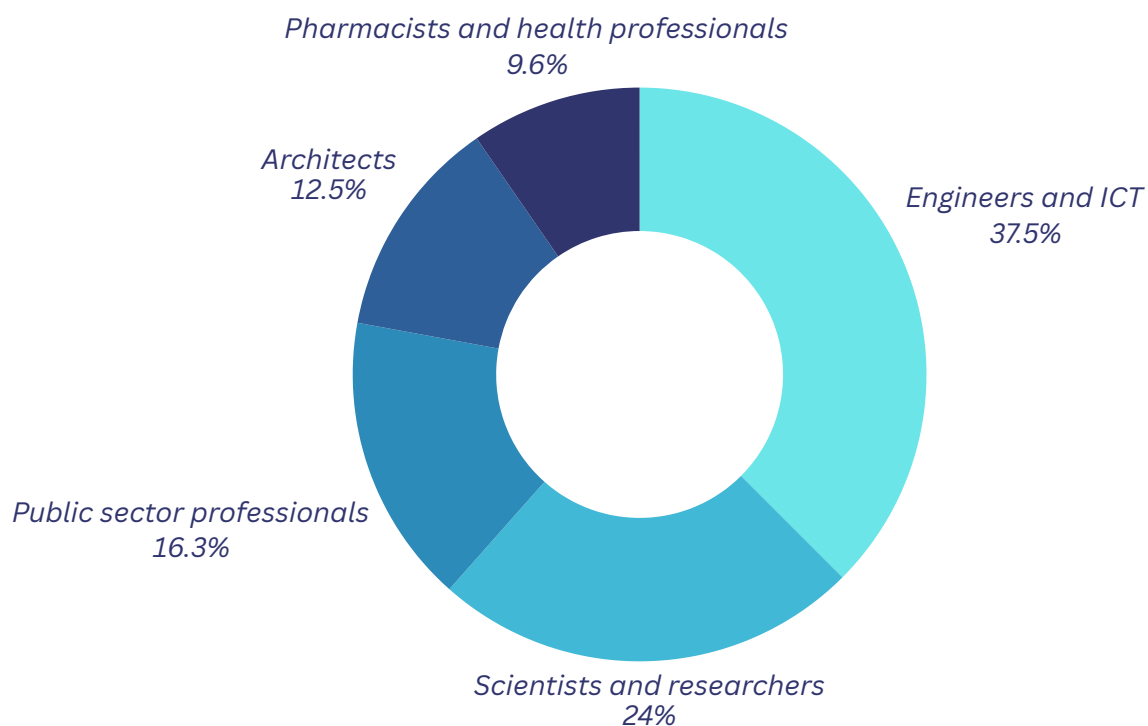


Figure 2: Distribution of participants by profession.

- **Engineers and ICT:** roughly 37–39%
- **Scientists and researchers:** around 23–25%
- **Public sector professionals:** about 15–17%
- **Architects:** around 11–13%
- **Pharmacists and health professionals:** about 9–10%

## SURVEY DESIGN

The survey featured **32 questions** covering five areas that define the AI experience at work:



*Figure 3: Core focus areas of the AI at Work survey.*

A combination of multiple-choice and open-ended questions allowed professionals to quantify their experience and explain it in their own words. These qualitative responses, thousands of written insights, reveal the emotional and technical reality behind the data.

## HOW RESPONSES WERE ANALYSED

Responses were reviewed through both quantitative and qualitative methods.

- Statistical data was compiled into comparative graphs to identify dominant themes across industries.
- Open comments were coded and grouped to uncover recurring patterns such as training gaps, lack of consultation, rising workload stress and the desire for more collaborative AI.
- Quotations featured throughout this report have been selected to represent typical professional experience and tone.

To ensure accuracy, findings were cross-checked with international studies from the OECD, McKinsey and the European Union's AI Act consultation. The goal was not only to show what is happening in Australian workplaces but to place it within a global pattern of accelerating automation and lagging governance.

## WHY THIS METHOD MATTERS

This survey is the most comprehensive account so far of how Australian professionals are living through the AI transition. It captures the ground truth of technological change from the people most qualified to speak about it. These insights are not just data points; they are testimony.

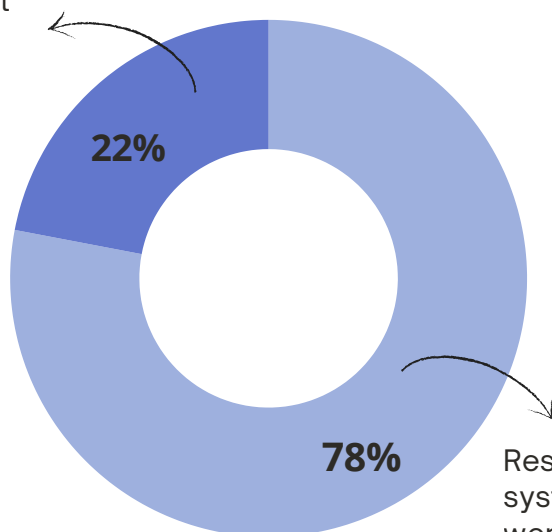
Every percentage in this report represents real expertise, real impact and a clear warning: if AI continues to be rolled out without the guidance of those who understand it best, Australia risks turning its greatest opportunity into a preventable crisis.



The AI at Work survey captures how Australian professionals are experiencing one of the most rapid workplace transformations in decades. Across every sector, the findings show a clear truth: professionals believe in the potential of AI, but they are deeply concerned about how it is being introduced. They want innovation that respects expertise, safeguards fairness, and strengthens, not weakens, the quality of work.

## 1. AI IS ALREADY PART OF DAILY WORK

Respondents have not yet used AI in their role.



Respondents using AI tools or systems as part of their current work.

Figure 4 illustrates widespread exposure to AI, showing that more than three-quarters of professionals already use AI at work.

- The majority of respondents are already using AI tools in some form, from data analysis and automation to design and documentation.
- Professionals see AI as inevitable and increasingly essential to their work.
- However, implementation is often inconsistent, rushed or untested before rollout.

"AI arrived before the plan did." – Survey respondent, engineer

## 2. TRAINING IS LAGGING BEHIND ADOPTION

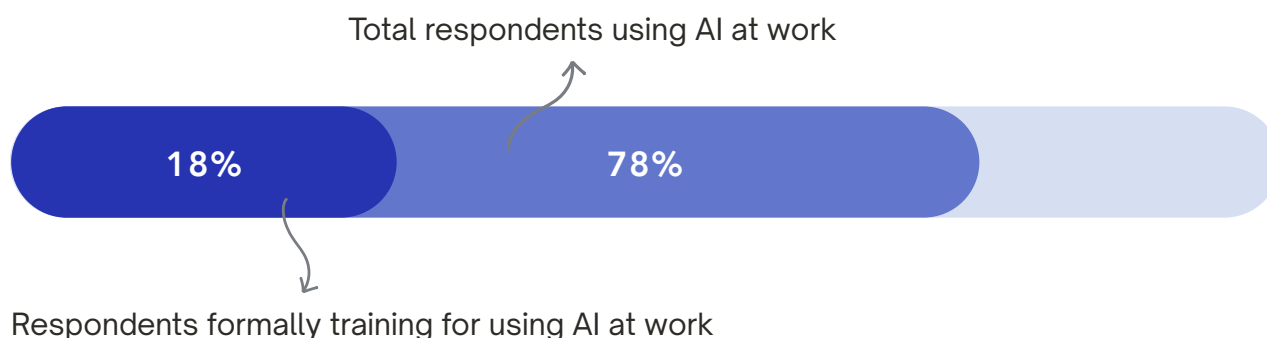


Figure 5 shows the gap between usage and training: almost universal exposure contrasted with very limited education or governance support.

- Although AI is now part of everyday practice, fewer than one in five professionals have received formal training or guidance from their employer.
- Many reported learning through trial and error or peer support.
- This training gap is causing uneven performance, confusion and avoidable risk.

**Key theme:** Professionals are not afraid of AI. They are frustrated by the lack of structured support to use it well.

## 3. CONSULTATION IS ALMOST NON-EXISTENT

- Although AI is now part of everyday practice, fewer than one in five professionals have received formal training or guidance from their employer.
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## 4. CONCERN ABOUT PRIVACY, FAIRNESS AND BIAS IS WIDESPREAD

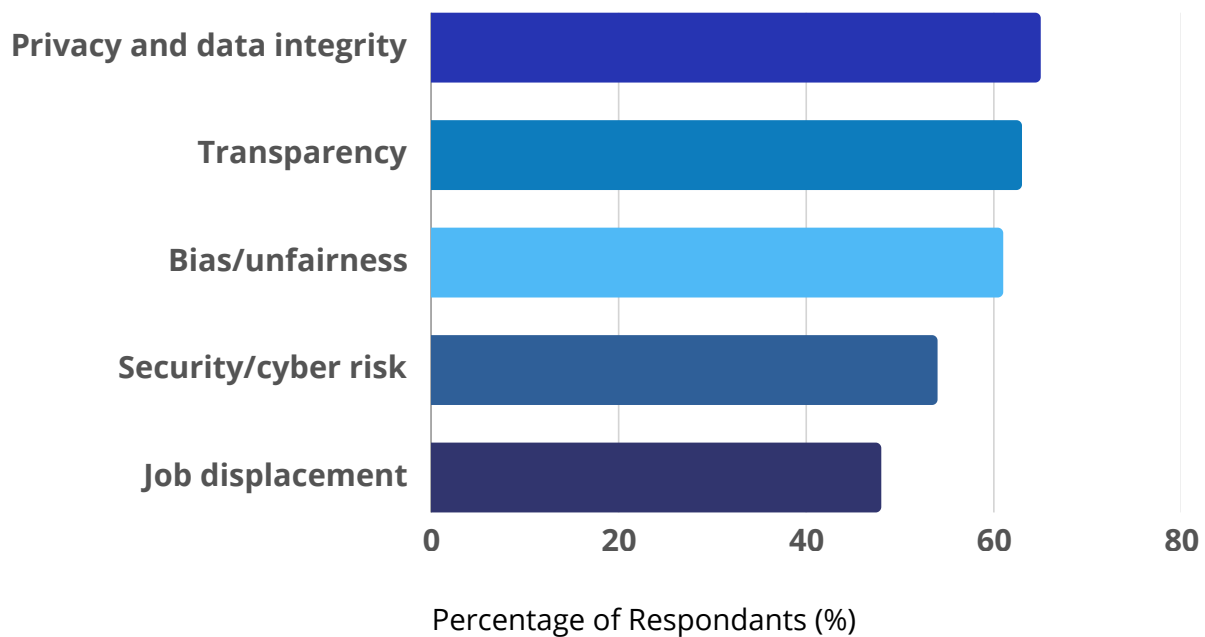
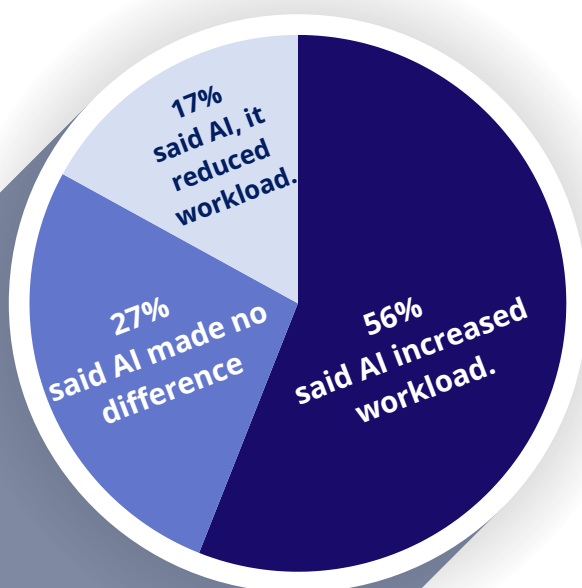


Figure 6 shows privacy and transparency leading the list of professional concerns, followed closely by bias and security risk.

Respondents describe "black box" systems where no one knows who is accountable when something goes wrong. Without transparency, even useful AI systems lose legitimacy.

## 5. AI IS INCREASING, NOT REDUCING, WORKLOAD



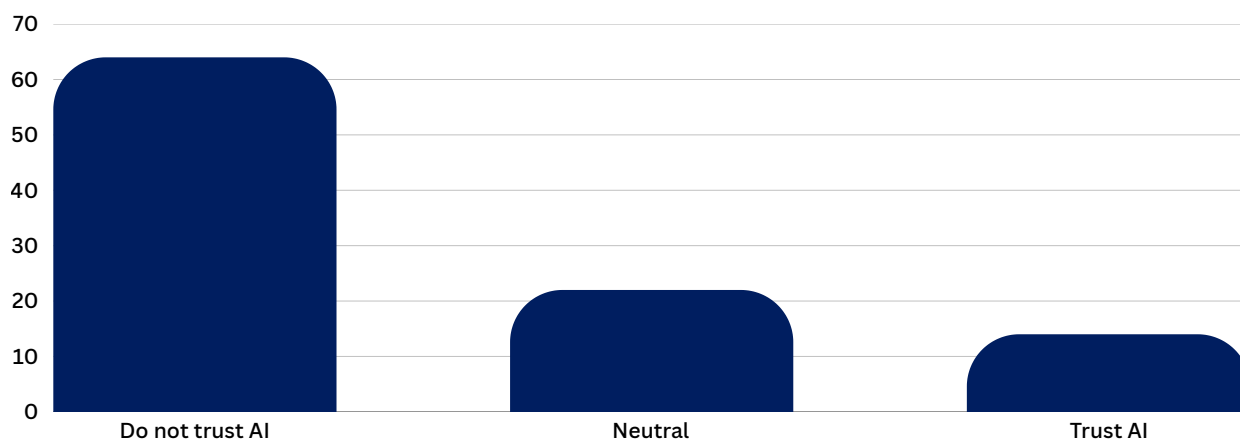
- Many professionals reported that AI adds tasks rather than removes them, because outputs must be checked, corrected or re-done.
- Several described spending extra hours validating AI results or cleaning data errors.
- The promise of productivity is being replaced by pressure and fatigue.

"It is meant to save time, but it keeps creating more work."

– ICT professional

Figure 7 visualises that the majority of professionals experience AI as additional work rather than a relief.

## 6. CONFIDENCE IS FALLING AS RISKS RISE



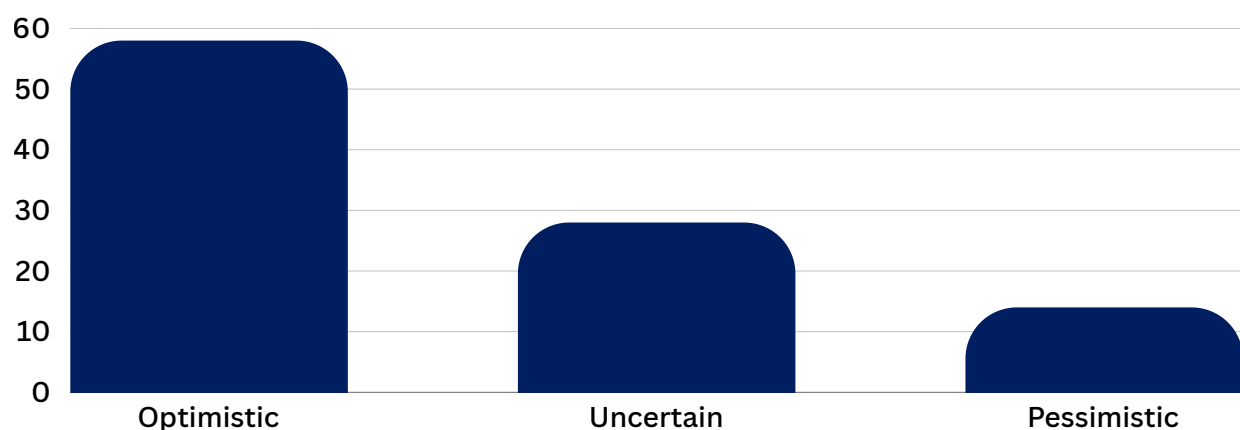
### Confidence in AI to make decisions without human oversight.

Figure 8 displays the confidence gap, showing a steep decline in trust as reliance on AI increases.

- Professionals expressed growing anxiety about automation replacing expertise rather than supporting it.
- Some fear surveillance, data misuse or job redesigns that reduce professional judgement.
- Others said they have been excluded from key decisions despite being responsible for system outcomes.

**Finding:** The trust gap between management decisions and professional experience is widening.

## 7. OPTIMISM REMAINS IF AI IS DONE RIGHT



### Respondents' opinion on AI's potential if guided responsibly

Figure 9 conveys that most professionals remain cautiously hopeful about AI when ethics and expertise are respected.

- Despite frustration, respondents remain positive about AI's potential.
- They see opportunities for better data analysis, streamlined admin and smarter decision-making if professionals are properly involved.
- Professionals Australia members want to be part of the solution, not bystanders.

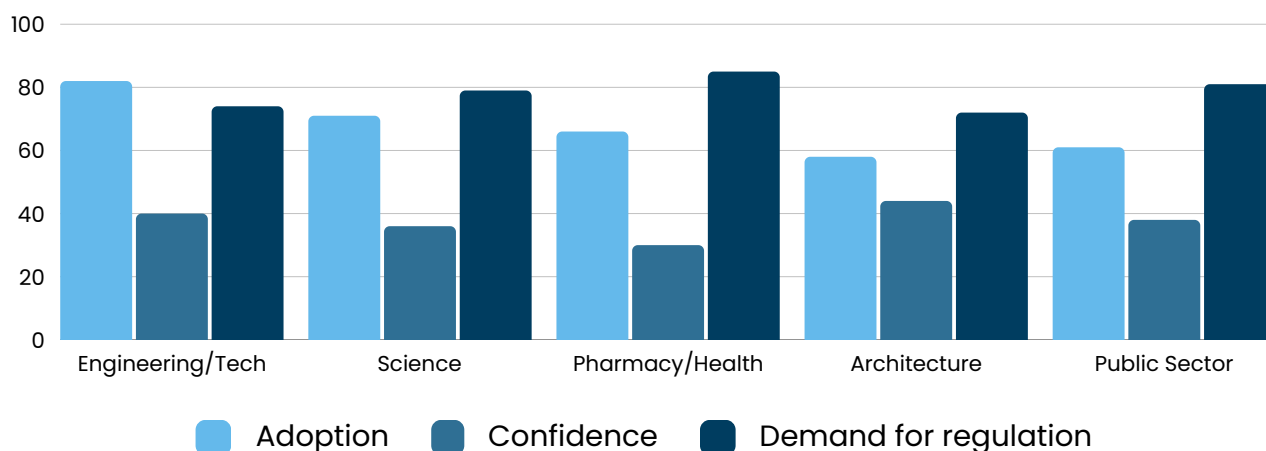
**Key phrase:** The data shows conditional optimism that depends on expertise and fairness.

## 8. STRONG DEMAND FOR REGULATION AND SHARED ACCOUNTABILITY

- More than 90% of respondents support stronger, enforceable regulation to govern AI in workplaces.
- They want consultation built into law, along with the right to know when AI is being used, how data is stored, and who is responsible for its outcomes.
- Many also called for a national authority to audit AI systems and workplace use.

**Finding:** The call for stronger guardrails is not resistance. It is professionalism in action.

## 9. VARIATION ACROSS SECTORS

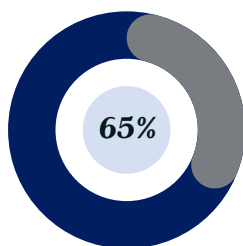


*Figure 10 displays these sectoral contrasts, showing that while adoption is high everywhere, confidence is lowest in safety-critical fields such as health and science.*

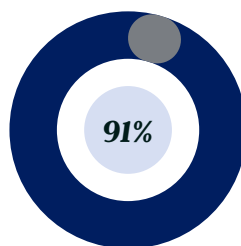
- Technology and ICT professionals show the highest adoption but also the sharpest awareness of flaws and risks.
- Health and pharmacy professionals emphasise safety, accuracy and ethics.
- Scientists focus on data integrity and reproducibility.
- Engineers and architects stress practical reliability and human oversight.

Each sector faces unique challenges but shares the same message: expertise must not be sidelined.

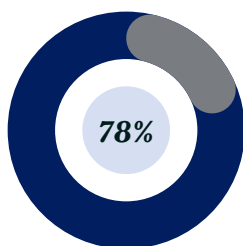
## 10. THE NATIONAL MESSAGE



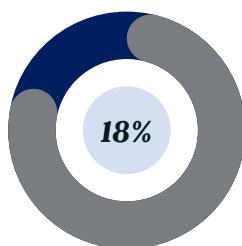
**Cite privacy as top concern.**



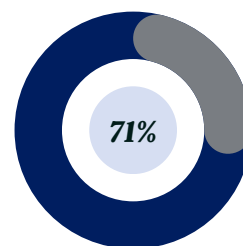
**Call for regulation of AI**



**Use AI at work.**



**Trained for AI**



**Not consulted.**

The survey shows a workforce ready to embrace technology but unwilling to accept careless implementation. Across every profession, the message is consistent and urgent:

**AI will only work for Australia when it is built and managed with professional input, transparency and trust.**



Artificial Intelligence is entering Australian workplaces faster than most organisations can govern or understand it. In many cases, AI is introduced with enthusiasm but without expertise, consultation or clear objectives. The result is a pattern that professionals across industries recognise: bold promises, poor planning and systems that create more problems than they solve.

## THE SPEED TRAP

Employers under pressure to appear innovative are adopting AI at a breakneck pace. Tools are launched before they are tested. Policies are copied from vendors instead of being developed in-house. Staff are told to use systems they never helped design. This rush to automate creates chaos behind the scenes.

Professionals report that new tools often duplicate existing processes rather than replace them. Data becomes fragmented across incompatible platforms. Automated outputs require so much correction that productivity drops instead of rising. What begins as digital transformation ends as digital disorder.

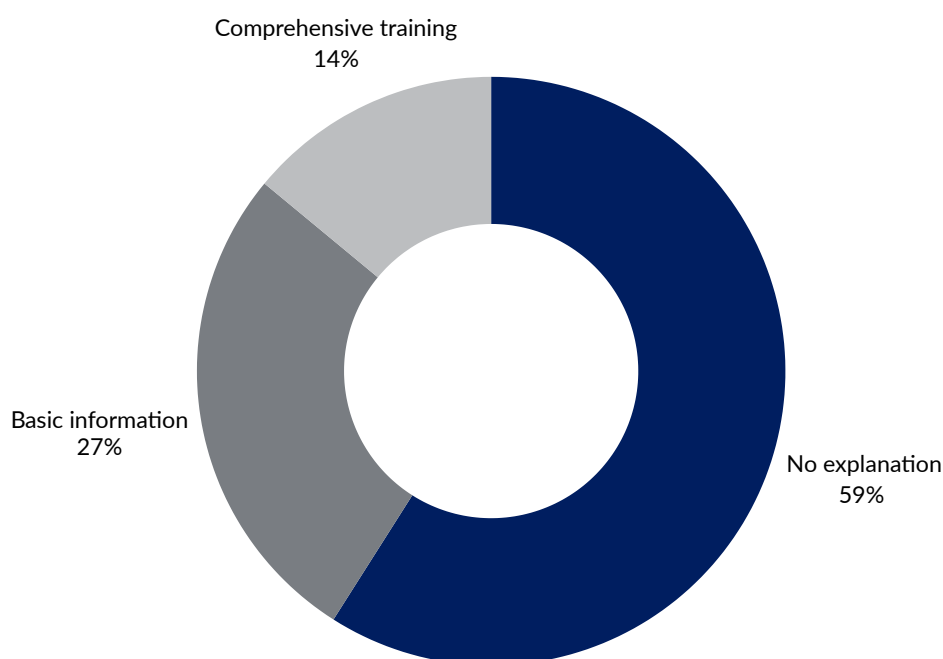


Figure 11: Shows most professionals were given little to no information or training when AI was introduced in their workplace.

## THE HIDDEN COSTS

Every rushed rollout leaves a trail of invisible cost.

-  **Time:** Hours lost to fixing, checking and troubleshooting errors.
-  **Trust:** Confidence eroded when management overruns expert advice.
-  **Money:** Budgets consumed by rework and unplanned upgrades.
-  **Morale:** Professionals drained by systems that make their jobs harder.

Survey respondents said AI tools were promised to save time, but instead, delivered constant rework and confusion. In too many workplaces, the promise of efficiency has become a cycle of frustration.

## TECHNICAL RISKS MULTIPLY

The technical consequences of cutting corners are significant.

- Incomplete data governance allows confidential information to leak.
- Code written or edited by generative tools introduces security vulnerabilities.
- Training data ages quickly, producing inaccurate or biased results.
- Systems fail to integrate with legacy software, creating duplication and data loss.
- Audit trails vanish, making accountability impossible when errors occur.

These are not abstract risks. They are problems that technical professionals encounter daily. They know how to fix them, but they are rarely invited to shape solutions.

## THE HUMAN TOLL

Rushed AI has a human cost. Professionals describe heavier workloads, blurred accountability and declining confidence in decision-making. Instead of being empowered by technology, many feel undermined by it. Some worry about safety-critical environments where errors could have real-world consequences. Others fear surveillance and loss of autonomy as management uses AI to monitor output instead of improving it.

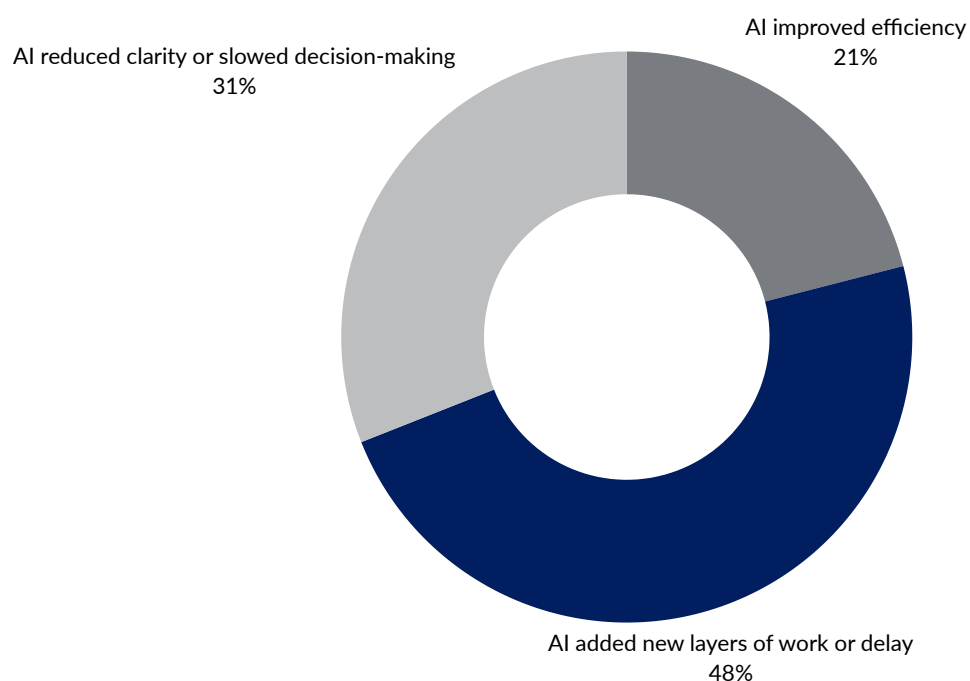
"The system keeps making mistakes, but we are the ones fixing them  
– Survey respondent, technology sector

These experiences are reshaping workplace culture. Professionals who once saw AI as a tool for progress now see it as a source of stress.

## A LESSON IN EXPERTISE

The evidence is clear. Rushed AI does not fail because technology is bad. It fails because expertise is missing. When professionals are involved from the beginning, problems are caught early, systems are safer, and innovation becomes sustainable. When they are excluded, efficiency is no more than an illusion.

**The lesson here is simple:** AI succeeds when professionals lead it, not when they are forced to chase it.



*Figure 11: Shows most professionals were given little to no information or training when AI was introduced in their workplace.*

Professionals across Australia see AI not as a threat, but as a test. It is a test of whether technology will serve people or replace them, whether progress will strengthen expertise or erode it. The survey makes it clear: professionals want AI that improves work, not undermines it. They know what good AI looks like, because they live with the results when it is done badly.

Good AI is not defined by the latest software release or algorithmic upgrade. It is defined by the conditions under which it is designed, deployed and governed. When those conditions are addressed, AI becomes a genuine force for progress. When they are ignored, the same AI becomes a form of risk.

## 1. TRUST THROUGH TRANSPARENCY

Professionals value AI that can be explained and questioned. They want to see how it works, who controls it and how decisions are made. Trust grows when information is open and accountability is clear.

In workplaces where management shared information and sought early feedback, professionals reported smoother adoption and higher confidence.

*Insight: Secrecy breeds suspicion. Openness builds reliability.*

## 2. PARTNERSHIP, NOT REPLACEMENT

Good AI enhances human intelligence. It does not erase it.

Professionals want systems that reduce repetition and allow them to focus on problem-solving, creativity and judgement. They reject tools that strip away discretion or replace expert oversight with automation.

AI succeeds when it amplifies skill rather than substitutes for it. It should make work more meaningful, not mechanical.

*Insight: The goal is collaboration between human thinking and machine efficiency.*

## 3. CONSULTATION FROM START TO FINISH

Every professional understands that design without consultation leads to failure. They want to be part of planning, testing and review, not only after problems appear. Consultation ensures that real-world challenges are understood before systems go live.

When professionals are involved early, they prevent costly errors and raise confidence across the organisation.

***Insight:** Consultation is not a courtesy. It is the foundation of quality.*

## **4. EDUCATION THAT EMPOWERS**

Professionals want training that keeps pace with technology. They want to understand both the capability and the limitations of AI. Structured education, not one-off tutorials, turns uncertainty into confidence.

Where employers have invested in training, professionals are the first to adopt and improve new systems. Knowledge is what converts resistance into innovation.

***Insight:** The strongest safeguard against failure is an informed workforce.*

## **5. ETHICS THAT ARE BUILT IN, NOT BOLTED ON**

Professionals believe ethics should shape AI from the beginning, not be added after harm occurs. They want fairness, accountability and safety embedded into design, procurement and evaluation. Bias, data misuse and opaque decision-making must be treated as critical system faults, not acceptable side effects.

***Insight:** A system that ignores ethics cannot be called intelligent.*



## 6. RESULTS THAT MATTER

Professionals judge technology by outcomes, not headlines.

They value AI that improves accuracy, safety and service quality, not tools that look impressive but add no real benefit. Success is measured in safer patients, faster design cycles, cleaner data and stronger professional standards.

**Insight:** Progress is proven in performance, not promises.

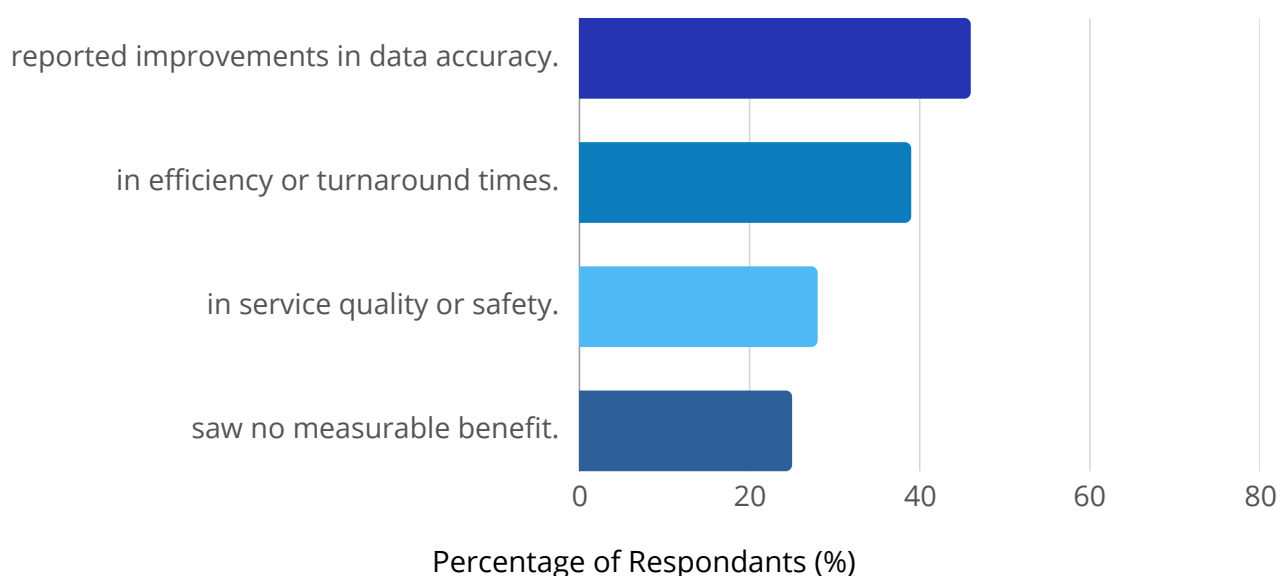


Figure 13: Professionals recognise real value when AI delivers measurable accuracy, safety and efficiency gains.

## THE PROFESSIONALS' BLUEPRINT

Across every profession, one message is constant: AI will work for Australia only if it is built with the same rigour and integrity that professionals bring to their own fields. They are ready to guide that process. What they ask for is not control, but partnership and a seat at the table where technological change is decided.

Good AI is transparent, ethical, inclusive and human-centred. It lifts performance without lowering standards. It strengthens both people and systems.

**Australia can have innovation and integrity at the same time. The way to achieve it is to let professionals lead.**

Behind every smooth AI announcement sits a messy reality that only professionals can see. Code that looks flawless on launch day starts to fail in production. Datasets drift, Security gaps widen, and Integration breaks under pressure. These are not futuristic problems. They are the daily reality of rushed automation in Australian workplaces, and the people fixing them are often those left out of the design stage.

Professionals Australia members work at the intersection of theory and reality. They build, test and maintain the systems that keep hospitals, transport networks, laboratories and digital infrastructure running. Their experiences reveal what happens when AI is deployed without expert oversight: productivity collapses, security weakens, and public trust erodes.

## **1. CODE THAT LOOKS RIGHT BUT BEHAVES WRONG**

AI-generated code can appear functional yet hide inefficiencies that multiply over time. Engineers describe scripts that loop endlessly, mismanage resources or conflict with existing software. What looks like automation becomes constant correction work. Each fix consumes time, erodes trust and inflates budgets.

**Insight:** A line of code can run perfectly and still fail the system if no one checks what it connects to.

## **2. SYSTEMS THAT INVITE ATTACK**

When deadlines replace due diligence, security becomes optional. Professionals report projects that launch with untested APIs, unencrypted data and hardcoded credentials still in place. These shortcuts open doors for data breaches and ransomware attacks. Without cybersecurity specialists at the table, every rollout becomes a risk.

**Insight:** Security is not a patch. It is part of the foundation.

## **3. DATA THAT DECAYS IN SILENCE**

AI models rely on training data that can become outdated quickly. Without expert monitoring, this decay goes unnoticed until decisions start to go wrong. In health, that can mean inaccurate diagnostics; in infrastructure, flawed design modelling; and in research, unreliable results. Professionals warn that a "set and forget" approach to data maintenance is the fastest route to failure.

**Insight:** Data needs the same care and upkeep as any other critical asset.

## 4. WORKFLOWS THAT COLLAPSE UNDER AUTOMATION

Poor integration turns useful technology into operational noise. AI tools that do not align with existing IT systems duplicate effort and disrupt reporting lines. Scientists, engineers and public servants describe spending more time reconciling outputs than analysing them. Instead of streamlining processes, rushed automation adds another layer of work.

**Insight:** Technology that breaks the workflow is not innovation. It is interference.



## 5. ALGORITHMS WITHOUT EXPLANATION

Many AI systems in Australian workplaces operate as "black boxes" that make decisions no one can explain. Professionals find themselves accountable for results they cannot verify. When mistakes occur, there is no audit trail and no process to appeal outcomes. In regulated environments, this opacity is unacceptable.

**Insight:** A system that cannot be questioned cannot be trusted.

## 6. MORE WORK, LESS CREDIT

Across every sector, professionals describe AI that multiplies workload without recognition. Automated systems produce outputs that must be checked, corrected and cleaned before use. The human labour behind this correction is invisible. What was sold as efficiency becomes unpaid oversight, increasing burnout and turnover.

**Insight:** Automation without expertise does not reduce labour. It hides it.

## 7. ETHICAL AND LEGAL BLIND SPOTS

AI projects that bypass technical and legal review expose organisations to breaches of privacy, intellectual property and discrimination law. Professionals have already seen real cases where biased data or insecure design caused reputational and regulatory damage. The cost of ignoring professional ethics is measured in lawsuits and lost trust.

**Insight:** Ethical review is not bureaucracy. It prevents harm before it begins.

## 8. EXPERTISE IGNORED, PROGRESS LOST

Perhaps the most revealing insight from the survey is how often professionals predicted failures that leadership ignored. Engineers warned of data drift. Scientists raised concerns about bias. IT specialists highlighted insecure configurations. Each time, the system failed exactly as they said it would.

**Insight:** The most expensive AI error is the one someone already warned about.

## THE UNSEEN LAYER THAT KEEPS AUSTRALIA RUNNING

Professionals are the invisible infrastructure of safe innovation. They design and maintain the systems that keep industries productive and the public protected. The evidence is overwhelming. When experts lead, technology succeeds. When they are sidelined, progress turns into crisis.

Australia's AI future depends not on faster machines but on the people who understand them.

**AI cannot be safe, fair or functional without professional expertise.**



AI is changing how professionals work, decide and relate to each other. Behind every new tool or process are people adapting in real time, often without a voice in how the change unfolds. The survey shows how that feels: the loss of control, the rising pressure and the quiet persistence that keeps workplaces running.

## 1. LOSS OF CONTROL

Many professionals said AI systems were introduced overnight with no consultation or context. Tools appeared in their workflow before anyone explained how they worked or who was responsible for outcomes. The result is a growing sense that decisions are being made about them, not with them.

“It just appeared on my desktop one day. Now it tells me what to prioritise.”  
– ICT professional

When control is removed, accountability blurs. Professionals find themselves carrying the risk for decisions made by systems they did not design.

## 2. THE NEW WEIGHT OF WORK

AI was meant to reduce repetition. For many, it has done the opposite.

Professionals report longer hours spent checking outputs, correcting errors and training systems that were never ready for use. The mental load is heavy; constant vigilance, shrinking trust and pressure to keep performance steady when tools fail.

“It is like managing a junior colleague who never learns from their mistakes.”  
– Engineer

These experiences are reshaping morale. Stress and fatigue are growing where confidence should be.

### 3. PRIDE AND PERSISTENCE

Yet amid frustration, one theme stands out: commitment. Professionals keep fixing what does not work because they care about quality, accuracy and safety. They want AI to succeed but not at the cost of standards or integrity. Their effort is what prevents technical flaws from becoming public failures.

“We still make it work because that is what professionals do.”

– Scientist

### 4. WHAT MATTERS MOST

The data paints a picture of resilience. Professionals are not rejecting AI. They are asking for the resources and respect to use it well.

**AI is changing how they work, but not what they stand for: fairness, recognition and control over their craft.**



Professionals across Australia have made it clear that the future of AI depends on how it is built and who is involved in building it. The survey findings point to four non-negotiable principles that define responsible, expert-led AI. Together, they form a national blueprint for progress that protects both innovation and integrity.

## **1. CONSULTATION FIRST**

Every AI rollout must start with professional consultation. The people who understand the work best must help design the technology that shapes it.

Early involvement prevents technical failures, builds trust and ensures new systems reflect real conditions on the ground.

**Insight:** Progress starts with inclusion.

## **2. TRANSPARENCY BY DESIGN**

AI systems must be explainable, traceable and accountable from the beginning. Every decision that affects people's work, pay or safety must be open to human review.

Transparency turns AI from a black box into a tool that can be trusted.

**Insight:** What is explainable becomes reliable.

## **3. CAPABILITY THROUGH CONTINUOUS LEARNING**

Training is not an optional extra. Every professional deserves structured education that keeps pace with technology.

Continuous learning ensures that workers can use AI safely, ethically and confidently. It also allows innovation to scale without eroding quality.

**Insight:** Knowledge is the real safeguard.

## **4. HUMAN GOVERNANCE AT EVERY LEVEL**

No system should operate without human accountability. Decisions that affect people must remain under professional oversight.

Ethical frameworks, clear reporting and shared responsibility keep technology aligned with public interest and professional standards.

**Insight:** Technology must answer to people, not replace them.

## **PUTTING THE BLUEPRINT TO WORK**

These four principles are not abstract ideals. They are design rules for any organisation that wants to use AI responsibly.

They can guide government regulation, workplace practice and industry reform.

They can also serve as the foundation for a national policy agenda led by Professionals Australia and its members.

**Responsible AI is not only possible, but also practical. The blueprint already exists in the values of Australia's professional workforce.**



Professionals have shown what responsible AI looks like. The challenge now is turning knowledge into power. Australia can choose two futures: one where AI is done to people, or one where it is shaped by them. The survey points clearly to the second.

## 1. GOVERNMENT: BUILD THE GUARDRAILS

Regulation must move faster than hype.

- Create a **National AI Authority** with professional and worker representation.
- Require **consultation and disclosure** before any workplace deployment of AI.
- Tie public funding to projects that meet ethical and transparency standards.
- Fund national programs that build digital capability across the professional workforce.

**Result:** Innovation with accountability, not automation without control.

## 2. EMPLOYERS: LEAD WITH TRUST

Technology works only when people trust it.

- Involve professionals in every stage of AI design, testing and review.
- Keep an open **AI register** so staff know what tools are used and why.
- Invest in accredited, ongoing training for all employees.
- Recognise that human oversight is not a cost; it is the system's quality control.

**Result:** Safer technology, stronger teams and higher performance.

## 3. PROFESSIONALS: TAKE THE LEAD

Progress depends on participation.

- Speak up when AI systems fail ethical or technical standards.
- Share experiences and expertise through Professionals Australia.
- Join working groups, panels and advocacy campaigns that shape future regulation.

**Result:** A professional workforce that leads AI, not one that works around it.

## THE MOMENT FOR ACTION

AI is rewriting the rules of work. Australia must decide who holds the pen.

The solution is not slower technology; it is smarter governance and stronger human leadership.

**Professionals built this country's progress. With the right platform, they will define its digital future.**

“AI keeps changing how I work, but not why I do it. I still care about getting it right.”

– Engineer

“The system makes decisions I can’t explain, but I’m the one who has to justify them.”

– ICT professional

“We are not scared of AI. We are scared of what happens when no one listens to those who understand it.”

– ICT professional

“Most of us want AI to help. We just need time and training to make it safe.”

– Pharmacist

“AI has huge potential, but it cannot replace professional judgement. It should work with us, not over us.”

– Architect

## WHAT OUR MEMBERS WANT NEXT

Professionals want inclusion, transparency and respect.  
They want AI that lifts the quality of work, not the pressure of it.  
They want to be seen as partners in progress, not as people being replaced by it.

**These voices are the reality check every AI policy needs to hear.**



Australia is entering the AI era with enormous promise and equal responsibility. The technology is already reshaping how we work, learn and make decisions. The question is no longer whether AI will define our future but whether we will define it on our own terms.

The survey shows a country that believes in innovation yet refuses to trade ethics for speed. Professionals across every field want progress that strengthens public trust, protects standards and keeps people in control of the tools they use.

## **1. AI AND PUBLIC TRUST**

Public trust is the real measure of digital progress.

When people know how systems work and who is accountable, confidence grows.

When decisions become opaque, mistrust spreads and adoption falters.

Responsible AI is not a niche concern. It is the foundation of democratic legitimacy in a digital economy.

## **2. AI AND PRODUCTIVITY**

Ethical AI does not slow productivity. It sustains it.

Systems that are transparent, secure and well-governed save time, prevent errors and avoid costly repairs.

Innovation led by professionals delivers stronger returns because it works in the real world.

## **3. AI AND THE PUBLIC INTEREST**

AI should advance the same principles that guide every profession: evidence, safety and integrity.

When those values drive design and policy, technology becomes a public asset rather than a private risk.

That is the kind of progress Australians expect and deserve.

**This is Australia's moment to prove that innovation and fairness can grow together.**

**The future of AI will not be decided by machines. It will be decided by the people who build, guide and hold them to account.**

# JOIN THE MOVEMENT

Across Australia, professionals are holding the line between promise and risk. They are the reason AI delivers real results instead of empty headlines. Their expertise protects safety, data and public trust. Without them, innovation stops working.

Artificial Intelligence is not just a technical shift. It is a test of national values. Will progress mean replacing people, or empowering them? Will we chase speed at any cost, or build technology that strengthens fairness and skill?

Professionals Australia believes the answer is clear. Progress must be ethical, expert-led and human-centred.

## WHAT WE STAND FOR



**Transparency that earns trust.**



**Expertise that guides innovation.**



**Workplaces where people and technology succeed together.**



**A future where fairness is the measure of progress.**

Every professional has a stake in how this story ends.

Join the campaign for responsible, expert-led AI.

Share your insight. Speak up in your workplace. Be part of the national voice that insists on progress with integrity.

**AI will not define Australia's future. Professionals will.**

**Scan the QR code  
to join our us  
today**





PROFESSIONALS  
AUSTRALIA