



## FUTURE OF WORK SECRETARIES SUB-COMMITTEE

### POST-MEETING COMMUNIQUE

**DATE: 8 DECEMBER 2022**

The Secretaries Board Future of Work Sub-committee met to discuss the following issues.

#### **WHOLE-OF-GOVERNMENT POSITION ON FLEXIBLE WORK**

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Members discussed research and consultation findings about flexible work and considered the implications of a principles-based approach to flexible work for different roles and workforces. The Sub-committee agreed to further consultation across other departments and agencies in early 2023 to inform an APS-wide position on flexible work in the first half of 2023.

#### **PERFORMANCE, PRODUCTIVITY AND FLEXIBLE WORK PROJECT**

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The Department of Home Affairs presented findings of a Performance, Productivity and Flexible Work project led within the agency. This project explored the relationship between workforce performance and productivity and flexible working arrangements, to best support the use of flexible work while maintaining organisational demands.

The findings of this project provide useful insights for the APS when evaluating and maturing flexible work practices across the service.

#### **ATTRACTING AND RETAINING IN-DEMAND WORKERS**

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The Sub-Committee discussed labour market pressures impacting the APS's capacity to attract and retain staff from in-demand occupations and considered mechanisms to address these workforce risks, including provision of centralised guidance.

#### **IN-HOUSE CONSULTING CAPABILITY PROJECT**

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Members heard from the Secretary for Public Sector Reform, Dr Gordon de Brouwer PSM, on an update to the in-house consulting capability project, including the focus since the October 2022 Budget announcement and forward plans for 2023.

#### **NEXT MEETING**

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Meeting dates will be set in early 2023 with the next committee meeting scheduled early March 2023.