



POST-MEETING COMMUNIQUE

DATE: 25 AUGUST 2023

FUTURE OF WORK SECRETARIES SUB-COMMITTEE

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

CULTURALLY AND LINGUISTICALLY DIVERSE (CALD) REPRESENTATION AND IMPROVING THE EMPLOYMENT EXPERIENCE FOR DIVERSITY COHORTS

The Future of Work Sub-committee considered work on the APS Culturally and Linguistically Diverse employment strategy, which is currently under development by the APSC. The Sub-committee also agreed to pursue scoping work on how to improve the employment experience of people with a disability.

CONTINUING FOCUS ON CAPABILITY UPLIFT IN THE APS

The Sub-committee discussed the current interventions underway to target systemic capability gaps and considered the future strategic direction for uplifting APS capability, including upcoming capability initiatives for focussed development.

BUILDING APS CAPABILITY THROUGH REDUCING RELIANCE ON CONTRACTORS AND CONSULTANTS

The Sub-committee discussed work to reduce reliance on contractors and consultants and strengthen APS capability. Sub-committee members discussed the importance of APS staff doing core APS work and the particular circumstances in which it is appropriate to draw on the external workforce.

HIRING PRACTICES, RECRUITMENT AND MERIT IN THE APS

The Sub-committee agreed to support further consultation and exploration of hiring and recruitment practices and the application of merit in the APS to ensure fair, efficient and accessible approaches across the Service.

ENHANCING APS CAREER PATHWAYS

The Sub-committee considered further enhancements to the APS Career Pathways program including implementation of a sustainable charging model to continue the initiative.

NEXT MEETING

The Sub-committee will meet next on Friday 20 October 2023 and indicative agenda items include:

- Australian Government Consulting: progress update
- Strategic ICT and Digital Workforce Plan
- AI Taskforce update
- Asia Pacific update