



Communique

Date: Thursday, 22 February 2024

The Chair, Ms Mary Wiley-Smith farewelled Mr Rob Heferen from the Council and acknowledged the contribution that he had made over his two stints as a Council member. The Council noted that Mr Heferen's willingness to explore new approaches on issues like diversity, cognitive testing and mobility had been instrumental to sustaining and enhancing the APS approach to talent management.

Update from the Secretaries Talent Council Chair

Mr Chris Moraitis, Chair of the Secretaries Talent Council (STC), provided an update on the Secretaries' work. Mr Moraitis shared the importance of partnering with Deputy Secretaries Talent Council to build talent earlier in the SES pipeline, and to increase the STC's visibility of Band 1 and 2 talent.

Building a more diverse leadership pipeline

The Council discussed progress to build a more diverse talent pipeline, including actions taken in 2023. The Council noted that the data indicated it had made significant progress on gender and was contributing to greater gender balance at the SES Band 3 Classification.

The Council reflected that further progress needed to be made to increase representation in the talent pipeline from diversity groups. It looked forward to reviewing the outcomes of the First Nations SES Development Planning Program later in the year.

Round 8 assessment update

The Council received an update on Round 8 of talent assessment. The Council noted that the current round is the largest and most diverse round to date with 39 SES Band 1s and 2s participating. A larger number of portfolio agencies have nominated participants this year.

The next Council meeting is scheduled for July 2024.