



POST-MEETING COMMUNIQUE

DATE: 26 JULY 2024

CAPABILITY AND WORKFORCE COMMITTEE

The Secretaries Board Capability and Workforce Committee (formerly Future of Work Sub-committee) met to discuss the following matters.

BUILDING PSYCHOLOGICAL SAFETY IN THE APS

The Committee discussed the discovery research findings of the project to build psychological safety in the APS. Psychological safety is defined as “the belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes, and the team is safe for interpersonal risk taking”¹. The Committee endorsed project recommendations aimed at increasing the APS workforce’s awareness and understanding of psychological safety and the associated organisational and employee benefits and agreed to explore options for measuring psychological safety in the APS.

UPDATE ON FLEXIBLE WORK

The Committee discussed approaches such as guidance products underway to support agencies in implementing flexible working arrangements across the APS. Additionally, the Committee noted the work progressed to enhance data collection relating to flexible work and improve APS-wide guidance to support consistency and capability.

WORKFORCE LOCATION

The Committee discussed the options available to agencies to employ staff in a range of locations and how this can help agencies fill skill gaps and support workforce diversity. Members reflected on the importance of managing a dispersed workforce well.

AI IN GOVERNMENT TASKFORCE FINAL REPORT UPDATE

The Committee noted the key achievements of the AI in Government Taskforce to 30 June 2024.

VERBAL UPDATE ON HIRING PRACTICES

Members noted a verbal update on innovative hiring practices in the APS.

OTHER BUSINESS

Members had a strategic discussion on the issues HR professionals in the APS are observing.

NEXT MEETING

The Committee will meet next on Friday 20 September 2024.

¹ Edmondson, A. (1999) Psychological Safety and Learning Behavior in Work Teams, *Administrative Science Quarterly*, 44(2), 350-383.