



Australian Government

Australian Public Service Commission

# State of the Service ROADSHOW

**Thursday 4 March 2021**  
**Tasmania**





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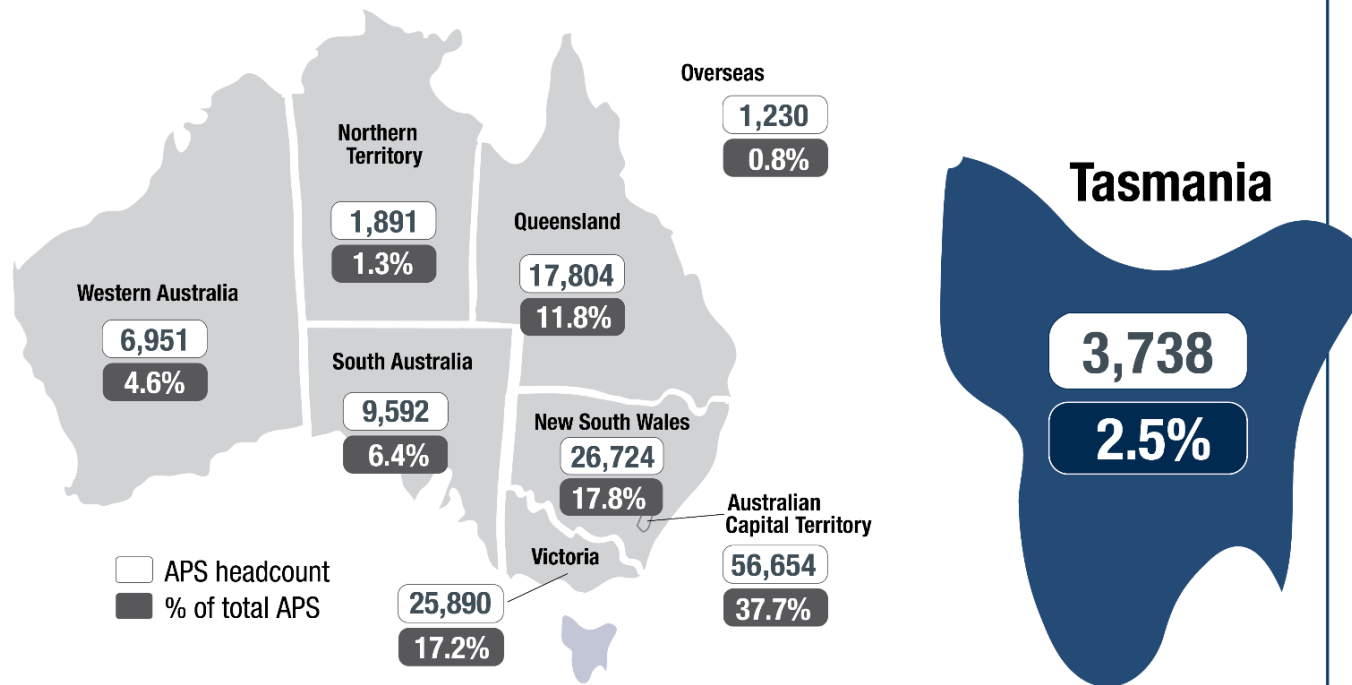
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## TAS at a glance



# Headcount



# Age Groups in TAS



**9.9%**  
all APS 13.3%



**23.4%**  
all APS 25.3%



**31.9%**  
all APS 28.6%



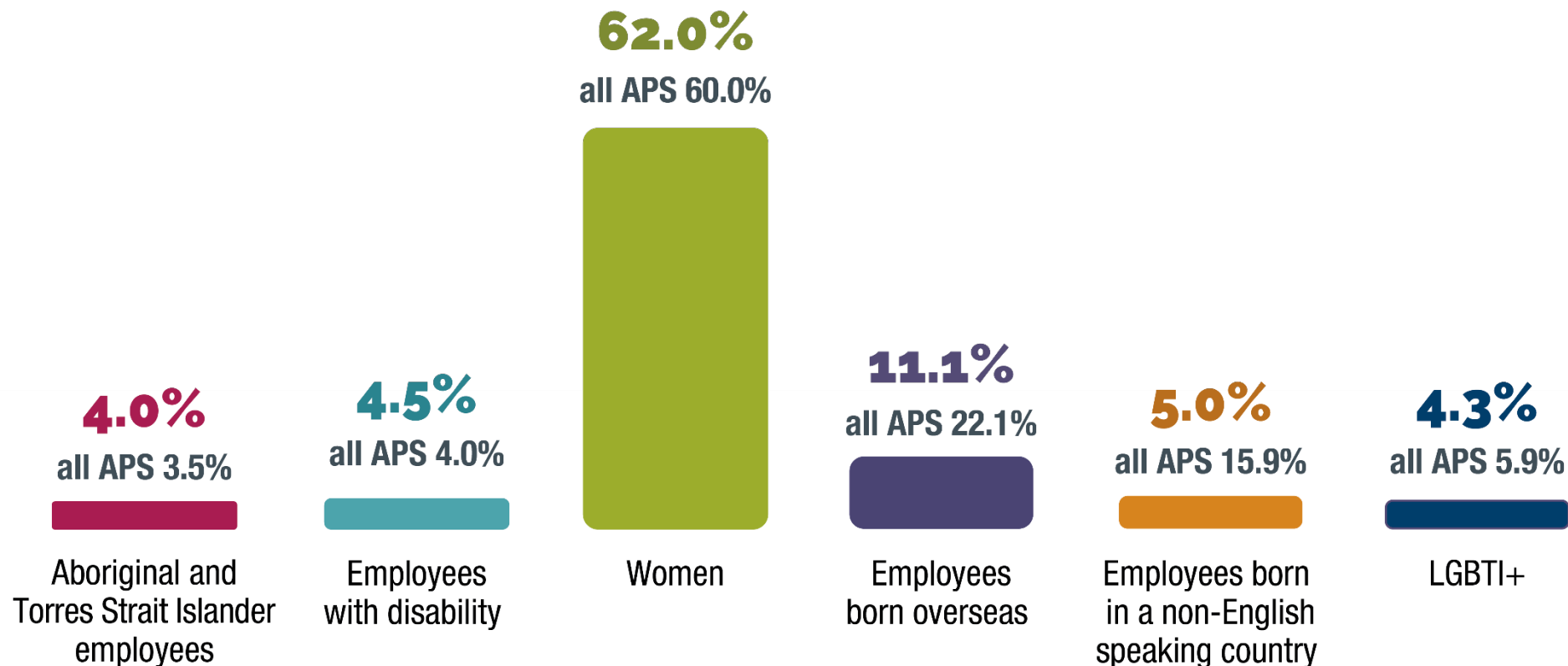
**26.6%**  
all APS 24.5%



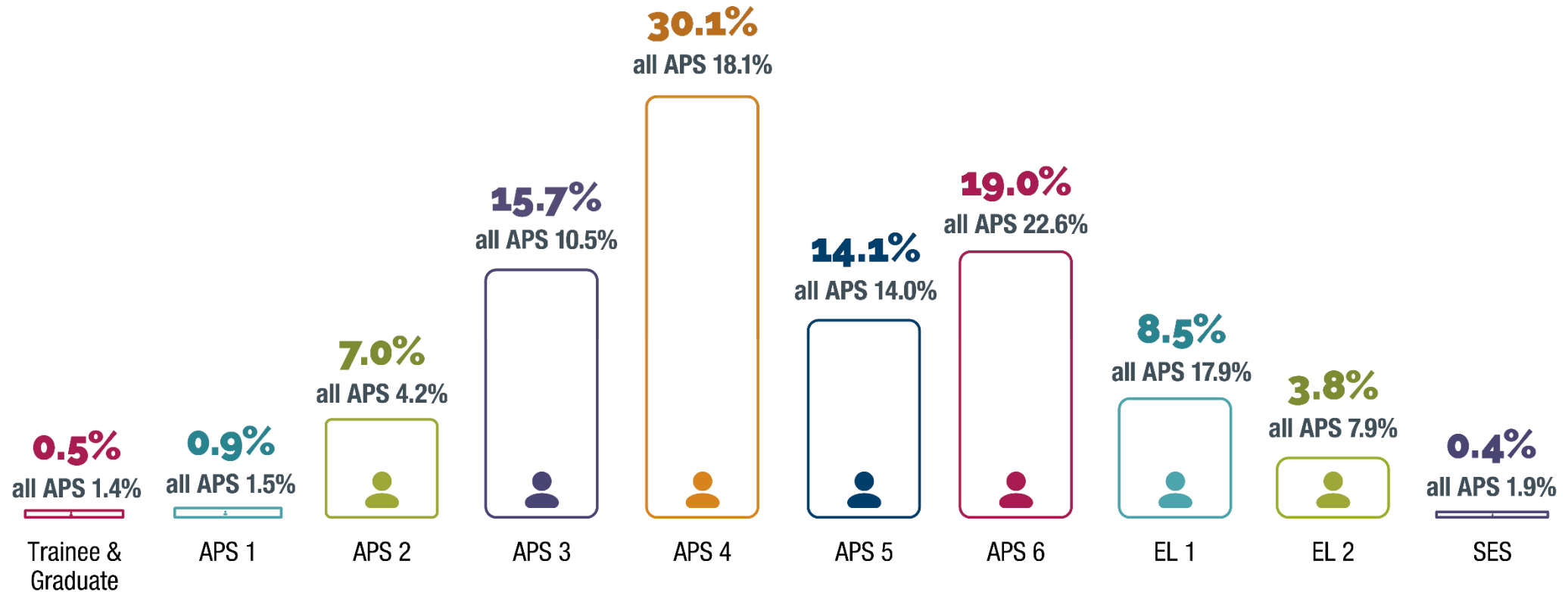
**8.2%**  
all APS 8.3%



# Diversity in TAS

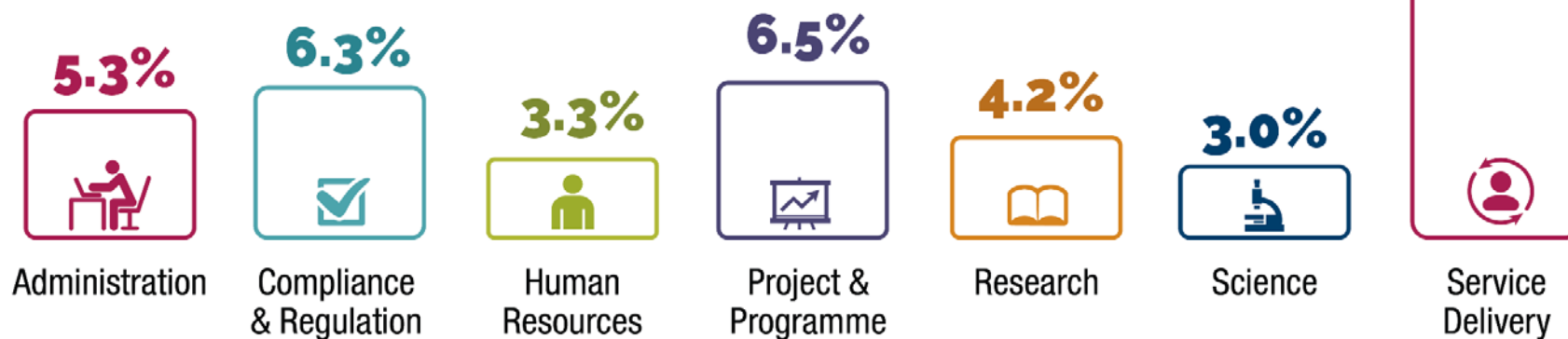


# APS Classifications in TAS



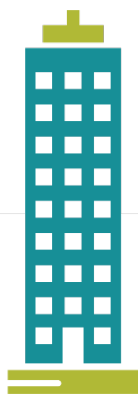


# Top 7 APS job families in TAS





# Top 3 largest agencies in TAS



**43.9%**

**Services Australia**



**19.4%**

**ATO**

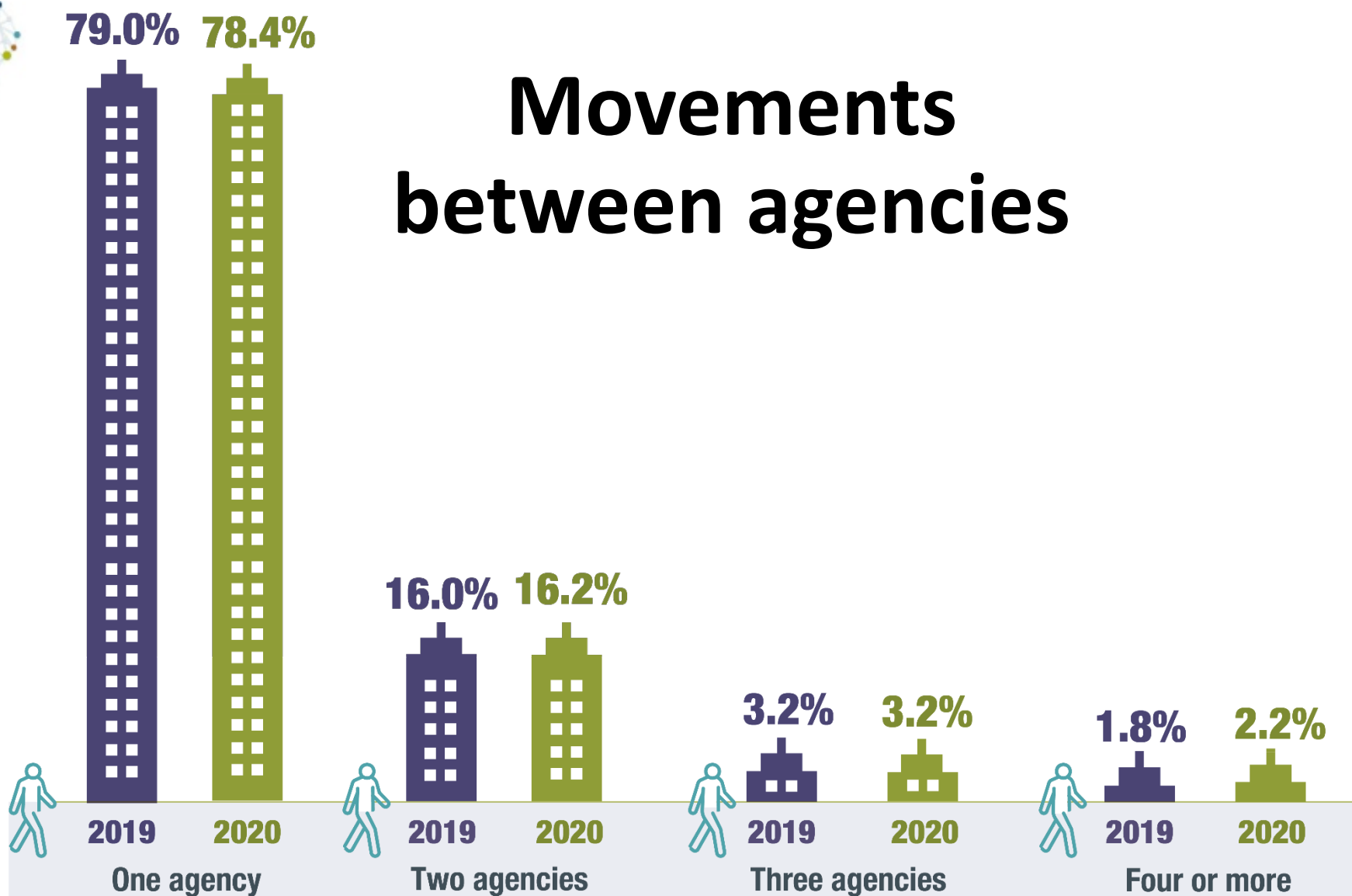


**12.0%**

**Department of  
Agriculture, Water and  
the Environment**



# Movements between agencies





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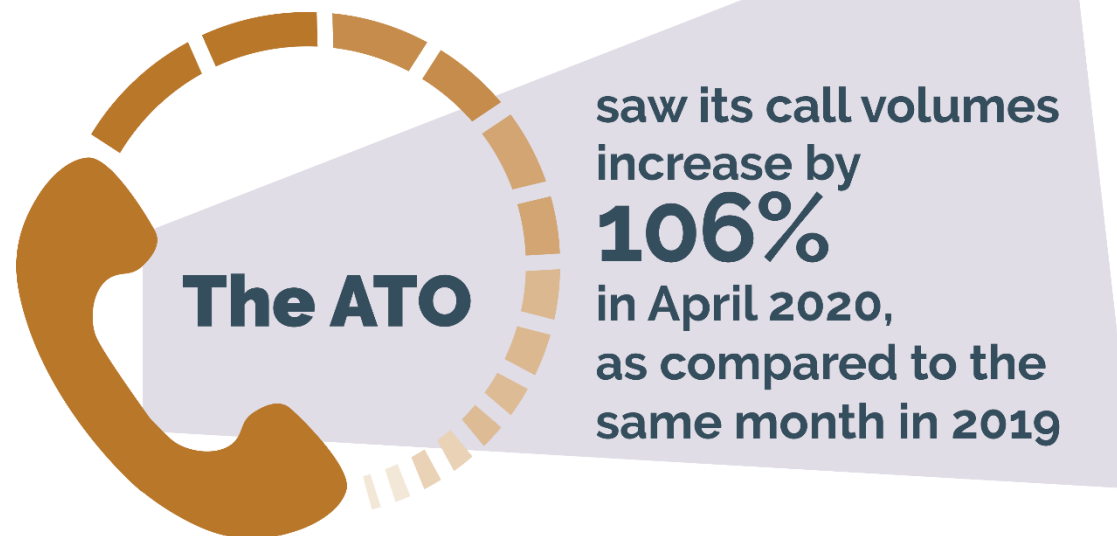
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# Committed to Service



# Surge in demand



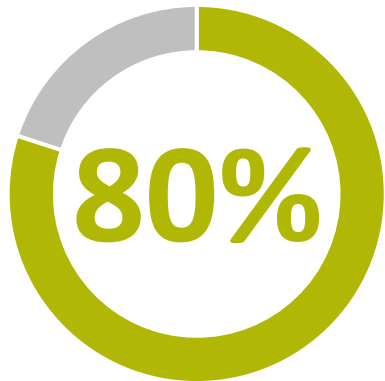
# Employee engagement in TAS

TAS Employee  
Engagement Index score

71%



# Commitment to service in TAS



**said they believed  
strongly in the  
purpose and  
objectives of the APS**



**said they understood  
how their role  
contributes to achieving  
an outcome for the  
Australian public**

# Drivers of performance for TAS APS employees



**57%**

Increased flexibility  
in work practices



**42%**

Improved technology  
and a more digital  
environment



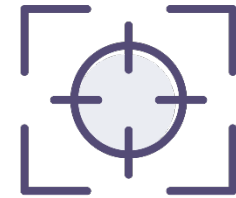
**29%**

Improved internal  
communication



**29%**

Increased  
experimentation  
with new ideas



**28%**

Increased clarity  
around priorities



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## Upcoming Initiatives



# Embedding change

More than

**2,000**

APS employees surged  
to Services Australia

More than

**8,900**

APS employees were  
deployed within their  
own agencies to work  
on priority tasks



# Investing in our skills



Attract, build and retain skills, expertise and talent

We will recruit and develop the capabilities and skills needed to be a diverse, high-performing workforce that facilitates career pathways across an outcomes-focused enterprise



Embrace data, technology and flexible and responsive workforce models

We will lead digital transformation and deploy skills, expertise and talent to where it is needed to deliver the outcomes that the Government and Australians expect



Instil integrity and purposeful leadership

We will recognise the role our leadership plays in shaping our behaviours, purpose and delivery of outcomes, and be renowned for our integrity and citizen-centric focus



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# Thank you