



Australian Government

Australian Public Service Commission

State of the Service ROADSHOW

Tuesday 2 March 2021
Victoria





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Australian Public Service Commission

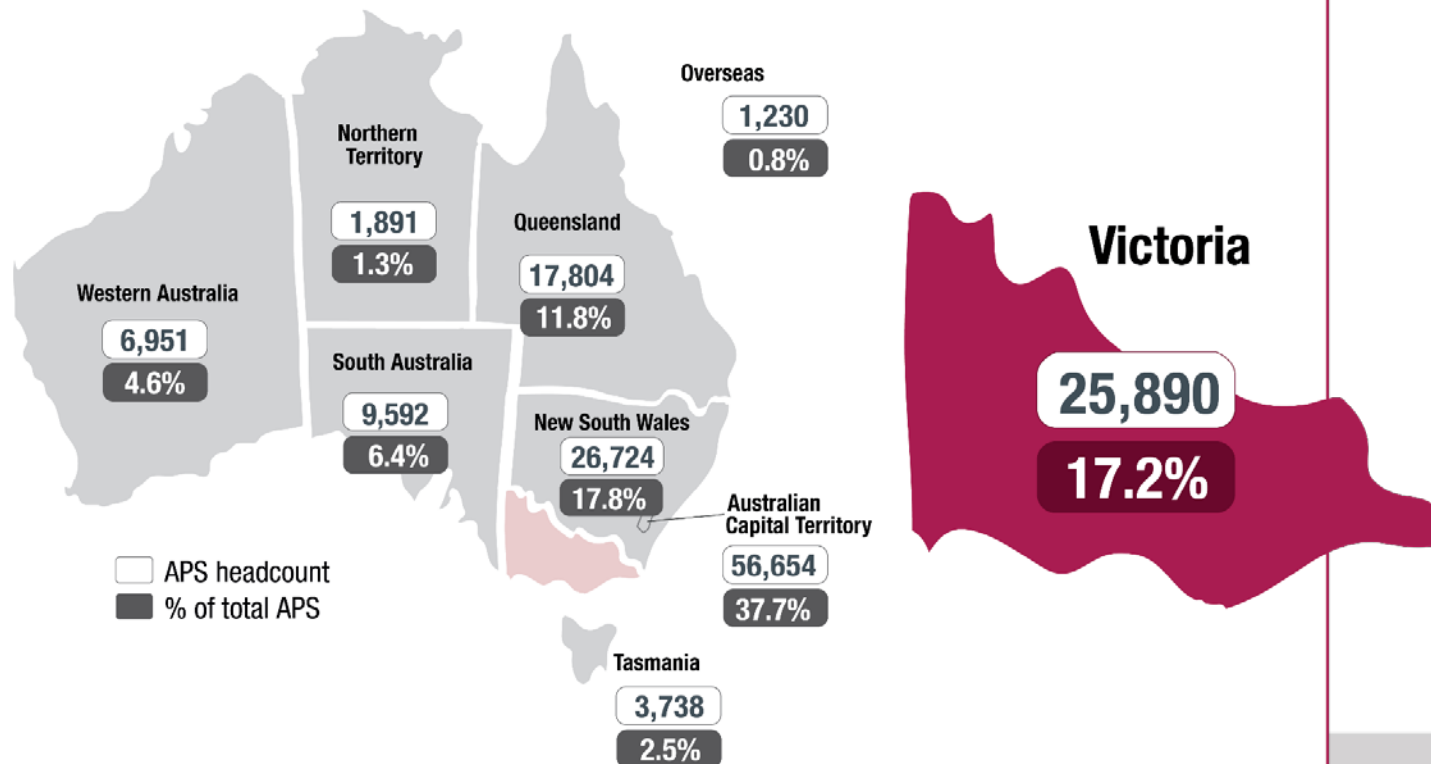
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VIC at a glance



Headcount



Age Groups in VIC



12.8%

all APS 13.3%



23.9%

all APS 25.3%



28.0%

all APS 28.6%



26.1%

all APS 24.5%

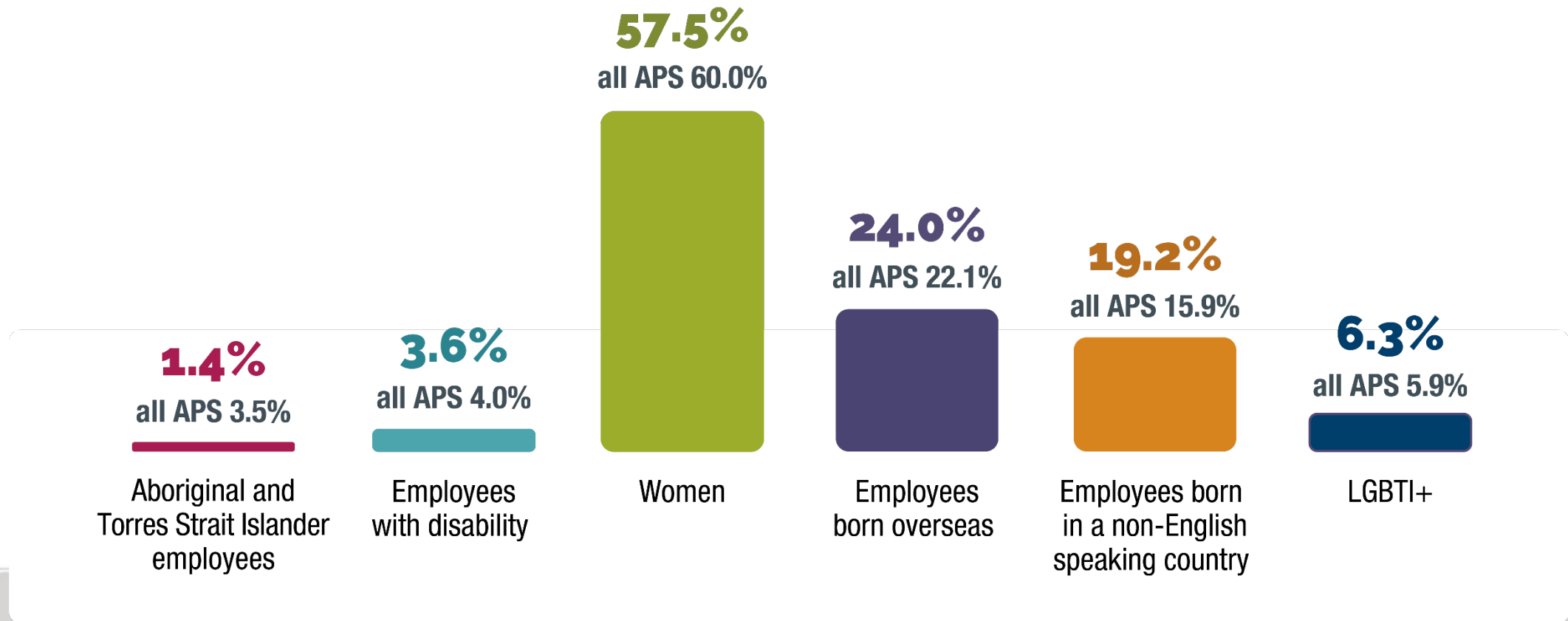


9.1%

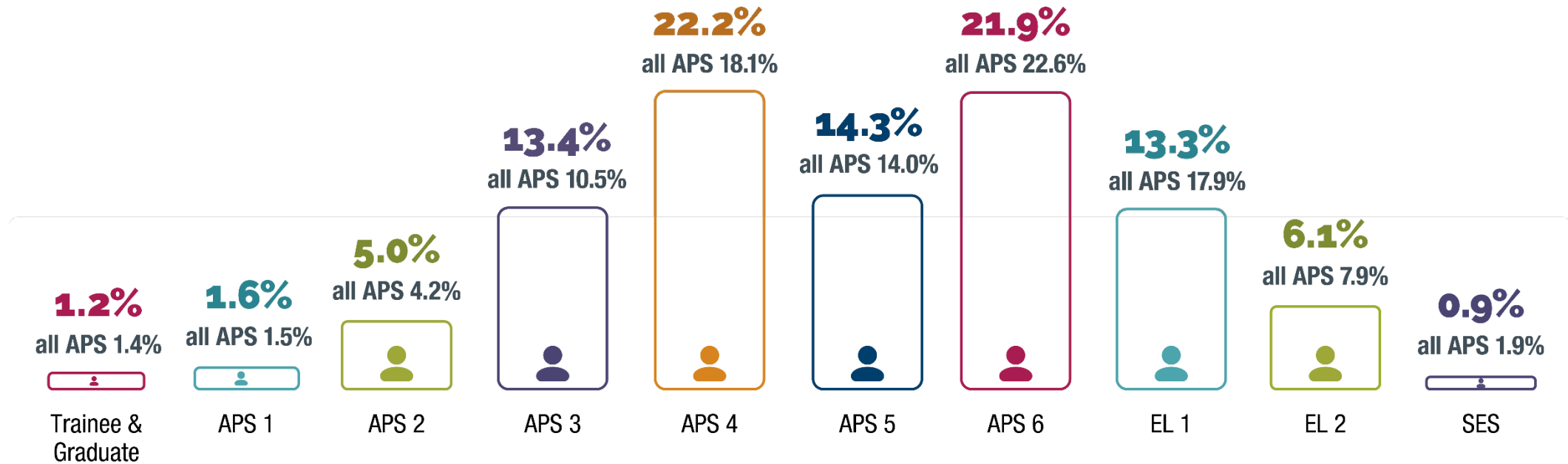
all APS 8.3%



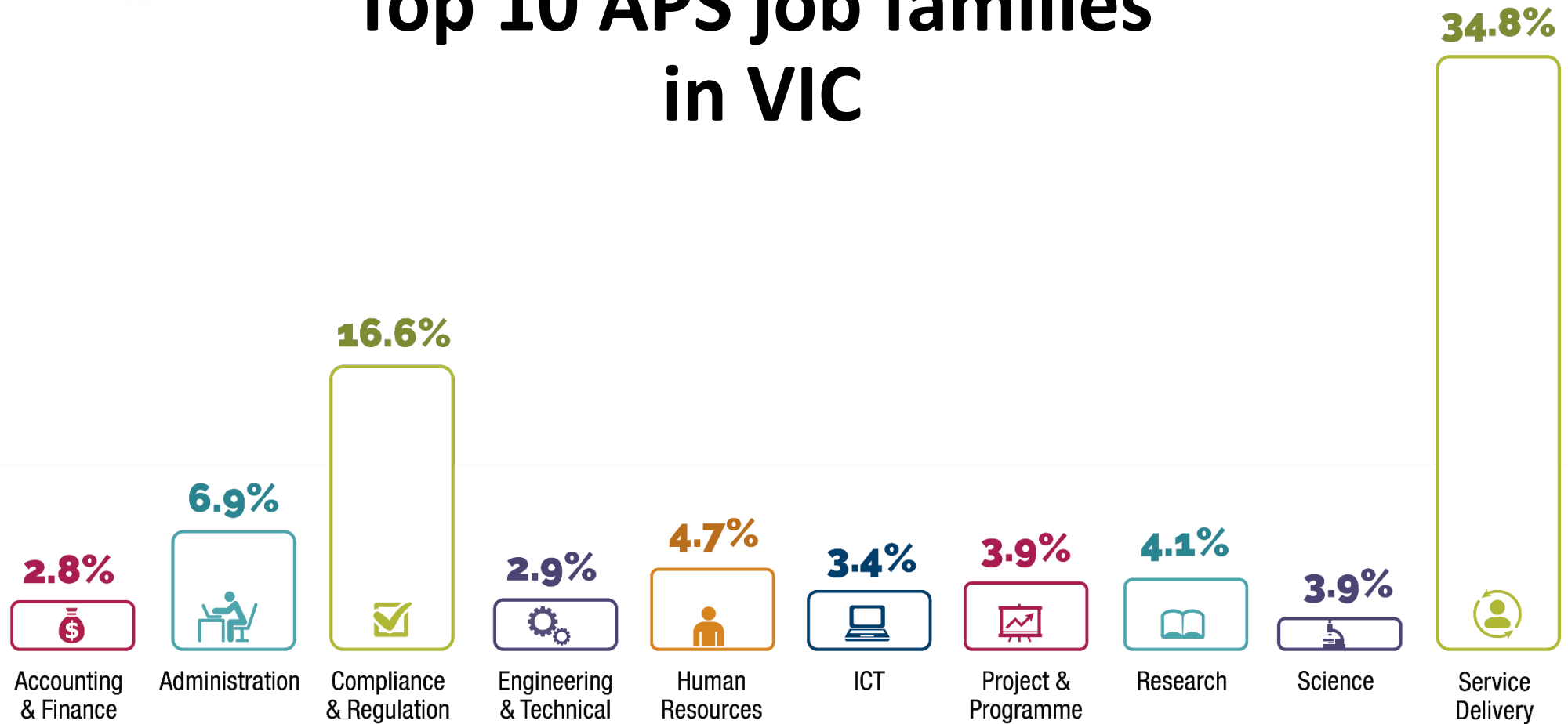
Diversity in VIC



APS Classifications in VIC



Top 10 APS job families in VIC



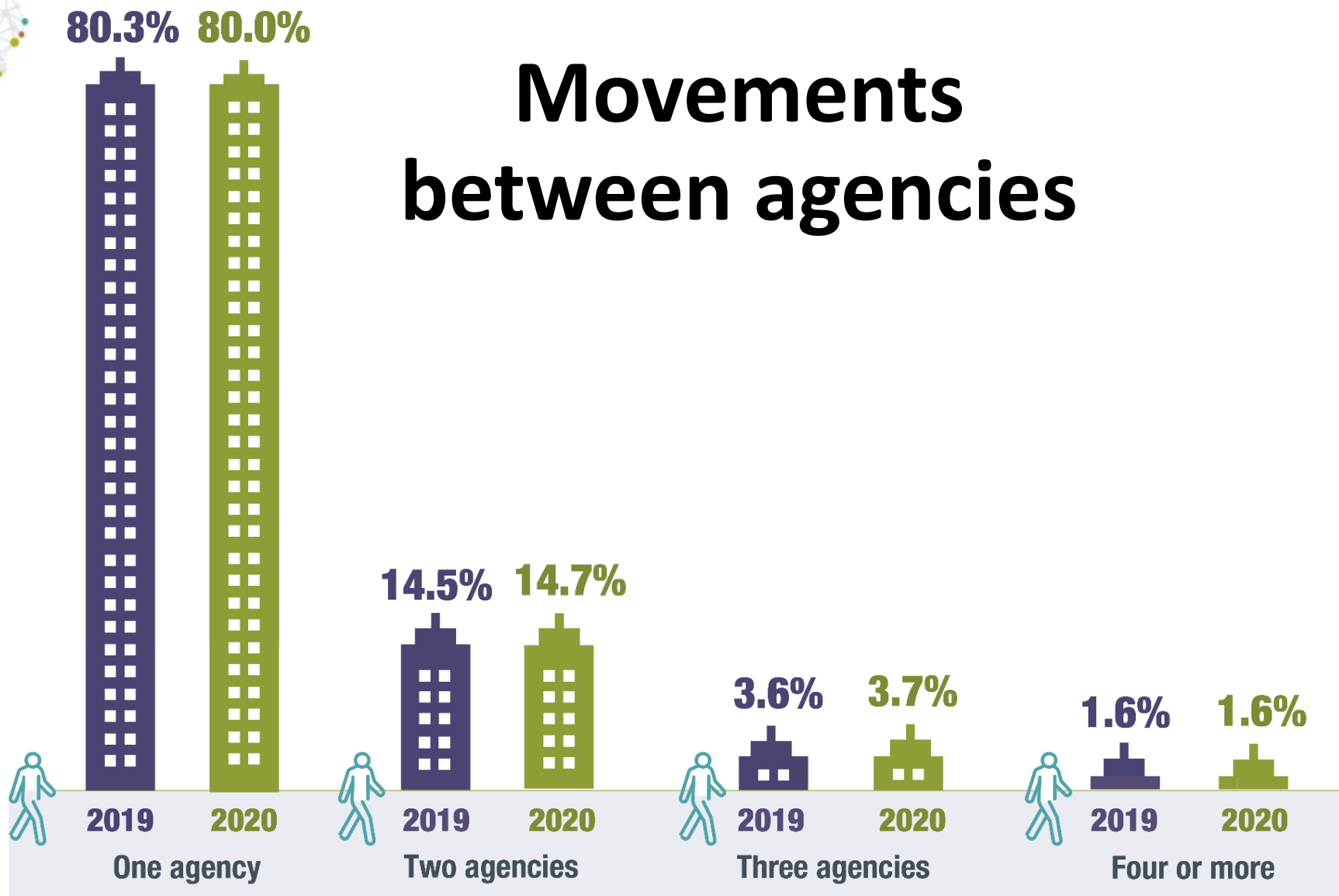


Top 3 largest agencies in VIC





Movements between agencies





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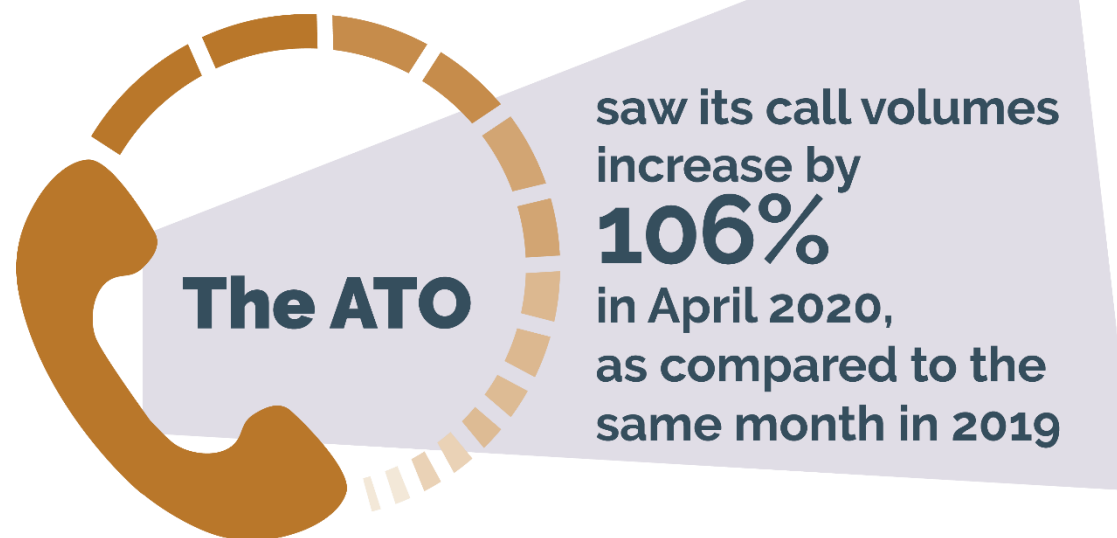
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Committed to Service



Surge in demand



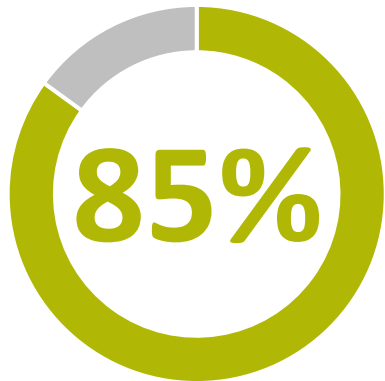
Employee engagement in VIC

VIC Employee
Engagement Index score

74%



Commitment to service in VIC



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 VIC APS employees



73%

Increased flexibility
in work practices



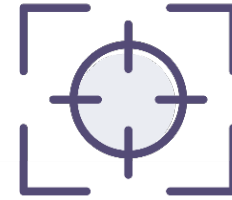
54%

Improved technology
and a more digital
environment



34%

Improved internal
communication



29%

Increased clarity
around priorities



29%

Increased
experimentation
with new ideas



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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