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Australian Public Service Commission

State of the Service ROADSHOW

Wednesday 21 April 2021
Western Australia

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WA at a glance

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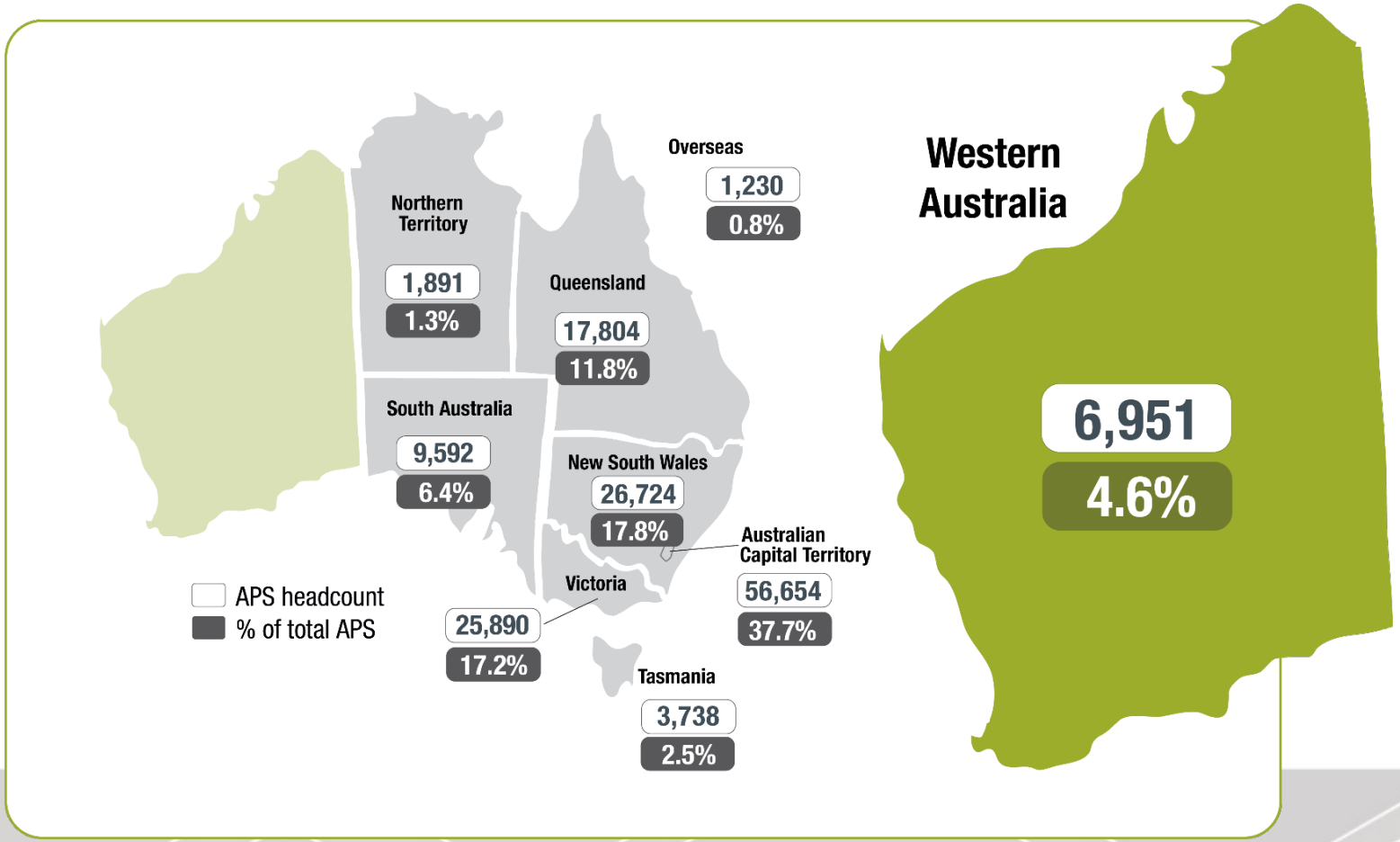
Headcount



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Age Groups in WA

29 and under	30–39	40–49	50–59	60 and over
11.8%	21.0%	28.0%	27.2%	12.1%
all APS 13.3%	all APS 25.3%	all APS 28.6%	all APS 24.5%	all APS 8.3%

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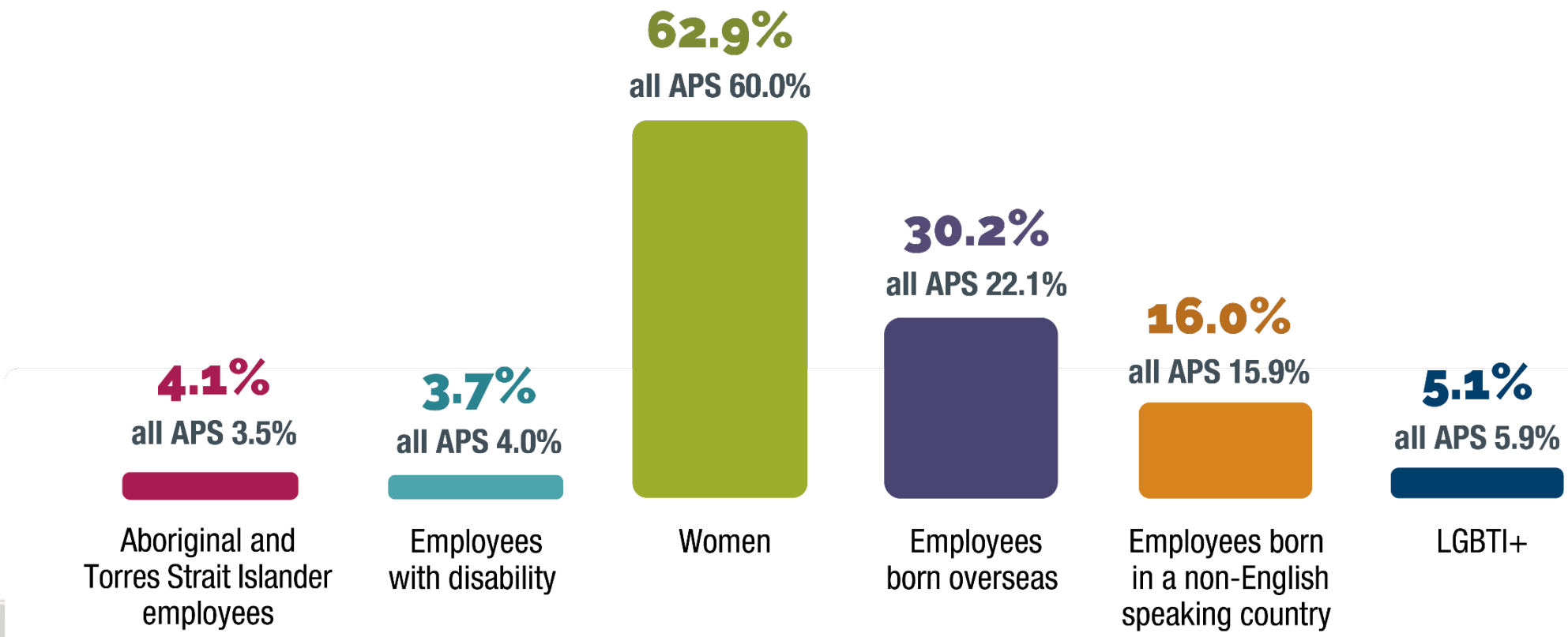
Diversity in WA



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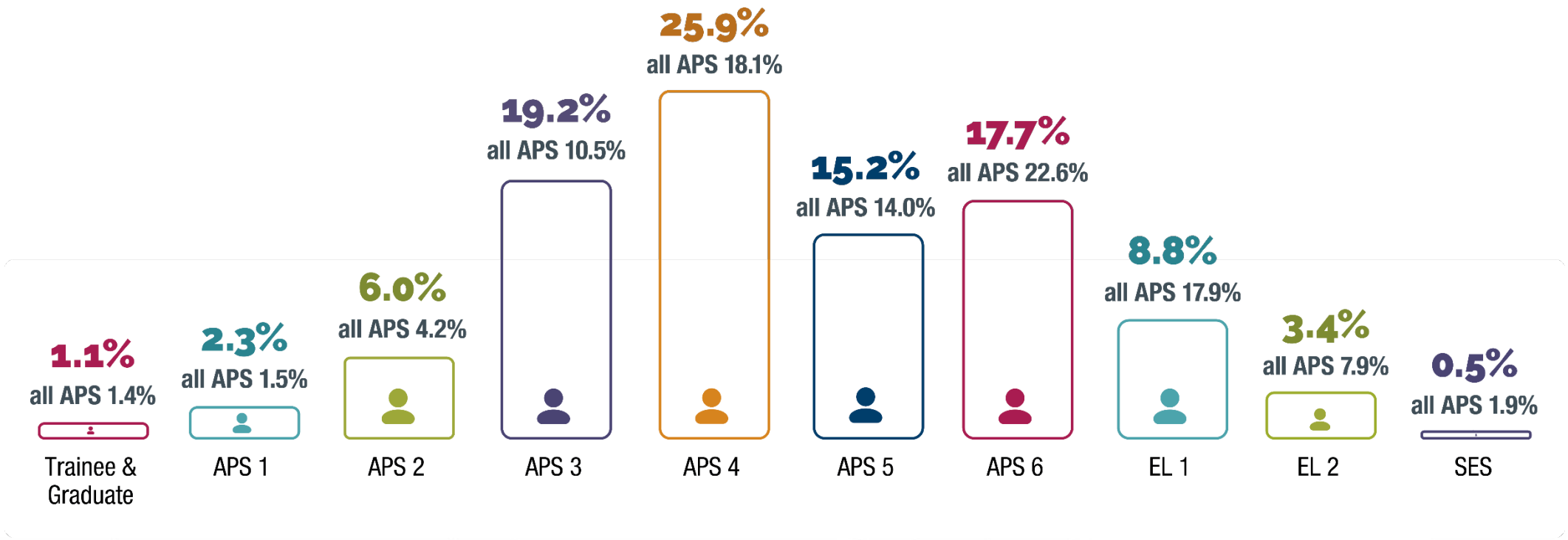
APS Classifications in WA



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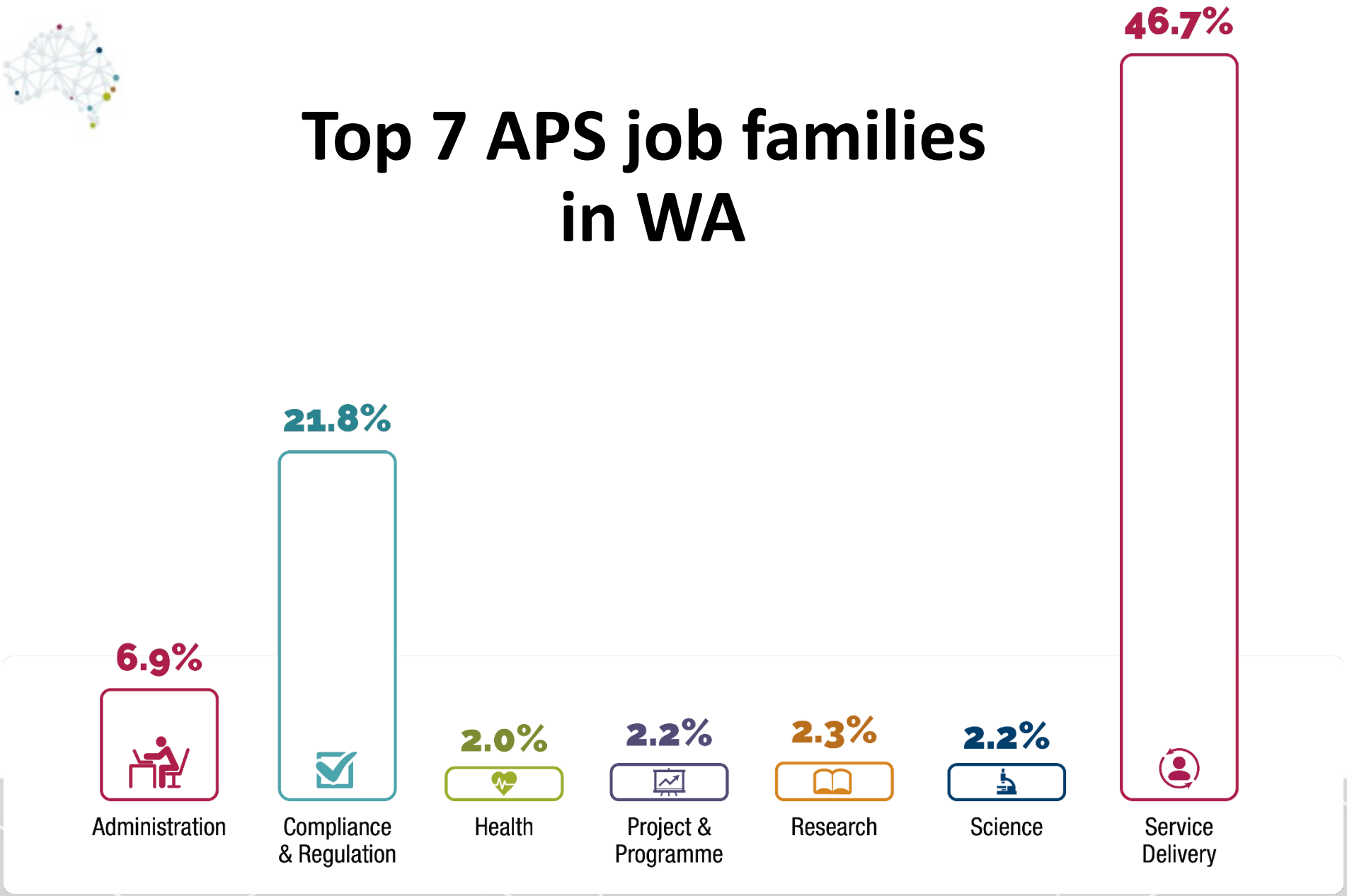
Top 7 APS job families in WA



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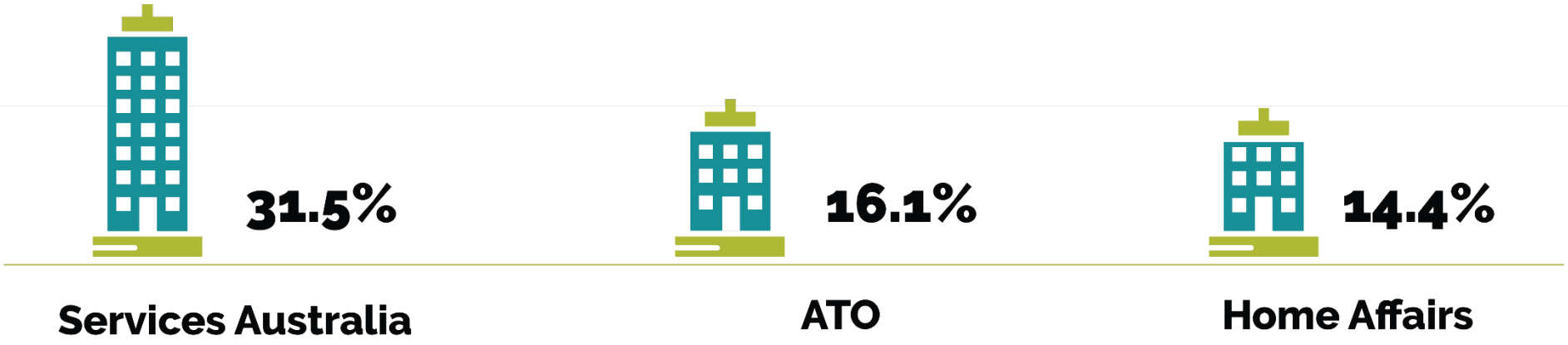
Top 3 largest agencies in WA



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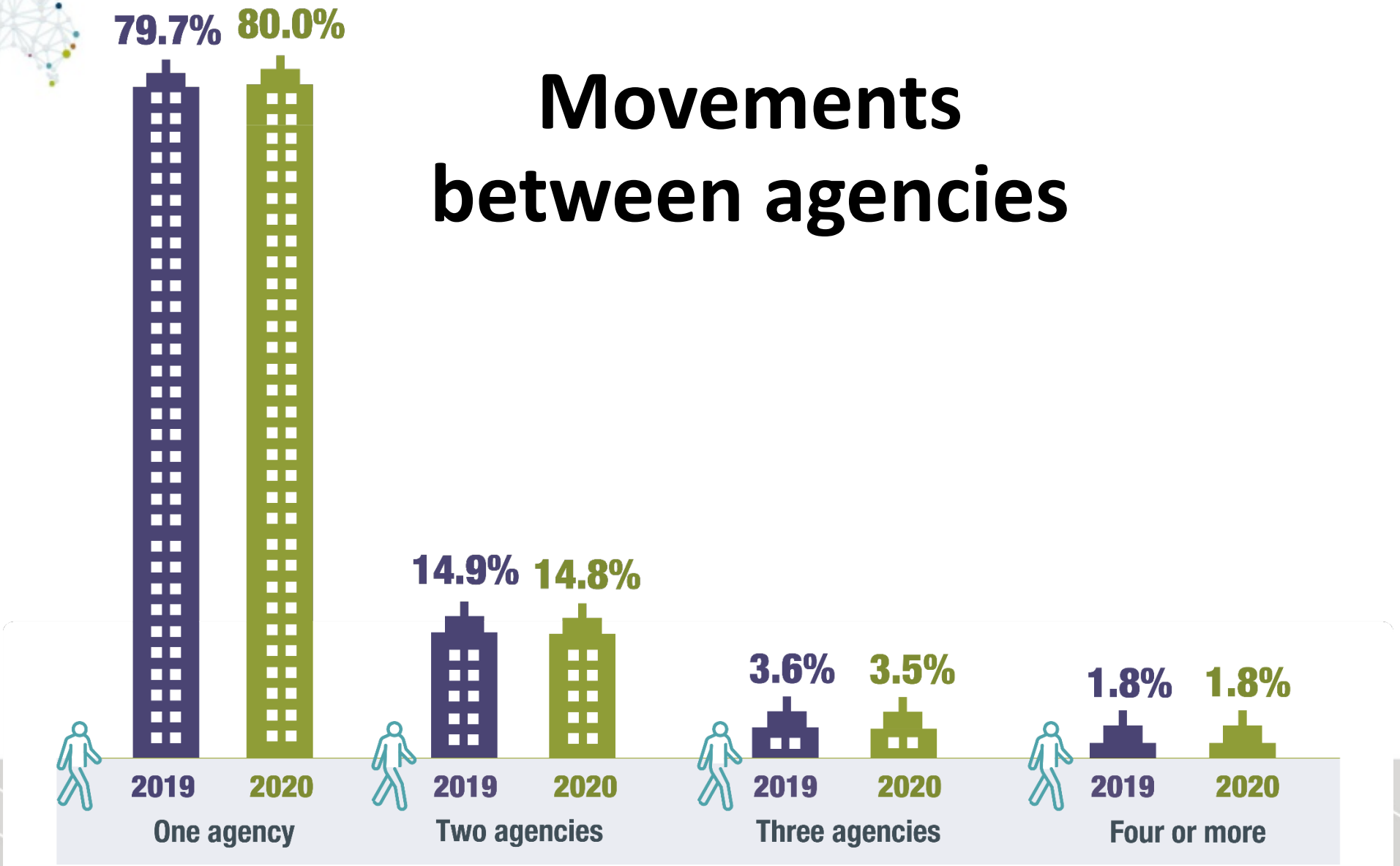
Movements between agencies



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Committed to Service

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Surge in demand

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Employee engagement in WA

WA Employee Engagement Index score **72%**

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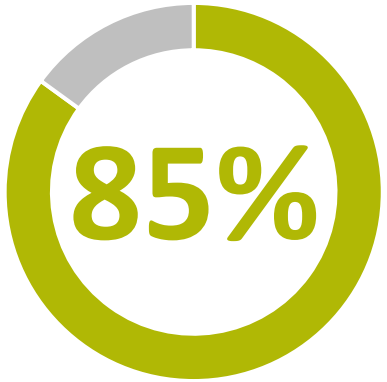
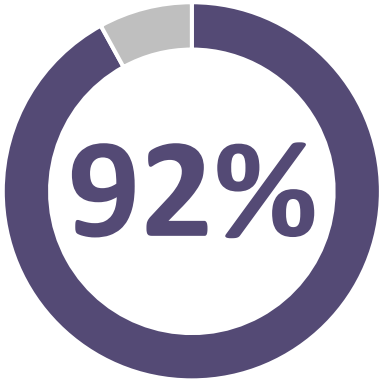
Commitment to service in WA



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

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Drivers of performance for WA APS employees

59%

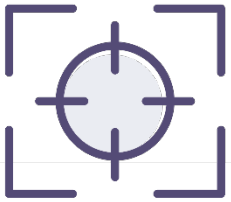
Increased flexibility in work practices

46%

Improved technology and a more digital environment

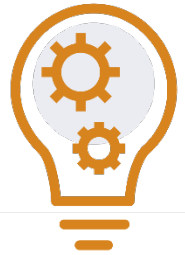
32%

Improved internal communication



32%

Increased clarity around priorities



32%

Increased experimentation with new ideas

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Upcoming Initiatives

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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

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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