



Australian Government

Australian Public Service Commission

State of the Service Roadshow

Thursday 24 March 2022
New South Wales



Acknowledgment of Country

I would like to acknowledge the Traditional Owners of the land the Ngunnawal people we are meeting on today, and thank them for their continued custodianship. I pay my respect to Elders past, present and emerging and extend this acknowledgement to Aboriginal and Torres Strait Islander people joining us today.





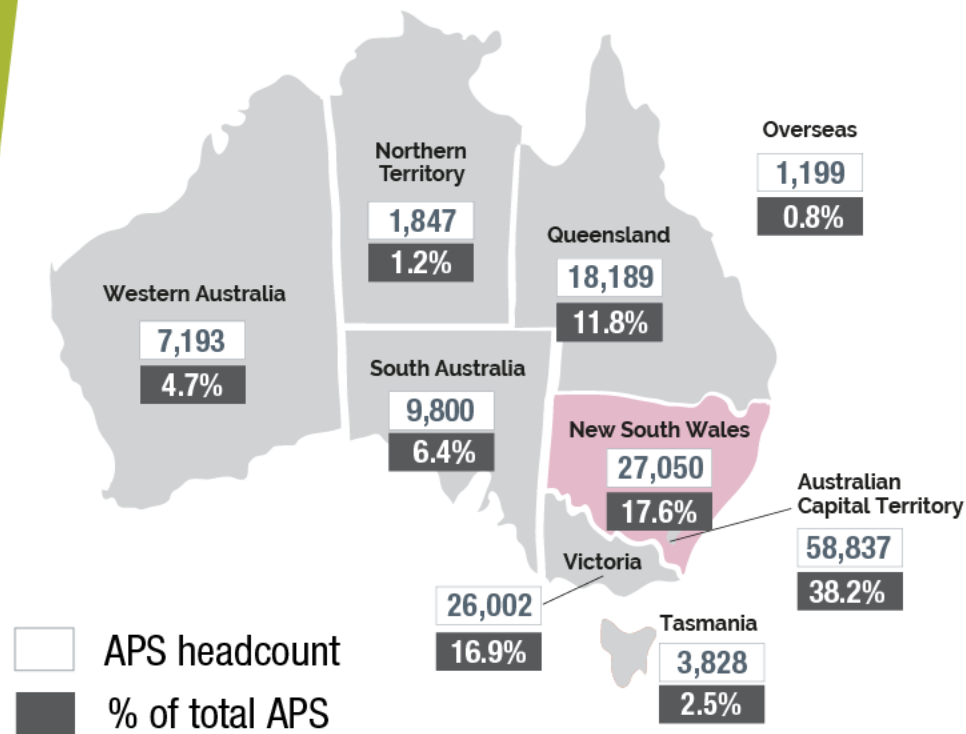
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APS at a glance



APS employee numbers by location



New South Wales

27,050

17.6%

Commitment to service



all APS 82%

I believe strongly
in the purpose and
objectives of the APS



all APS 83%

I work beyond
what is required in my
job to help my agency
achieve its objectives



all APS 90%

I understand
how my role contributes
to achieving an outcome
for the Australian public

Diversity



18.6%

all APS 22.3%

Employees born
overseas



11.7%

all APS 16.2%

Employees born in
a non-English
speaking country



4.7%

all APS 4.1%

Employees with
a disability



2.7%

all APS 3.5%

Aboriginal and Torres Strait
Islander employees

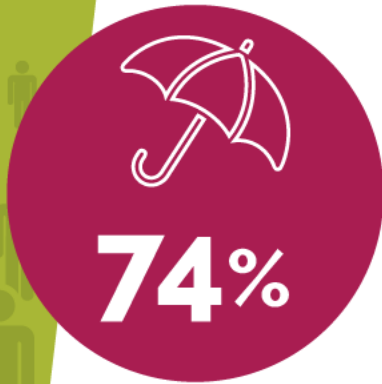


6.2%

all APS 7.0%

LGBTIQ+
(2021 APS Employee Census)

What are your reasons for staying in the APS



Job security



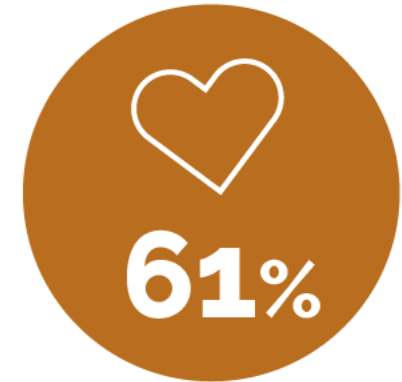
Type/nature of work

e.g. interesting,
challenging, specialised,
autonomous



Remuneration

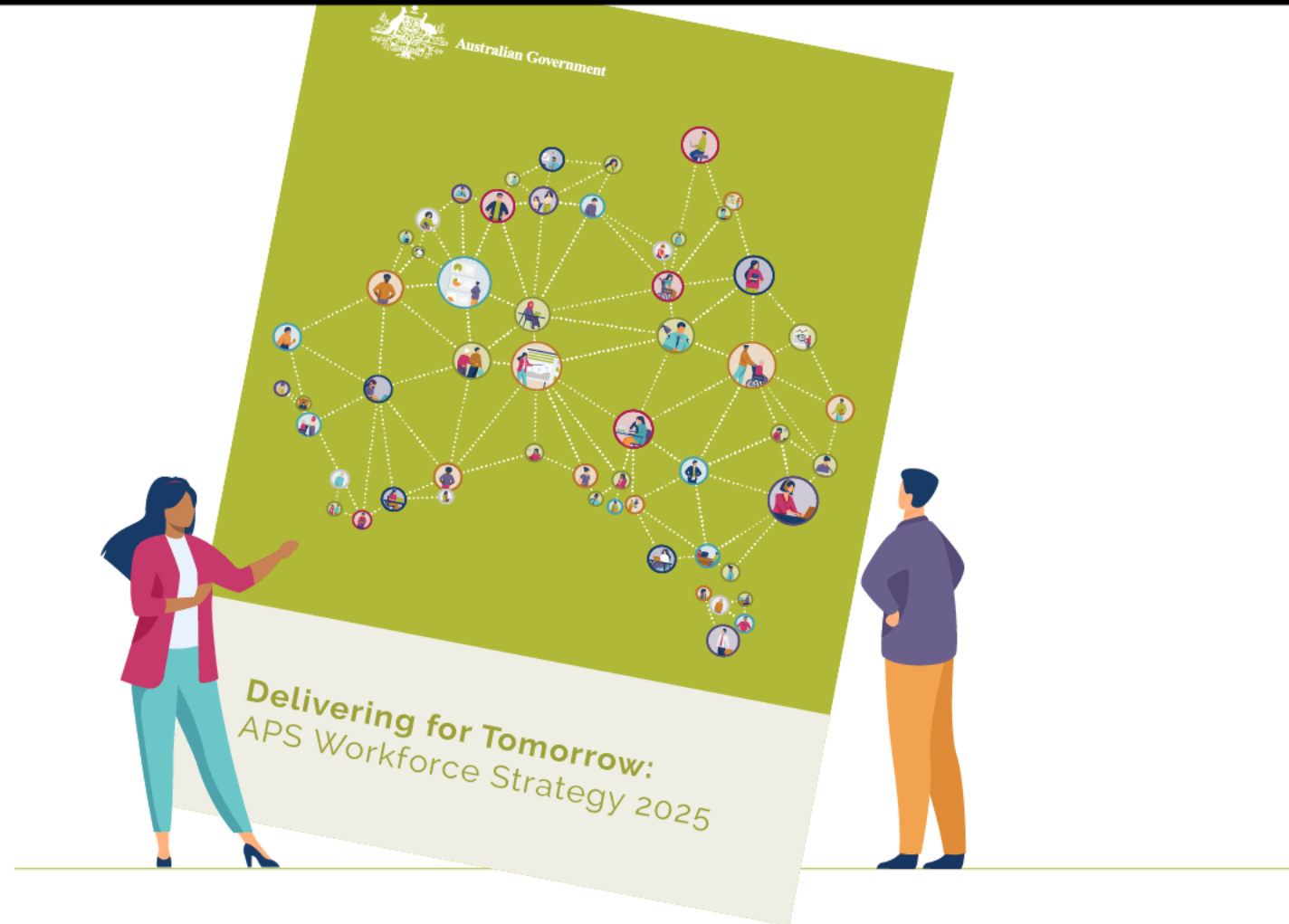
e.g. salary,
superannuation



**Non-monetary
employment conditions**

e.g. leave, flexible work
arrangements, other benefits

Delivering for Tomorrow: APS Workforce Strategy 2025



APS craft



Integrity



Working in
Government



Engagement
& Partnership



Implementation
& Services

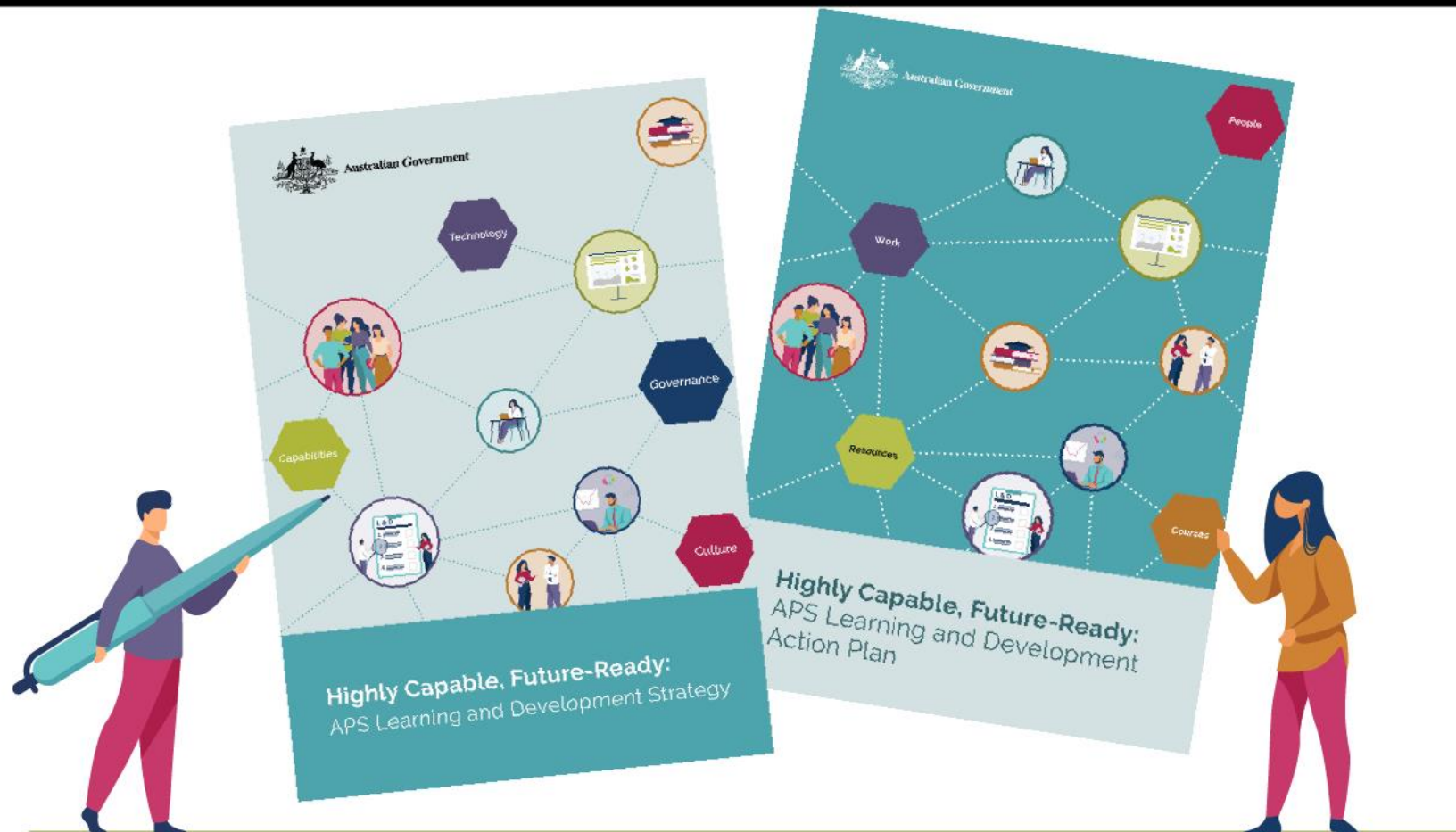


Strategy, Policy
& Evaluation



Leadership
& Management

APS Learning and Development Strategy and Action Plan





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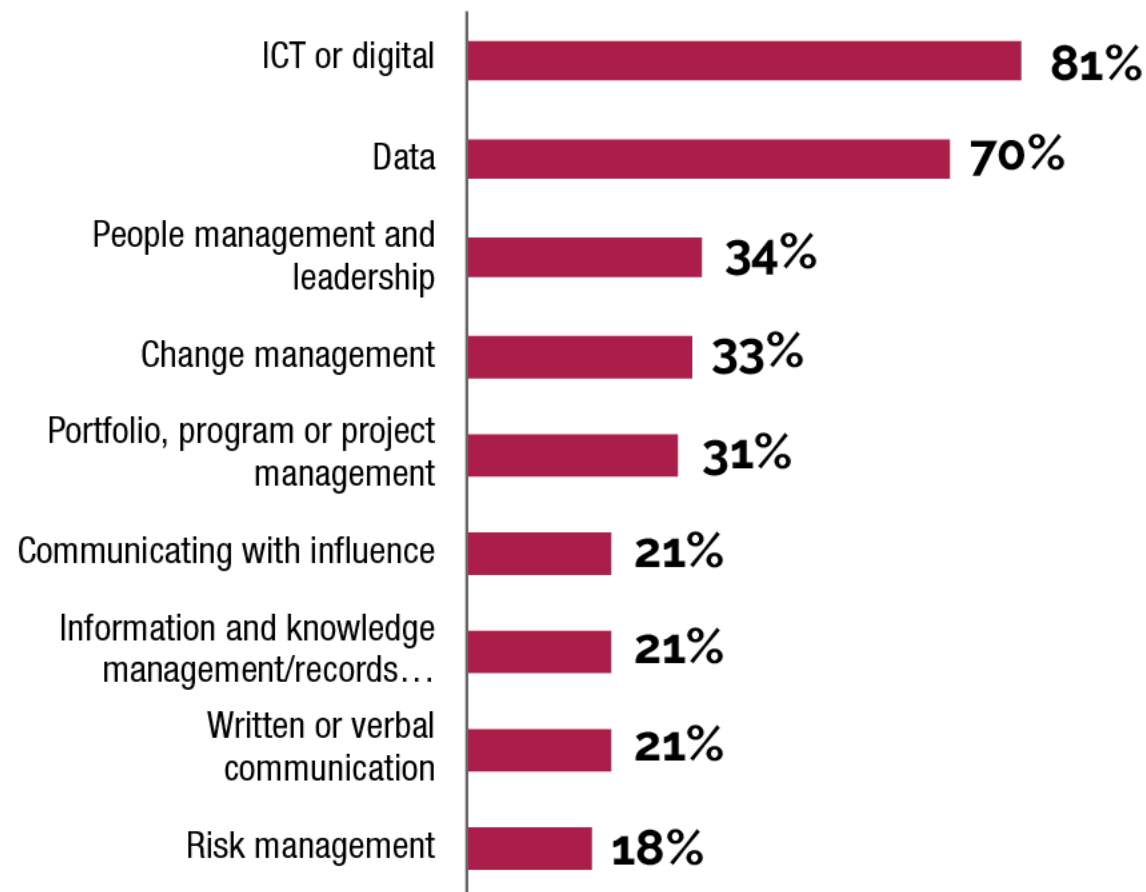
The future of the APS



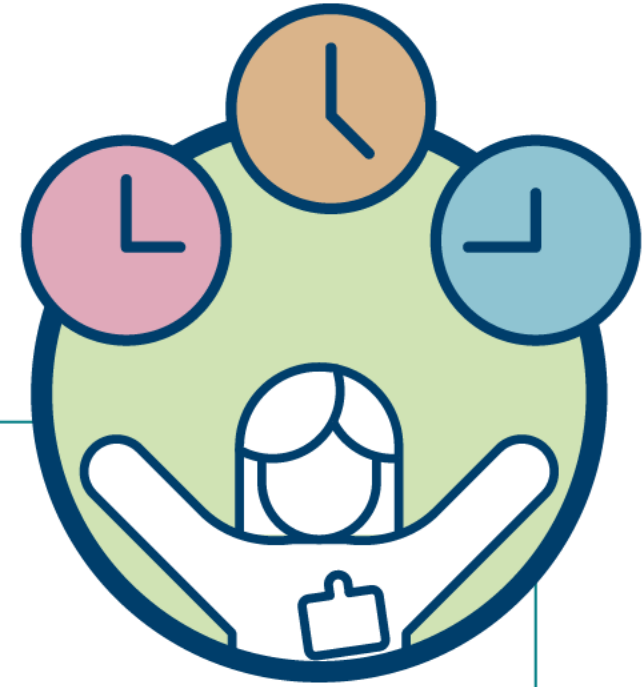
APS skills shortage

71%
of agencies
reported critical
skill shortages

Top skill shortages identified by agencies



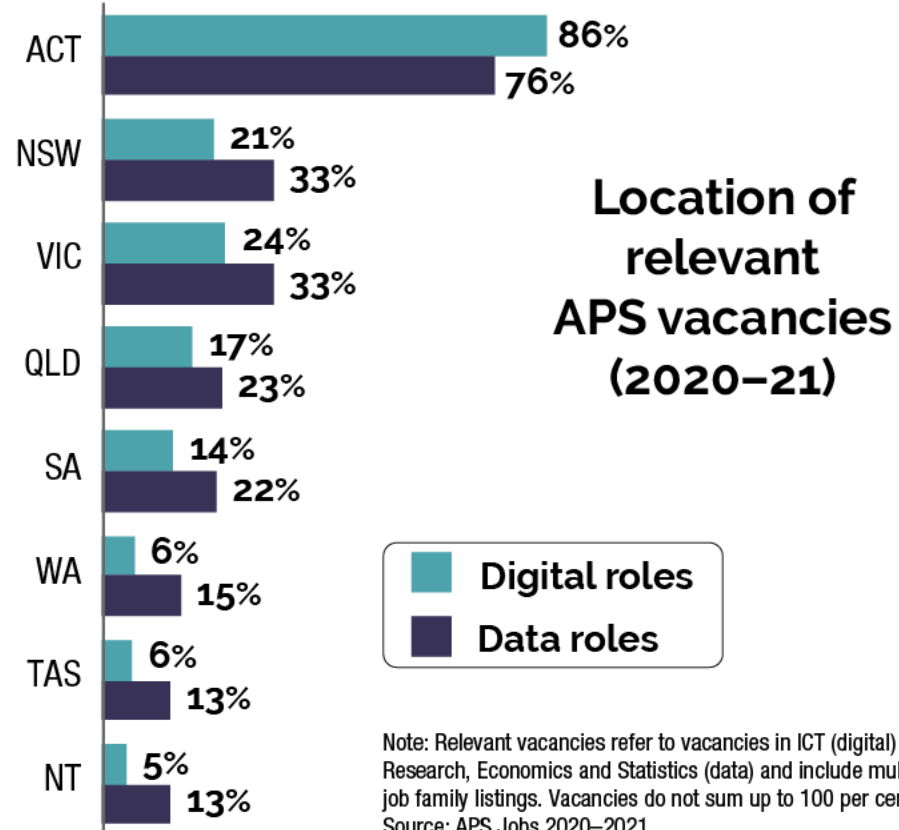
Flexible working



75% agree

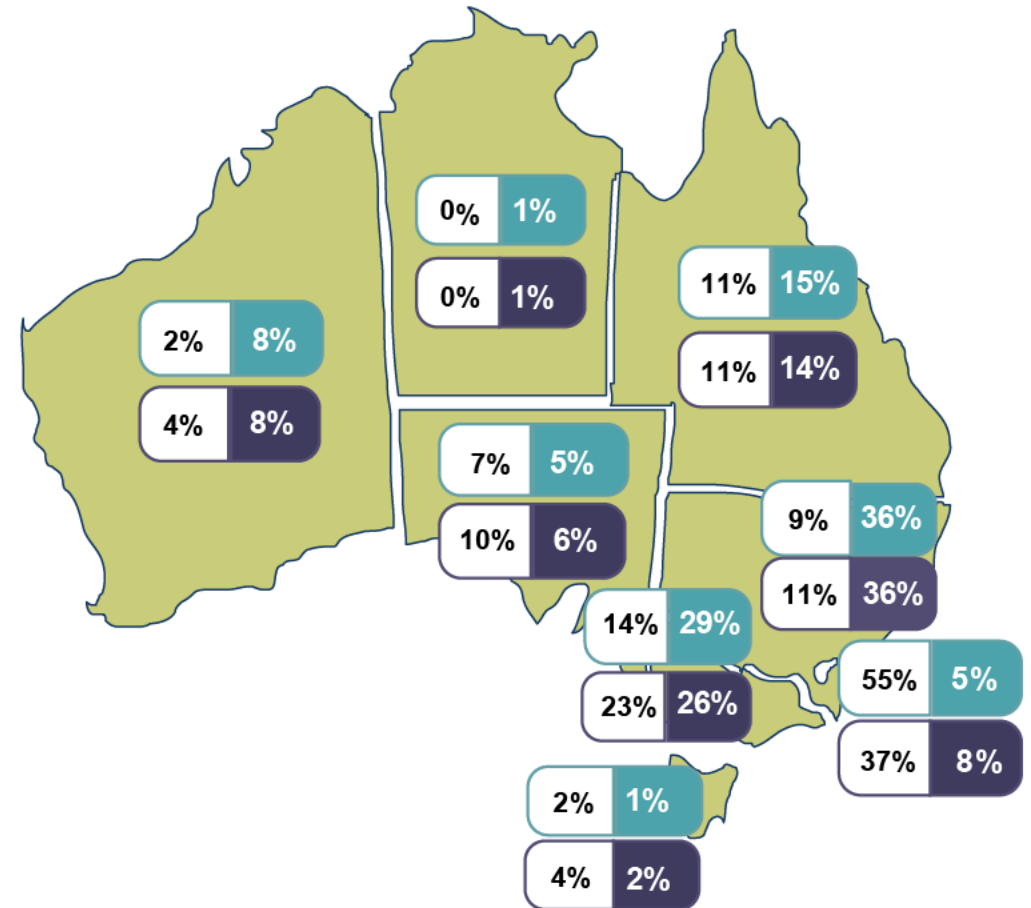
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration

APS Labour markets



% of APS talent pool

% of national talent pool



Note: National talent pool based on non-weighted average of comparable occupations
Source: Australian JobOutlook and APS Employment Database—June 2021

Surge—*how you've helped*

Australian affected by COVID19
Lockdowns (Delta)



July 2021

Over **700** staff
helped process over
4.1M claims

Total payments:
>\$11B

Australians affected by COVID19
Isolation orders (Omicron)



January 2022

Around **500** staff
helped process
730,000 claims

Total payments:
\$470M

Australians affected by
Queensland and NSW Floods



March 2022

Around **500** staff
helped process
'still counting'

Currently at
\$282M



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*Thank
you*



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Roadshow

