



## POST-MEETING COMMUNIQUE

## FUTURE OF WORK SECRETARIES SUB-COMMITTEE

**DATE: 15 MARCH 2023**

The Secretaries Board Future of Work Sub-committee met to discuss the following issues.

### **CAPABILITY REVIEW PROGRAM – CROSS-CUTTING REVIEWS**

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The Future of Work Sub-committee discussed the current pilots of the APS Capability Reviews being undertaken with a focus on the Australian Public Service Commission (ASPC), Department of Infrastructure, Transport, Regional Development, Communications and the Arts, and the Department of Health. The Sub-committee discussed the proposal to conduct a cross-cutting thematic capability review across a range of agencies to commence in 2023. Further work to scope the cross-cutting review will be undertaken by the APSC and considered at a future meeting.

### **SPECIALIST ARRANGEMENTS**

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The Sub-committee considered the work underway to support specialist arrangements in the APS. The Sub-committee agreed next steps for consultation. This work stream will contribute to the APS becoming a model employer by positively impacting the APS' ability to attract and retain specialists.

### **STOCKTAKE AND FORWARD WORK PROGRAM**

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The Sub-committee reiterated its purpose and contribution to pillars of the APS Reform Plan by progressing work to position the APS as a model employer and ensure the APS has the capability it needs to do its job well. Members reflected the role of the Sub-committee in setting the strategic direction for priorities on its work plan and engaging with other bodies as required, particularly the COO Committee, to deliver pilots and provide advice on operationalising and implementing priorities.

Members discussed the forward work plan, noting that work on a number of priority actions is well underway and scheduled for completion in Q2/3 of 2023.

### **HIRING PRACTICES**

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The Sub-committee received an update on the hiring practices priority action from Deputy Secretary Pat Hetherington. On behalf of the Secretaries Sub-committee, the COO Committee is currently exploring options to maximise the use of merit lists; current recruitment practices and possible novel recruitment practices to trial.

### **NEXT MEETING**

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The next meeting of the Future of Work Sub-committee is on Friday 5 May 2023.