



## POST-MEETING COMMUNIQUE

DATE: 13 JULY 2023

### FUTURE OF WORK SECRETARIES SUB-COMMITTEE

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

#### **FUTURE OF WORK SUB-COMMITTEE PROGRESS REPORT**

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The Future of Work Sub-committee reviewed the progress of its key priorities ahead of reporting to the Secretaries Board in September 2023, and considered emerging priority areas to complement the Sub-committee's existing work program.

Key achievements since the Sub-committee was established in February 2022 include:

- Implementation of cultural and capability reforms, including the [Charter of Leadership Behaviours](#);
- Progression of an APS-wide continuing professional development framework for EL2 leaders;
- Endorsement of the guiding principles that will underpin the APS Location Strategy;
- Development of [APS flexible work principles](#), which will be a consideration in negotiation of a common flexibility term for inclusion in all APS enterprise agreements.
- Commencement of a pilot [Capability Review Program](#) with reviews of the Departments of Health and Aged Care; Infrastructure, Transport, Regional Development, Communications and the Arts; and Agriculture, Forestry and Fisheries underway and the [review of the Australian Public Service Commission](#) complete;
- Development of a proposed APS Employee Value Proposition and implementation plan; and
- Establishment of an [APS Jobs merit list sharing function](#) which enables APS agencies to share merit lists more effectively.

#### **A UNIFYING PURPOSE STATEMENT FOR THE APS**

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The Sub-committee had a strategic discussion around options for the [APS Purpose Statement](#). Sub-Committee members discussed the opportunities and challenges in ensuring an enduring purpose statement for the next five years. The Purpose Statement will go back to the Secretaries Board for further discussion.

#### **APS EMPLOYEE VALUE PROPOSITION**

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The Sub-committee considered the draft APS Employee Value Proposition (EVP) and associated implementation plan to support the attraction and retention of new and

existing APS employees and to help address the APS talent shortage experienced by many agencies.

Sub-committee members noted the significance of 'purpose' as a central APS EVP attribute and the complementary relationship between the APS EVP and the APS Purpose Statement, which is being progressed by the APS Reform Office.

Other key attributes underpinning the APS EVP include opportunities to learn and grow, flexibility and balance, community and belonging, and conditions and lifestyle.

It is anticipated that the APS EVP will be launched in October 2023.

## **MANAGING AND USING ARTIFICIAL INTELLIGENCE IN GOVERNMENT**

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The Digital Transformation Agency and Department of Industry, Science and Resources presented a series of measures to enable government agencies to explore opportunities for the safe and responsible adoption of Artificial Intelligence (AI).

The Sub-committee noted the release of the [interim guidance on government use of publicly available generative AI platforms](#). The Sub-committee discussed the case for action in government and agreed to the proposed initiatives including endorsing the rapid establishment of a cross-agency taskforce to develop responsible and safe approaches to AI use in the public sector.

## **TERMS OF REFERENCE UPDATE**

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The Sub-committee noted its Terms of Reference have been updated to reflect a number of administrative changes since they were last endorsed in October 2022. The updated Terms of Reference will be provided to the Secretaries Board for official endorsement at the next available opportunity.

## **NEXT MEETING**

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The Sub-committee will meet next on Friday 25 August 2023 and indicative agenda items include:

- Entry-level programs
- Hiring practices
- Culturally and Linguistically Diverse (CALD) representation
- APS capability