



## Factsheet

# APS Employee Value Proposition

The APS Employee Value Proposition (EVP) has been developed by the Future of Work Taskforce within the Australian Public Service Commission, under the sponsorship of the Secretaries Board Future of Work Sub-committee.

The APS EVP supports the Government's APS Reform agenda to communicate the benefits of working in the APS and position it as a model employer.

The APS EVP will assist the APS to attract and retain talent by providing a clear statement of what the APS can offer its employees and encourage positive perception of the APS as an employer.

## Five APS EVP attributes

The following broad attributes describe the employment experience across the APS:

- Purpose and meaning
- Opportunities to learn and grow
- Community and belonging
- Flexibility and balance
- Conditions and lifestyle

## What does the release of the APS EVP mean for my agency?

The APS EVP does not replace agency EVPs, enterprise agreements or employment tools.

Agencies that **already have an EVP** are encouraged to use the APS EVP to reinforce their agency EVP by linking to it from recruitment and communications material, agency careers page and social media posts.

Agencies that **do not have an EVP** can use the APS EVP in the same way as the above.

Agencies can also use the APS EVP as a basis for developing an agency-specific EVP, if one is required.

## Will the APS EVP change the way my agency approaches recruitment?

The release of the APS EVP will not necessitate changes to your agency's approach to recruitment. For the APS EVP to be successful, however, agencies are encouraged to consider how they can deliver a great employee experience (as promised in the APS EVP) starting from recruitment.

## How can my agency support the APS EVP?

Agencies can support and promote the APS EVP by incorporating it into attraction and recruitment efforts.

The APSC is developing further guidance for agencies on how to promote and implement the APS EVP, to be released shortly.

## Want to know more about the APS EVP?

If you would like to find out more or have suggestions on the implementation guidance you would like to see to support your agency, contact the [Future of Work Taskforce](#).