



## POST-MEETING COMMUNIQUE

DATE: 8 DECEMBER 2023

## FUTURE OF WORK SECRETARIES SUB-COMMITTEE

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

### AUSTRALIAN GOVERNMENT CONSULTING

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The Future of Work Sub-committee heard from the Chief Consulting Officer, Andrew Nipe, on Australian Government Consulting's progress to date, including its approach to building APS capability and leveraging APS expertise.

### ASIA AND THE PACIFIC CAPABILITY PROJECTS

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The Sub-committee noted the work underway by the APS Academy and DFAT to develop Asia and the Pacific capability in the APS workforce. Key pilot projects include APS Indo-Pacific Executive Development Program and a post-graduate microcredential Pacific Cultural Capability.

### AI IN GOVERNMENT TASKFORCE UPDATE

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The Department of Industry, Science and Resources and the Digital Transformation Agency updated the Sub-committee on the progress of the AI in Government Taskforce, including the [updated interim guidance on government use of public generative AI tools](#), and the status of the [Copilot for Microsoft 365 trial announced by the Prime Minister on 16 November](#). The Sub-committee thanked the Taskforce for the progress it has made to date and recognised the important role it is playing in coordinating the safe and responsible use of AI within government. The Sub-committee agreed there is value in continuing the Taskforce's work into mid-2024 and thanked members for their continued support and engagement.

### OTHER BUSINESS

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Members noted verbal updates on a variety of priority action items of the Sub-committee.

#### *APS Location Strategy*

The Sub-committee noted that developments in workforce flexibility, particularly through bargaining and the APS Flexible Work Principles have prompted a refresh of the APS Location Strategy, which will come back to the Sub-committee in mid-2024. This will ensure the product is a contemporary and future focused framework with practical resources to support agencies to make more informed and deliberate choices about their workforce locations.

*Capability Reinvestment Fund Round 2*

The Sub-committee noted Round 2 of the Capability Reinvestment Fund is currently underway, with the focus of applications on projects that will meet the needs of the APS and address an identified capability gap.

*Improving the employment experience for diversity cohorts (focus on employees with a disability)*

The Sub-committee noted that further scoping work on improving the employment experience for diversity cohorts, with a focus on employees with a disability, will continue in 2024. This is to ensure the Sub-committee's work is aligned to the [Disability Royal Commission recommendations](#).

*Psychological safety*

Members noted scoping work is underway to develop a whole-of-service approach to building psychological safety in practice and identifying and developing indicators for measuring success. This is a new priority action of the Sub-committee, and comes from Recommendation 4 of the [APS Integrity Taskforce report 'Louder than Words: An APS Integrity Action Plan'](#). This recommendation was agreed by the Secretaries Board and allocated to the Future of Work Sub-committee.

**NEXT MEETING**

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The Sub-committee will meet next on Friday 8 March 2024.