



POST-MEETING COMMUNIQUE

DATE: 20 SEPTEMBER 2024

CAPABILITY AND WORKFORCE COMMITTEE

The Secretaries Board Capability and Workforce Committee met to discuss the following matters.

ETHICS IN AI

The Capability and Workforce Committee had a discussion on the Ethics in AI and associated strategic challenges, led by guest speakers Commonwealth Ombudsman Iain Anderson, Acting Auditor General for Australia Rona Mellor, and Director General of IP Australia Michael Schwager.

HOW DOES THE ACADEMY BUILD APS LEADERSHIP CAPABILITY NOW AND IN THE FUTURE?

The Committee noted the work underway in the APS Academy, in partnership with agencies, to strengthen leadership capability in the APS. Members provided feedback and agreed to support the future work program to uplift leadership capability across the APS, including intervening earlier in the APS system to build stronger foundations for the next generation of leaders.

IMPROVING THE EMPLOYEE EXPERIENCE FOR PEOPLE WITH DISABILITY

The Committee discussed and endorsed a project to develop an on-boarding toolkit and hub to support managers and new employees with disabilities joining the APS. The project will report to the COO Committee.

APS EMPLOYEE VALUE PROPOSITION – COMMUNICATIONS CAMPAIGN OUTCOMES AND NEXT STEPS

The Committee noted evaluation outcomes from the APS Employee Value Proposition's launch. The Committee endorsed a proposal for further implementation of the APS Employee Value Proposition.

STRATEGIC COMMISSIONING FRAMEWORK

The Committee noted that the first round of reporting under the Strategic Commissioning Framework concluded in August 2024. All agencies in scope to implement the framework reported on their core work and targets for 2024-25. The Australian Public Service Commission will prepare a report to the Minister for the Public Service and provide a public update before the end of 2024.

CAPABILITY AND WORKFORCE COMMITTEE BIENNIAL PROGRESS REPORT TO SECRETARIES BOARD

The Capability and Workforce Committee noted progress of key priorities on its work plan ahead of reporting to the Secretaries Board in October 2024.

Key achievements since the last progress report was presented to Secretaries Board in April 2024 include:

- A [communications campaign](#) of the APS Employee Value Proposition, to raise awareness and desirability of the APS as an employer.
- Completion of the discovery phase of the [psychological safety in the APS](#) project.
- Public release of an [APS CALD Employment Strategy and Action Plan](#) to ensure the APS is a model employer and sets the standard for equity, inclusion, and diversity.

NEXT MEETING

The Committee will meet next on Friday 6 December 2024.