



# APS Consultative Committee Communique

Date: Tuesday, 17 September 2024

The APS Consultative Committee met Tuesday 17 September 2024. The following matters were discussed.

## Job Security

Representatives from the Community and Public Sector Union (CPSU) led a discussion on job security in the APS. The discussion focused on casual conversion and the processes agencies have in place, and the necessary commitment to ongoing employment as the primary basis of engagement.

The representatives noted the importance of ensuring capability is bought back into APS, and the objectives of the [APS Strategic Commissioning Framework](#).

## APS Recruitment

Representatives from the Community and Public Sector Union (CPSU) led a discussion on APS recruitment and the results of a member survey. The discussion focused on outsourced and bulk recruitment, the increased use of artificial intelligence in selection processes, and the use and operation of merit pools.

## Psychological Safety Project

Ashley Sedgwick, Assistant Commissioner, Australian Public Service Commission (APSC) led a discussion on the [Capability and Workforce Committee](#) (CaWC) [Psychological Safety Project](#). The project is underway and the discovery findings have been shared with the CaWC. The project aims to define psychological safety and develop practical guidance that helps managers and employees enact psychologically safe behaviours within teams.

## Notifying changes to APS legislation, making Directions, issuing Circulars or guidance.

A representative from the Australian Services Union discussed the provision of information related to changes to APS legislation, the making of Direction, the issuing of [Circulars or guidance](#) and the key role the APSC play in the administration of the APS.

## Next Meeting

The next meeting of the ACC is scheduled for Tuesday 10 December 2024.

### About the [APS](#) Consultative Committee

The APS Consultative Committee has been established by the Australian Public Service Commissioner to discuss matters related to the APS employment relationship and of interest to the APS as a whole. The ACC comprises members from all APS departments, APS portfolio agencies and unions with coverage across the APS.

For more information, please contact your HR team. They can assist you locate the relevant ACC member for your agency or portfolio.

Further detail can also be found in your agency Enterprise Agreement.