



Communique

Date: Monday, 9 December 2024

At the Deputy Secretaries Talent Council's last meeting for 2024, the Council congratulated Michael Lye on his appointment to Secretary of the Department of Social Services.

As a founding member of the DSTC, Michael has mentored and coached a large number of emerging senior leaders. He has been instrumental in building and enhancing the APS' distinct leader-led approach to talent management. The Council looks forward to continuing to work with Michael in his new role.

Update from the DSTC Chair

The DSTC Chair reported back following the DSTC update to Secretaries Talent Council in October. The Chair relayed support from the STC and a commitment to partnering on workforce planning, capability and diversity objectives to ensure the Councils continue to working together and are aligned in approach.

Workforce Planning

The Council discussed workforce planning insights for the Band 3 talent pipeline.

The Council noted the most common capabilities required for the 20 Band 3 roles advertised in 2024 were leadership, understanding the strategic environment, the ability to provide evidence-based policy advice and partner with stakeholders and Ministers. These broadly align with the Visionary, Influential, Collaborative and Enabling capabilities in APS Leadership Capability Framework.

Round 9

Members noted there are 47 participants from across 22 departments and agencies for round 9 of the Deputy Secretaries Talent Council, Assessment and Development Planning program.

Yawarra update

Members received an update on the potential intersection of the Yawarra program with the DSTC program. Members noted consultations are continuing with the ASPC First Nations Unit ahead of a recommendation which will be presented to the Council in early 2025.

The next Council meeting is scheduled for March 2025.