



APS Consultative Committee Communique

Date: Tuesday, 17 June 2025

The APS Consultative Committee met **Tuesday, 17 June 2025**. The following matters were discussed.

Data, Digital and Cyber Workforce Plan

Shyam Raghupathi, a/g Assistant Commissioner, Professions and Pathways, Australian Public Service Commission (APSC) provided a brief update on implementation of the **Data, Digital and Cyber Workforce Plan**, noting it was now available [online](#).

Artificial Intelligence in Recruitment

Nick McArthur, Assistant Director, Innovative Hiring, APSC led a discussion on draft **Principles and Practices Governing Candidate use of AI in Recruitment**. Discussion touched on the benefits of developing APS wide principles and practices to guide agency responses to candidate use of AI in recruitment, supporting consistency, fairness and integrity in selection processes.

Guide to Merit

Kristy Carey, Director, Employment Policy, APSC led a discussion on the draft **Guide to Merit**. The Guide is a foundational piece aimed at supporting APS agencies in applying merit during recruitment processes, increasing recruitment capability and the understanding of merit.

Non-SES Performance Framework

Kristy Carey, Director, Employment Policy, APSC led an additional discussion on the **Non-SES Performance Framework**, which aims to set clear development expectations for people managers, building consistent and improved people management outcomes across the service.

Artificial Intelligence in the APS

Representatives from the **Community and Public Sector Union** discussed the challenges and opportunities presented by artificial intelligence. Discussion touched on the need for consultation, training, governance, risk management and appropriate AI use cases.

Next Meeting

The next meeting of the ACC is scheduled for **Tuesday, 23 September 2025**.

About the APS Consultative Committee

The APS Consultative Committee was 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.