



COO Committee Communique

Date: 24 September 2025

The COO Committee met today at the Department of the Parliamentary Services. Below is a summary of the matters discussed.

Financial Sustainment

The Committee received a paper from the Department of Finance on management of financial sustainment.

Priority Reform 3 COO Tiger Team: Update and endorsement of proposed actions

The Closing the Gap Priority Reform 3 Tiger Team presented their work and progress to date, including proposed initiatives and products (grants capability videos and easy read guides) into agency-specific grant processes, capability frameworks, and service delivery models. The Committee agreed to provide feedback on the high-level transformation recommendations.

Government's response to APS related actions under the Disability Royal Commission

The Committee received an update and agreed to provide feedback on the proposed actions to be incorporated in the APSC Disability Royal Commission Discovery Project Report to Government.

Merit list sharing

Consideration of an approach to implementing the mandating of merit list sharing has been undertaken by the APSC. The proposed approach was presented to the Committee, ahead of progression to the Secretaries Board for consideration, to ensure implementation is fit for purpose, addresses the underlying issues and avoids any unintended consequences.

Artificial Intelligence in enabling services

The Committee noted agency inputs to current and future planned use of AI in enabling services to inform further delivery-focussed discussions.

APS Academy update

The Committee received the APS Academy's operational update for 2024-25 and early 2025-26 demand trends.

Non-SES performance framework

The APSC, in collaboration with a Steering Group of HR Practitioners from across the APS, has developed a non-SES performance framework. The Committee considered the proposed framework and its implementation.

Integrity questions for recruitment application forms

The Committee considered a series of better practice integrity questions for recruitment application forms to improve consistency in recruitment and for adoption by agencies.

Next Meeting

The next COO Committee meeting is scheduled for Wednesday 12 November 2025.