



APS Consultative Committee Communique

Date: Tuesday, 9 December 2025

The **APS Consultative Committee** met **Tuesday, 9 December 2025**. The following matters were discussed.

Employment Policy Guidance

Kristy Carey, Employment Policy, APSC advised updates to several guidance documents including:

- **Merit list sharing** - noted a change in the requirements for sharing merit lists which, in certain circumstances, will be mandated after six months. Further detail can be found in [Circular 2025/07](#).
- **Non-SES Performance Framework** - the new framework embeds a culture of continuous learning and ensures behaviour is as important as outcomes. Further detail can be found on the [APSC website](#).
- **Guidance on Merit** - new guidance clarifying principles and best practice. Publication is expected early 2026.
- **AI in Recruitment** - new guidance which includes principles for agency and candidate use. Publication is expected early 2026.

Handling Misconduct

Helena Sverdlin, Integrity and Ethics, APSC provided a progress update on the review of the [Handling Misconduct - A Human Resource Manager's Guide](#). Publication is expected early 2026.

Engagement and Communications

Anna Ryan, Engagement and Communications, APSC provided an update on APS-wide communications and upcoming areas of focus, including the State of the Service Roadshow.

Diversity and Inclusion

Sam Faulkner, First Nations Unit, APSC provided an overview of First Nations initiatives including the [SES100](#), boosting First Nations employment in the APS, [Yawarra](#) and [Bulabul](#).

Stella Jones, APS CALD Strategy, APSC provided an update on implementation of the [APS Culturally and Linguistically Diverse Employment Strategy and Action Plan](#) and the launch of [MOSAIC](#) Parts 1 and 2.

Next Meeting

The next ACC meeting is scheduled for Tuesday, 24 March 2026.

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 to locate the relevant ACC member for your agency or portfolio. Further detail can also be found in your agency Enterprise Agreement.