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Progress of APS Reform | ACCC intranet

Progress of APS Reform

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Across the Australian Public Service (APS), changes are happening to make our public service stronger.

The changes will ensure the services we deliver and the policies we design are future fit and will support Australians for decades to come.



APS Reform is the government's plan to build trust and integrity, put people and business at the centre, create a model workplace, and build the skills and capability we need for the future.

At the ACCC/AER, we're tracking these reforms closely. Some of the actions we've been taking over recent years are ahead of the curve, meaning we have a head start. Other reforms are aligned with the direction we've been taking, but will require some additional shifts and steps up.

Our People and Culture team will be leading this additional work if it relates to people reforms, and collaborating with other functions across the agency for the other reforms.

We'll be discussing these at various forums, including the ACCC Senior Management Conference in 2024.

About APS Reform

In October 2022, the Australian Government announced its APS Reform agenda to deliver enduring change to strengthen the APS for the benefit of all Australians.

The Reform Agenda is underpinned by 4 priorities:

1. An APS that embodies integrity in everything it does
2. An APS that puts people and business at the centre of policy and services
3. An APS that is a model employer
4. An APS that has the capability to do its job well.

APS Reform aims to strengthen and empower the public service and increase trust and confidence in Australia's public sector institutions.

It builds on previous reform efforts and supports the APS to be future fit and capable of adapting and evolving to changing and rising expectations.

APS Reform is a service-wide undertaking. Forty-four current APS Reform initiatives are being implemented across the service, led by 12 departments and agencies.

The APS Reform Office and the Australian Public Service Commission work closely with the Secretaries Board, Department of the Prime Minister and Cabinet, Department of Finance, Attorney-General's Department and other agencies to deliver APS Reform.

The first stage of APS Reform focusses on enabling measures that support the foundations for enduring reform.

The second stage of APS Reform builds on these activities to bolster integrity, create an outward facing APS and further strengthen capability.

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First Annual Statement on APS Reform



Above: Minister for the Public Service, Senator the Hon Katy Gallagher, delivering the first annual statement

On Wednesday 1 November, the Minister for the Public Service, Senator the Hon Katy Gallagher, delivered her first annual statement acknowledging the significant progress and outlining the next stages of APS Reform.

The Minister launched the government's next stage of APS Reform and called on all public service employees to get involved.



Watch the video

A message from Professor Glyn Davis



Above: Professor Glyn Davis, Secretary, Department of the Prime Minister and Cabinet

The Australian Public Service Reform agenda is about an APS known for its integrity, respected for its thoughtful care of public resources, trusted for its commitment to citizens.

The APS Reform agenda centres on values, capability and accountability as the core of a great public service. The first phase of reform focused on the cultural, structural and legislative foundations of a professional, ethical public service.

The work ahead looks to an APS which can sustain long-term capability while responding quickly to national priorities. I know this is achievable because I see it often – in individual public servants who exemplify APS Values through their work, and in public organisations which manage policy and implementation with skill and determination.

Australians can have great confidence in their public service. As stewards of the APS, we seek to do the right thing at the right time, guided by a deep commitment to Australia's democratic institutions. It is our job to make good choices which meet these high standards.

The [Spirit of Service exhibition](#) at the Museum of Australian Democracy celebrates the diversity of public service. In portraits and stories of individuals working in a wide range of APS organisations, the exhibition is the story of honourable people pursuing an honourable mission in the interest of the country.

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It is a compelling glimpse of the spirit of service that has shaped our reform agenda, and will spur our efforts into the future.

Have your say

You can get involved by signing up for upcoming engagement activities on the [APS Reform website](#).

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[Australian Public Service Reform: Annual progress report 2023](#)

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