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Updates from the Australian Public Service Commission | ACCC intranet

Updates from the Australian Public Service Commission

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Find out about recent announcements and initiatives from the Australian Public Service Commission (APSC), including the 2022–23 State of the Service Report and the new Employee Value Proposition for the Australian Public Service (APS).



State of the Service report 2022–23

Last week, the APSC has released its 23rd annual [State of the Service Report](#), which shows how the APS is supporting the priorities of the Australian Government and serving the Australian community.

This year's report includes:

- an overview of developments impacting the operating environment of the APS
- reflections on APS capability, leadership and integrity issues, trends, and responses
- an exploration of how the APS is improving its approaches and preparing for the future
- analysis of how the APS workforce and workplaces are evolving, supported by research and data insights
- stories of how the APS is serving the Australian community, including by connecting with non-government organisations, businesses and the research sector.

Key findings in the year's report are highlighted below.

Growing the APS

The APS workforce continues to rebuild internal capacity, growing by almost 7% over the 2022–23 financial year.

We've had 175 new APS employees join us so far this financial year and will continue to expand with a number of funding proposals currently being considered for new functions, including confirmation of funding last week for our role as the interim [Digital Identity regulator](#) for the next 2.5 years.

Closing the gender pay gap

Work continues in understanding and closing the gender pay gap, and increasing representation of First Nations people and people with disability in the APS workforce.

This is also a key priority for the ACCC and AER with ongoing monitoring of our [Gender pay gap](#).

A model employer

The APS is re-establishing itself as a model employer, where employees understand their role, feel supported, and have terms and conditions that are fair and flexible. The report also shows that the APS workforce is growing and highly engaged.

In the [2023 APS Employee Census](#), around three-quarters of APS employees expressed job satisfaction and that their work gave them a sense of accomplishment.

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Our agency's Census results are more favourable by comparison, with employee engagement at almost 80%, and over 90% of our people believing strongly in the purpose and objectives of the agency. Around 90% of you would recommend the ACCC/AER as a good place to work.

In addition to action plans in divisions and branches that set out how we will address concerns raised in feedback through the Census, last week we published a whole of agency [Census action plan along with our results](#). These highlight publicly what we will do to address agency wide concerns under 3 focus areas:

- workload management
- professional development
- employee health and wellbeing.

The action plan also highlights results we are proud of, including how connected our people are to our agency, and our flexible, diverse and inclusive workplace.

Diversity and inclusion

The government and Australian community expect the APS to set the standard for equity, inclusion and diversity. The APS is building and supporting a workforce that reflects the Australian people it serves and draws on the full range of available experience.

The ACCC and AER are committed to a workplace that reflects the community we serve. We embrace diversity, as it brings a range of experiences, perspectives, and ideas to our workplace. We encourage everyone to freely be themselves without fear of discrimination or judgement about their ancestry, culture, age, religion, sexuality or disability status.

Our [Diversity and inclusion strategy](#) outlines our commitment to creating a diverse and inclusive culture that drives performance, innovation and productivity, where our people feel supported and valued. Our [diversity and inclusion employee networks](#) help us deliver on this commitment, with guidance from the [Inclusive Workplace Committee](#).

Our [Appropriate Workplace Behaviours policy and guidelines](#) also reinforces our commitment a diverse and inclusive workplace for all, and we have zero tolerance for bullying, harassment, sexual harassment, victimisation, racism and discrimination of any kind.

We have some exciting initiatives planned in the new year to progress recognition and representation of First Nations Peoples as outlined in our [Reconciliation Action Plan](#) and in [Melinda McDonald's recent Top line](#).

Our [Employee Networks](#) continue to progress activities in their individual Action Plans.

If you're interested in contributing to diversity and inclusion at the ACCC/AER, consider joining one or all of the networks, or supporting some of our regular events across the year.

APS Employee Value Proposition

Everyone wants a great place to work that has purpose and gives you opportunities to contribute to the things that matter. It's up everyone to help convey that to prospective employees.

As part of the program of work to re-establish the APS as a model employer, and under broader APS Reform agenda, last week the APSC published an [Employee Value Proposition \(EVP\) for the whole APS](#).

The APS-wide EVP:

- has been developed by the APSC's [Future of Work Taskforce](#) under the sponsorship of the [Secretaries Board Future of Work Sub-committee](#)
- complements individual agency EVPs to support the government's [APS Reform agenda](#)
- positions the APS as a model employer and communicates the benefits of working in the APS

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- will help to attract and retain the people needed to ensure the APS has the capability to do its job well.

We launched our own [Employee Value Proposition](#) last year, which is designed to give us a common language to describe where we work.

The attributes of the new APS EVP

The APSC has published a [Fact sheet](#) that outlines the 5 attributes that underpin the whole of APS EVP:

- purpose and meaning
- opportunities to learn and grow
- community and belonging
- flexibility and balance
- conditions and lifestyle.

Aspects of [our own EVP](#) are consistent with or complement those of the APS EVP, including:

- **for the greater good** – the chance for us to make an impact in our careers, for our colleagues, and for the good of Australia
- **the best of you** – we believe the best version of you is the one that's true to who you are – and that's the you we want working alongside us
- **adapt to every challenge** – at the ACCC, we're always moving at pace to meet every new challenge head-on.

Word of mouth is one of the most important ways to attract and retain talent. We encourage you to read both EVPs to help describe what it's like working here and within the APS more broadly when chatting with prospective employees.

Integrity, trust and APS reform

On Friday 17 November, Secretary of Prime Minister and Cabinet Professor Glyn Davis AC and Australian Public Service Commissioner Dr Gordon de Brouwer emailed all APS employees to announce the release of the [APS Integrity Taskforce report](#), [Louder than Words: An APS Integrity Action Plan](#), which sets out its findings on and recommendations for integrity in the APS.

The Taskforce's report and their [Integrity Good Practice Guide](#) have now been added to our [Integrity page](#) on the intranet.

The Integrity Taskforce is part of the government's agenda to strengthen integrity across the Australian public service alongside the establishment of the [National Anti-Corruption Commission \(NACC\)](#), which commenced in July this year.

Our Chief Integrity Officer, [Julia Peterburgsky](#), highlighted the NACC in her recent [Integrity Top line and reflections from the 2023 ANU Law Conference](#) in November.

The government has also announced a plan to build a stronger public service through APS Reform, a service-wide undertaking to strengthen and empower the public service and [increase trust and confidence](#) in Australia's public sector institutions.

You can review our articles on the [progress of APS Reform](#) and [trust in the Australian Public Service](#) for more information on these APS-wide initiatives.

Contact

[Employee Experience](#)

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More information

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[APS Employee Value Proposition](#)

[ACCC/AER Census results and action plan](#)

[Integrity](#)

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