



# COO Committee Communique - 28 June 2023

## COO Committee

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Date: 28 June 2023

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### APS Hiring Practices and Centralised Recruitment

The Committee considered strategies to maximise the use of merit lists across the APS; development and application of consistent hiring practices; identification of recruitment pilots and demonstrate innovative hiring approaches. This work will be further developed and considered by the Future of Work Committee of the Secretaries Board.

### Commonwealth Risk Committee

The Commonwealth Risk Committee provided an update on the role of, and guidance available to, portfolios in managing the administration of expenditure which could potentially be subject to expenditure restrictions in the Referendum (Machinery Provisions) Act 1984.

### SES Performance Leadership Framework

The COO Committee endorsed a draft APS SES performance framework for consideration by the Secretaries Board.

### *Maternity Leave Act Review*

The review of the *Maternity Leave Act* was released on 20 June 2023. The review will be subject to further consideration by Government following the conclusion of centralised APS bargaining.

[Maternity Leave Act review report | Australian Public Service Commission \(apsc.gov.au\)](#)

### Public sector gender equality reporting

The Committee noted an update led by Ms Mary Wooldridge, Chief Executive Officer, Workplace Gender Equality Agency (WGEA) on the reporting of gender equality in the public sector. Findings will be circulated to the 52 Commonwealth entities and companies who were part of the voluntary reporting in 2022. Mandatory reporting of gender equality indicators to WGEA will commence on 1 September 2023.

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## **APS Reform**

The Committee was updated on APS Reform progress and discussed options to embed accountability for reform outcomes across the APS.

## **APS Workplace Relations (Bargaining Policy)**

The Committee noted the update from the Australian Public Service Commission.

## **Boosting First Nations Employments: SES100 initiative**

The APSC has stood up a First Nations Unit to dedicate resourcing to boost employment outcomes for First Nations peoples, with a focus at senior levels and growing a talent pipeline to support Executive Level employees. This builds on the Government's election commitment and supports the National Agreement on Closing the Gap (CtG) – Priority Reform Three.

## **Next Meetings**

The next COO Committee meeting is scheduled for 26 July 2023.