

# What to expect in 2011:

## Meeting the needs of citizens

- further test scope to simplify online access to Australian Government services including a 'tell us once' capability in relation to requirements to submit personal information
- further work to consider scope to expand the use of Standard Business Reporting to reduce the costs to business of reporting to Government.

## Strong leadership and strategic direction

- new Values embedded in legislation, reflecting and guiding the way the APS works together and with the community, and formalising the responsibilities of APS leaders
- four cross-agency projects initiated by the Secretaries Board, covering mental health, vulnerable youth, public sector innovation and location information
- report on the Senior Executive Service review.

## Strengthening workforce capabilities

- establishment of the APS implementation network devoted to building better implementation and delivery capabilities
- advancement of workplace arrangements to improve the way the APS bargains its enterprise agreements
- development of a strategic approach to human capital and organisational capability development
- Strategic Centre for Leadership, Learning and Development will establish an APS-wide learning and development and talent management system.

## Operating efficiently and at a consistently high standard

- expansion of the Strategic Policy interactive web-based resource, providing greater access to practical policy development tools
- independent agency capability reviews to strengthen core competencies in leadership, strategy and delivery.

## **This is your APS**

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Australian Government

# APS REFORM

## BUILDING THE FUTURE TOGETHER

**The Australian Government is committed to public service reform.**

Building on what has already been achieved, 2011 will be an eventful year for reform.

Meeting the needs of citizens

Providing strong leadership and strategic direction

Strengthening workforce capabilities

Operating efficiently and at a consistently high standard

## Highlights from 2010 include:

### MEETING THE NEEDS OF CITIZENS

#### Creating more open and collaborative government

The 'Declaration of Open Government' was a key recommendation of the Gov 2.0 taskforce and an important first step towards a more responsive and collaborative public service.

In conjunction with reforms to FOI and privacy legislation, the declaration promotes a consultative, participatory and transparent form of governance characterised by high citizen engagement, greater public access to information and the innovative use of technology.

The declaration calls on the APS to enable and encourage greater citizen access to, and involvement in, government.

#### Snapshot of other activities in 2010:

- service delivery improvement led by Secretaries Committee
- scoping study for the citizen survey completed.

### STRENGTHENING WORKFORCE CAPABILITIES

#### Valuing human capital

In 2010 the Australian Public Service Commission assumed enhanced human capital responsibilities including workplace relations, workforce planning, performance and talent management.

The Commission has been working closely with agencies to progress APS-wide reforms. The primary focus of 2010 was a review of the Senior Executive Service initiated by the Secretaries Board.

The work undertaken by the APSC in 2010 will inform the development of workplace arrangements that support one APS.

#### Snapshot of other activities in 2010:

- Strategic Centre for Learning & Leadership established to develop a contemporary, systematic approach to learning & development, leadership and talent management for the APS
- best practice recruitment processes identified and collated by the APSC to inform APS recruitment strategies.

### PROVIDING STRONG LEADERSHIP & STRATEGIC DIRECTION

#### Refreshing the APS Values

The APS Values provide an important cultural foundation for the APS. Over the year the APSC has worked collaboratively to make the Values relevant to the challenges and responsibilities of a modern public service.

After extensive public consultations, the new Values will be embedded in legislation in 2011 and will reflect and guide the way the APS works together and with the community.

#### Snapshot of other activities in 2010:

- key governance structures formed to drive the reform agenda: Secretaries Board and senior leadership forum (APS200)
- strategic policy network established and interactive web-based resource launched
- Australian National Institute of Public Policy founded.

### OPERATING EFFICIENTLY & AT A CONSISTENTLY HIGH STANDARD

#### Streamlining administration

Legislative amendments have been made to facilitate fit-for-purpose governance arrangements for inter-jurisdictional bodies.

Additionally, after consultations with agencies, the *Financial Management and Accountability Regulations 1997* were streamlined to increase administrative efficiency and reduce red tape. These changes have improved the useability and practical application of the regulations and will give Chief Executives greater discretion to delegate financial authority within their agencies.

#### Snapshot of other activities in 2010:

- capability review methodology developed
- development of mechanisms, strategies and proposals to promote agility in government business.

For more information on reform progress visit: [www.apsc.gov.au/APSreform](http://www.apsc.gov.au/APSreform)