



Australian Government

APS HR Information Pack

For HR professionals in the Australian Public Service



Australian Public Service.
A career plus more.

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Welcome

Welcome to Human Resources (HR) in the Australian Public Service (APS).

You have joined a profession that is instrumental in delivering key outcomes for our organisations and for all Australians. Together, we strive to enable highly professional, capable, motivated, and well-equipped workforces that can meet the current and future needs of the community.

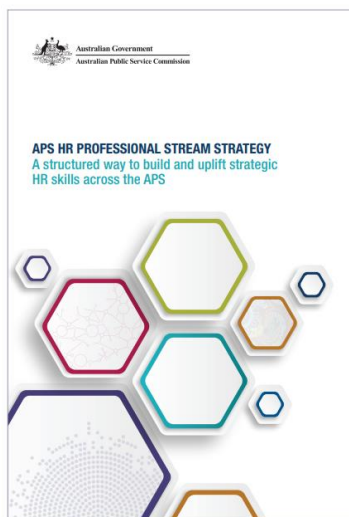
This information pack has been developed to support you in your role as an APS HR professional. In it, you will find links to information and resources that range from helping you understand high-level strategic positioning – such as whole-of-government objectives – down to helping you better perform your day-to-day work.

 [Watch the welcome video](#) from HR Head of Profession Jacqui Curtis to find out more.

 To access some of the below resources, you'll need to become a member of the APS HR Professional Network's GovTEAMS page. Find out how at [HR Professional Stream](#).

We hope you find this pack useful. Please feel free to [contact](#) us if you have any feedback.

Background




The APS HR Professional Stream (“the HR Profession”) was established in 2019 following an [independent review](#) into the Australian Public Service (APS). The review found that, to become a high-performing institution, the APS needed to strengthen its workforces’ expertise and professional skills.

The review recommended the APS develop a ‘Professions model’, led by the APS Commission (APSC). This model aimed to improve staff capability, with an initial focus on critical skill gaps (in HR, digital, and data) to lift core expertise, meet long-term capability needs, and provide rewarding careers.

The HR Profession launch included issuing the APS HR Professional Stream Strategy. To achieve the review’s recommendations, the strategy highlighted the need to focus on sharing practice and knowledge, collaboration, and supporting growth, development and professionalisation of the

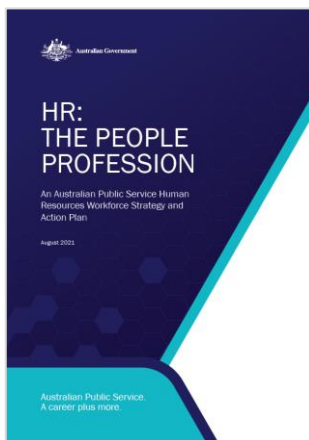
HR function.

Under the Professions model, the [Secretaries Board](#) appoints a senior official to lead each profession based on their experience and personal qualities. Jacqui Curtis, Chief Operating Officer of the Australian Taxation Office was appointed as the inaugural HR Head of Profession. In this role, Jacqui champions strategic HR capability and creates strong collaboration across the APS to deliver the initiatives in the strategy.

 Learn more about the strategy and the HR Profession on the [APS HR Professional Stream](#) page.

Key APS HR Professional Stream documents


The APS HR Workforce Strategy and Action Plan



The APS HR Workforce Strategy and Action Plan builds on the APS HR Professional Stream Strategy and guides the next phase of HR professionalisation across the APS with a focus on three pillars:

- > Pillar 1: Growing individual capability
- > Pillar 2: Delivering consistent, high-quality services
- > Pillar 3: Maturing the HR profession.


Each pillar has associated outcomes, activities and actions, which have been summarised in an action plan for individuals, leaders and agencies to incorporate into their own plans and activities.

 Read the strategy and access related resources on the [APS HR Workforce Strategy and Action Plan](#) page.

Pathways to Professionalisation Framework



The Pathways to Professionalisation Framework is a capability framework for all HR professionals in the APS. The framework outlines our shared HR purpose and ideal HR attributes and behaviours, as well as pathways to build expertise.

 Read about the key components of the framework and access the full document at the [Pathways to Professionalisation](#) page.

APS HR news and resources

Whole of Government

[Resources | Australian Public Service Commission](#)

The APSC issues publications, circulars and advice, speeches and media statements that outline changes in APS people and performance management. It's a good idea to access this link on a regular basis to remain up to date with the latest news.

[Working in the APS | Australian Public Service Commission](#)

There is a broad range of information relevant to APS employees, and as an HR professional it's important you are familiar with this information and know where to access it when needed. This includes frameworks and guidance relating to APS employment, integrity and diversity and inclusion.

[Contacts | Australian Public Service Commission](#)

HR professionals can contact the APSC directly for information and advice on a range of employment legislation and policy matters including recruitment and selection, redeployments, workforce classification, separations and much more.

APS HR Professional Stream

[Subscribe to the APS HR Professional Network](#)

Subscribe to become a member of the APS HR Professional Network. Subscribers receive regular emails aimed to help build and uplift your professional HR capability, including bi-monthly newsletters, fortnightly mobility bulletins, invitations to events, and other relevant updates.

[Join the GovTEAMS community](#)

The APS HR Professional Network GovTEAMS community is an online platform where HR professionals from across Australia share knowledge, ask questions, collaborate, and build connections with other HR practitioners across the public service.

Note, you will need a GovTEAMS account to join the community. If you do not have an account, visit the [GovTEAMS registration page](#) for more details on how to register and login.

[APS HR Professional Stream SharePoint](#)

This is the website for the HR Profession and is only accessible to members of the GovTEAMS APS HR Professional Network Community. Members can access a range of information including:

- past event recordings, including webinars
- publications, including previous newsletter editions
- HR news, including updates from the Australian Human Resources Institute (AHRI).

Building your capability

APS Academy

🔗 The [APS Academy](#) was established in 2021 to take a one-APS approach to learning and development. It offers a wide range of virtual and face-to-face courses to support your career in the APS, with content being added on a continual basis.

🔗 [APSLearn](#) is the learning management system for the Academy allowing you to browse available courses. To find specific HR profession courses, search the [catalogue](#) for 'APS HR'. Courses will be added as they become available.

Events

🔗 The [past events](#) page lists previous HR Profession events, including webinars and livestreams. A range of topics has been covered and recordings and resources are available via the links on the page.

🔗 [Upcoming events](#) are listed on this page. Members of the APS HR Professional Network also receive emails about upcoming events and links to register. Reminders for events are posted on the HR Network GovTEAMS community.

Australian Human Resources Institute (AHRI)

The Australian Human Resources Institute (AHRI) is the professional body for HR in Australia. The HR Profession works closely with AHRI to ensure the HR Profession is offering contemporary and best practice HR capability-building opportunities. As part of this partnership, many HR Profession events are AHRI CPD (continuing professional development) point recognised.

HR certification is the industry standard for HR professionals in Australia. Wherever you are in your career, there are numerous options available to advance your HR credentials through AHRI's pathways.

🔗 Refer to the [AHRI website](#) for more information about HR news and available courses, membership and certification options.

Mobility

APS HR Professional Network members will automatically receive fortnightly mobility bulletins, highlighting opportunities for temporary moves in the HR public sector.

🔗 [HR mobility opportunities](#) are also published on the GovTEAMS community. Consider if mobility is a way that you can build your capability.

🔗 Want to advertise an HR mobility opportunity to the Network? Complete the [HR Mobility Bulletin Form](#), or post your opportunity on GovTEAMS.



Podcast

HR in Focus is the HR Profession's podcast and features a range of interviews from public sector HR professionals. Topics range from AHRI capstone project showcases, to organisational transformation and measuring project success.

 Search 'HR in Focus' on your preferred podcast streaming app or [listen on Simplecast](#).

APS HR Professional Stream checklist

Ready to make the most out your HR profession? Use the checklist below as a guide on what you need to do to get started.

Make new professional connections and gain access to an Australia-wide network of experienced and knowledgeable HR professionals.

- [Subscribe](#) to the Network
- Join the [GovTEAMS community](#) and start a conversation

Enhance your strategic big-picture thinking by learning more about whole-of-government approaches.

- Add the [APSC resources](#) site to your favourites list
- Read the [APS HR Workforce Strategy and Action Plan](#)
- Read the [HR Pathways to Professionalisation Framework](#)

Advance your HR capabilities, including by hearing from senior leaders and experienced professionals, learning about current and emerging HR priorities, and exploring methods and approaches to deliver better HR work.

- Read recent articles from the [APS HR Newsletter](#)
- Listen to a recording of a [previous event](#)
- Listen to an episode of the [HR in Focus podcast](#)
- Enrol in APS HR Profession courses via the [APS Academy](#)
- Add the [HR Professional Stream SharePoint](#) site to your favourites list



Contact

Contact the [APS HR Professional Stream](#) team if you would like to know more about the HR Profession.

We also request that you contact us when:

- > You change roles and need to update your subscription details
- > You have an idea for a newsletter article/webinar/podcast/other event.

Get involved

The APS HR Professional Network relies on the engagement and participation of its members to ensure the HR Profession effectively meets the review's recommendations. Now that you've familiarised yourself with this guide, we encourage you to get involved in the discussions, share your ideas, and make the most of the opportunity to connect with your colleagues. Happy HR-ing!