



Talk sheet

APS HR Workforce Strategy and Action Plan

Introduction

Use this talk sheet to guide discussions about the APS HR Workforce Strategy and Action Plan (the strategy). These messages are relevant for all HR professionals in the public sector, regardless of their role. This talk sheet covers:

- > Key messages
- > Your role
- > Key sections of the strategy
- > Questions for discussion
- > Where to go for more information

Key messages

- > The APS HR Professional Stream is about building the strategic capability, pride, professionalisation and reputation of HR.
- > The strategy guides the next phase of professionalisation for the HR Professional Stream.
- > Everyone has a role to play in contributing to the implementation of the strategy.
- > Attitude, behaviour and integrity also play an important role in working towards the professionalisation of the APS HR workforce.
- > Every agency has its own strengths and challenges setting their own path toward professionalisation and should use the strategy as a guide.

Your role

- > Read and familiarise yourself with the strategy and action plan.
- > Make sure your team and colleagues are aware of the strategy.
- > Understand that the strategy is a guiding document.
- > Discuss with your team about what you can do to implement the strategy. You can use the 'questions for discussion' as a starting point.
- > Engage with posts on GovTEAMS and participate in HR professional stream events.

Key sections of the strategy

Strategy Pillars

The strategy has three pillars:

- > Pillar 1: Growing individual capability (page 9)
- > Pillar 2: Delivering consistent, high-quality services (page 14)
- > Pillar 3: Maturing the HR profession (page 18)

Each pillar includes:

- > Overall objective statement
- > Three outcomes
- > Three major activities
- > 'How do you contribute' section
- > Action plan
- > Success indicators

An annotated version of pillar 1, outlining the key pillar sections, is on page 3.

Achieving Strategy outcomes section

Annex A (page 22) outlines some examples of success measures to guide organisations when implementing the strategy. It is recommended that agencies develop their own action plan and progress framework to measure their own success.

Questions for discussion

- > How does the strategy fit in with existing material in your workplace?
- > What activity will you implement first in your agency?
- > What do you see as the biggest benefit to using this strategy?

Key links

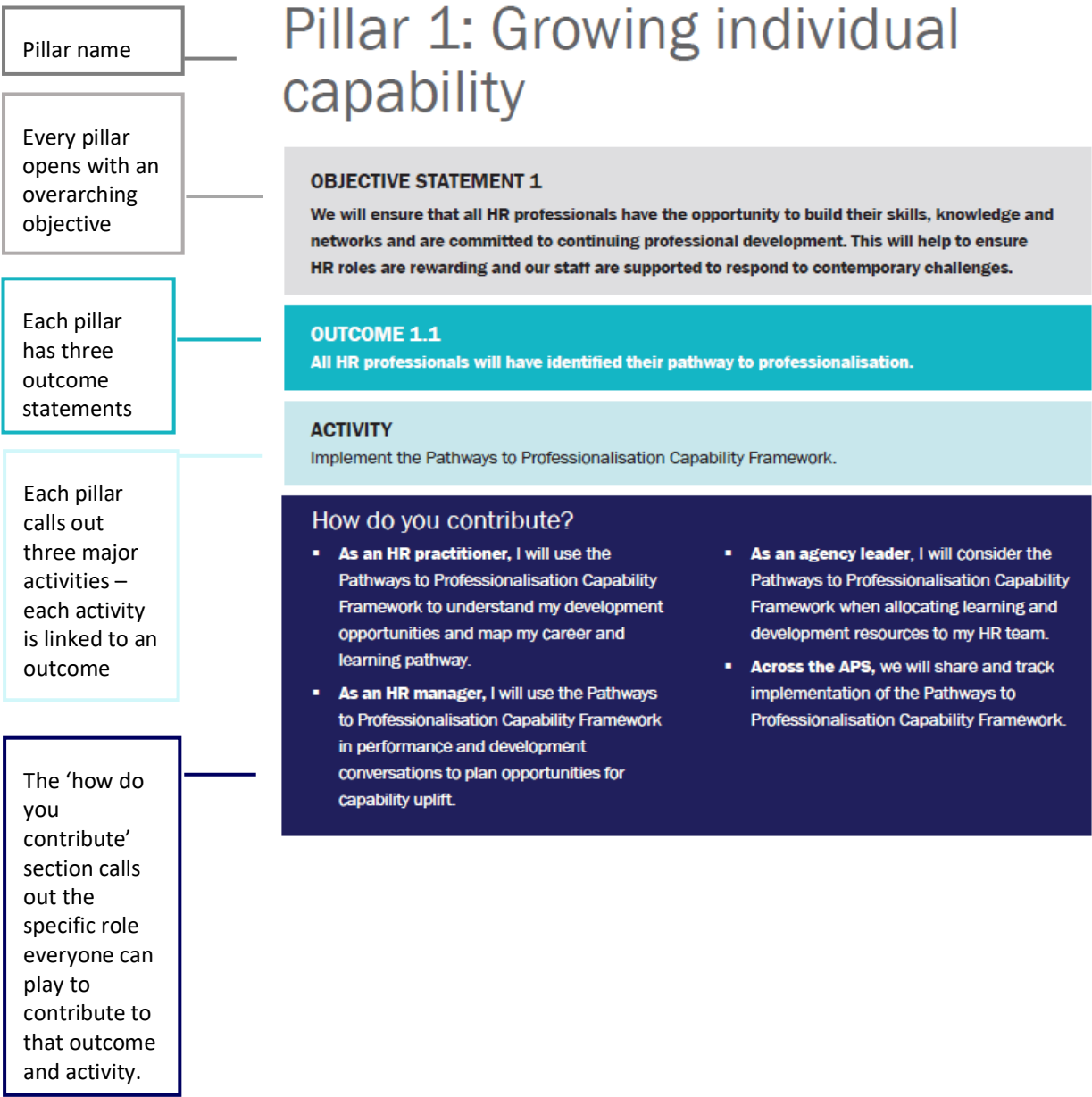
[HR Workforce Strategy and Action Plan](#)

[Strategy Pillars poster](#)

More information

- > Visit the [APS HR WFS SharePoint site](#)
- > Contact APSHRprofessionalstream@ato.gov.au
- > Visit the HR Network [GovTEAMS community](#)

Pillar 1 – Annotated



Pillar 1: Action plan – Annotated

Pillar 1: Action plan

The below actions are for individuals, leaders and agencies to incorporate into their own plans for realising the strategy.

The pillar action plan provides suggested actions under each activity for that pillar.

Activity 1
Implement the Pathways to Professionalisation Capability Framework.

Activity 2
Leveraging off the APS Mobility Framework, encourage mobility for HR professionals.

Activity 3
Build awareness and engagement of HR learning opportunities.

Action boxes are colour coded, based on the lead for those actions. For example, teal boxes are for the HR Professional Stream and APS leaders to drive, with all HR professionals encouraged to engage with and support these actions.

HR PROFESSIONAL STREAM & APS LEADERSHIP ACTIONS

- Engage staff and formally launch the framework.
- Build staff awareness through targeted communications across the Network.
- Undertake education to support framework utilisation across the APS HR workforce.
- Provide information and support for integrating the framework into workforce processes:
 - + recruitment
 - + performance
 - + capability and career development discussions
 - + workforce planning
 - + mobility and transition.
- Review framework uptake.

Timeframe: 1-3 months

HR PROFESSIONAL STREAM & APS LEADERSHIP ACTIONS

- Leverage progress made through existing mobility opportunities (such as the One APS Opportunities pilot).
- Communicate the benefits of breadth of experience.
- Identify talent mobility advocates (SES) across the workforce.
- Work with the APSC to communicate mobility options (in line with the APS Mobility Framework).

SUGGESTED HR ORGANISATIONAL ACTIONS

- Proactively engage/reach out to other departments/agencies to set-up and coordinate mobility opportunities.

Timeframe: 3-6 months / Ongoing

SUGGESTED HR ORGANISATIONAL ACTIONS

- Engage with the APS HR Professional Stream initiatives (e.g. Pathways to Professionalisation Framework, mobility).
- Use the strategy key messages to build awareness amongst your team of methods and pathways for learning.
- Communicate opportunities for professional development within the HR workforce to potential recruits. Use the Pathways to Professionalisation Framework to showcase the many career pathways available for HR professionals.
- Re-assess commitment to learning and development to ensure it aligns with the profession and organisational outcomes.
- Assess and showcase benefits of learning.

Timeframe: Ongoing

The dark blue boxes outline some suggested actions for organisations to drive, again, with HR professionals encouraged to engage with and support these actions.

Each set of actions also has an indicative time frame. This suggests how soon after launching the strategy these actions may commence. As with the whole strategy, the timeframes are a guide.