



Australian Government

Australian Public Service Commission

Heads of Small Agencies Forum

Presentation to the ACT Small Agencies HR Forum – September 2025



About the Heads of Small Agencies Forum

- Facilitated by the APSC.
- Chaired by the APS Commissioner.
- Information-sharing forum for agencies across the APS.
- Heads of small, medium and some larger agencies.
- 2 hour meetings, quarterly, via MS Teams.



Heads of Small Agencies Forum

- Strategic messages from the Commissioner
- COO Committee updates
- Other topics and presentations:
 - Overview of APS reform and APS integrity work
 - Artificial Intelligence presentation on GovAI
 - APS Academy and capability
 - First Nations Playbook
 - Psychosocial Hazards
 - Enterprise Resource Planning transition approach
 - APS Bargaining



Contact details

Contact the Secretariat

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COO Resource Hub



About the COO Resource Hub

- Centralised repository.
- Whole of APS workforce management strategies, frameworks, policies and initiatives and share better practice implementation across the service.
- Partnership and collaboration with agencies to support stewardship, capability uplift, continuous improvement and productivity.
- Assists employees by providing guidance, templates and examples.



Navigating the COO Resource Hub

1 Introduction — 2 Workplace Relations — 3 Workforce Strategy & Capability — 4 Work Health Safety & Wellbeing — 5 Performance & Leadership

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Strategic Commissioning Framework



Strategic Commissioning Framework



APS Location Framework



APS Location Framework



APS Employee Value Proposition



APS Employee Value Proposition



Themes

Implementation themes are listed along the top ribbon.

Topics

Topics are found under each theme.



COO Resource Hub

- Access is available to:
 - all entities listed on the [Department of Finance's Flipchart of PGPA Act Commonwealth entities and companies](#)
 - all APS Levels
 - APS workforce management functions including HR, corporate, enabling services and workplace administration



Contact details

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