

## Employment Principles

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The APS is a career-based service that:

- makes fair employment decisions with a fair system of review; and
- recognises that the usual basis for engagement is as an ongoing APS employee; and
- makes decisions relating to engagement and promotion that are based on merit; and
- requires effective performance from each employee; and
- provides flexible, safe and rewarding workplaces where communication, consultation, cooperation and input from employees on matters that affect their workplaces are valued; and
- provides workplaces that are free from discrimination, patronage and favouritism; and
- recognises the diversity of the Australian community and fosters diversity in the workplace.

The Employment Principles are set out in section 10A of the [Public Service Act 1999- external site](#).

View and download the [APS Values, Employment Principles and Code of Conduct](#)