

Key milestones and indicative timeframes for the Audit of Employment

Indicative timing	Audit action
September 2022	Following Ministerial agreement to the proposed implementation approach for the Audit, Finance to issue an Estimates Memorandum (EM) advising APS entities of the Audit’s consultation requirements and timeframes.
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Early October 2022	<p>Portfolio Departments to provide Finance and the APSC with their advice on:</p> <ul style="list-style-type: none"> - The portfolio’s future capability requirements to ensure the APS is able to deliver Government’s priorities effectively and efficiently. - The primary reasons behind their portfolio’s engagement of external labour hire and any identified barriers to conversion of these roles to ongoing APS positions.
From October 2022	<p>Finance and the APSC to analyse the portfolio returns:</p> <ul style="list-style-type: none"> - Finance to utilise the input provided to inform development of the proposed strategy to convert external labour roles to APS positions. - APSC to utilise the input to identify the key drivers for agencies using external labour, as well as existing or emerging gaps in capability and capacity across functions and classification levels. This analysis would inform next steps for whole-of-enterprise workforce initiatives, including approaches to scale up the current suite of capability building tools and resources, and guidance in the Strategic Commissioning Framework for agencies on commissioning internal and external capability.
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Early December 2022	<p>Portfolio Departments to provide Finance and the APSC with their consolidated portfolio quantitative data returns encompassing their advice on:</p> <ul style="list-style-type: none"> - Their expenditure on contractors, labour hire and consultants engaged in the 2021-22 financial year (ended 30 June 2022) to help build the baseline of APS labour. - The number of portfolio staff engaged via external labour hire, broken down by job families and type of engagement.

Indicative timing	Audit action
	<p><i>Note:</i> the external labour hire data collection will supplement separate data collections on the APS workforce (such as the APS Employment Database, APS Agency Survey and ASL Budget collection).</p>
<p>Early February 2023</p>	<p>APSC (lead), in consultation with Finance, to brief Minister Gallagher on:</p> <ul style="list-style-type: none"> - The key drivers for agencies accessing external labour. - Existing or emerging gaps in capability and capacity across functions and classification levels. - Proposed next steps for: <ul style="list-style-type: none"> o Whole-of-enterprise workforce initiatives, including approaches to scale up the current suite of capability building tools and resources, as well as the Strategic Commissioning Framework to guide agencies on commissioning of internal and external capability; and o The pathway to the APS becoming a model employer.

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