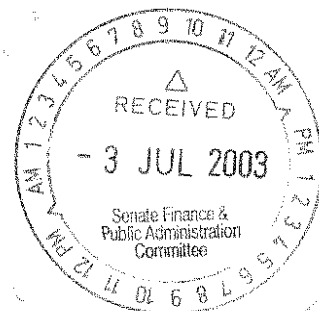




AUSTRALIAN
PUBLIC SERVICE
COMMISSION

Senator Brett Mason
Chairman
Senate Finance and Public Administration
Legislation Committee



Dear Senator

I am writing in relation to the 2003-2004 Budget Estimates Hearings at which the APS Commission recently appeared.

When I appeared before the Committee on 29 May we discussed challenges facing the Australian Public Service (APS). I outlined the challenges from my perspective as being workforce planning, in particular succession management and career development; imbedding the values in management approaches; aspects of the way agencies work with the government and the parliament; aspects of diversity, in particular Indigenous employment; record keeping; in-service training and more structured learning and development arrangements.

I would like to add performance management to that list. It is an issue on which we have done some work, including through the Management Advisory Committee, but our consultations with agencies, including in relation to the State of the Service Report, indicates that this is a continuing challenge for APS managers. We will comment further in this year's State of the Service Report.

Yours sincerely

Andrew Podger

2 July 2003

AUSTRALIAN
PUBLIC SERVICE
COMMISSION
Edmund Barton Building
Barton ACT 2600
AUSTRALIA

T: 02 6272 3609
F: 02 6272 3469
E: hotmail@apsc.gov.au
W: www.apsc.gov.au