This is a great opportunity to provide feedback (thank you)!  I would say that my day in the APS have been interesting. One thing that help me a lot which is not working efficiently is rotation and secondment within the APS. It has taken me nearly 10 years to find a suitable secondment in my field.

The opportunity came about as follows:

1. Support from my Director and SES ( this is a must!)
2. Applied externally and thus working as a contractor (taken LWOP)
3. The experience is valuable and  I would recommend it to all APS employees

Barriers I have experienced:

* Limited options to move around, unless you leave your organisation for another one
* Process of secondment was too cumbersome (make it simple and easy)..

Other:

* Invest in L&D and make it accessible to all not a limited few.
* Overhaul the performance management system, it is outdated and thus not truly reflect staff real input.