



# Decision tree for selecting the right panel

April 2026

## Step 1: APS Recruitment

Are you recruiting to fill APS positions (ongoing or non-ongoing)?

Examples include merit-based APS recruitment processes, board search, candidate sourcing, or specialist recruitment.

- **Yes:** Go to [People Panel \(Phase 1\) – Recruitment and Search Services](#)
- **No:** Go to **Step 2:** Short-term APS-type roles

## Step 2: Short-term APS-type roles

Are you filling a non-ICT related temporary, operational or administrative role typically undertaken by APS staff?

Examples include backfilling, surge capacity, project support, introduction and placement services (section 26 transfers) or other short-term, non-ongoing APS-type work without a merit-based process.

- **Yes:** Go to [People Panel \(Phase 2\) – Labour Hire Services](#)
- **No:** Go to **Step 3:** ICT roles

## Step 3: ICT roles

Are you filling an ICT-related temporary role?

- **Yes:** Go to [Digital Marketplace Panel 2 - BuyICT \(Digital Transformation Agency\)](#)
- **No:** Go to **Step 4:** Specialist or advisory services

## Step 4: Specialist or advisory services

Are you seeking a strategic consultant or independent advice that supports decision-making?

Examples include policy design, governance review, or risk strategy.

- **Yes:** Go to [Management Advisory Services \(MAS\) Panel](#)
- **No:** Go to **Step 5:** Specialist short-term expertise

## Step 5: Specialist short-term expertise

Are you filling a short-term role (no more than 24 months) that requires specialist knowledge or experience?

Examples include audit, commercial, scientific, technical, or other expert services.

- **Yes:** Go to [People Panel \(Phase 3\) – Professional Contractor Services](#) (coming soon)
- **No:** Go to **Step 6:** Out of scope

## Step 6: Out of scope

If none of the above apply, the service may be out of scope of a panel arrangement.

- **Action:** Consult your central procurement team for advice.