

PSCC 2013-06 Public Sector Performance Development Framework

Key Points

Notes:

- The NSW Public Sector Performance Development Framework contains the guidelines and essential elements set by the Public Service Commissioner, which all public sector agency performance management systems must meet.
- Guidelines on good performance management practice for managers, employees and human resources support the implementation of this Framework
- Guideline on SES performance agreements sets out best practice and mandatory elements for developing executive performance agreements.

Attachments: [Directive – Performance Development Framework \(D2013_003\)](#)

- [Guideline – Managing for performance: Guide for managers \(G2013_002\)](#)
- [Guideline – Managing for performance: Guide for employees \(G2013_003\)](#)
- [Guideline – Managing for performance: Guide for human resources \(G2013_004\)](#)
- [Guideline – Guide for SES performance agreements \(G2013_005\)](#)

In 2012, the NSW Government enacted legislation requiring heads of public sector agencies to develop and implement performance management systems for their staff. According to this legislation, I am required to issue guidelines on essential elements of performance management systems. The NSW Public Sector Performance Development Framework provides these guidelines.

The Framework is supported by a suite of reference guides which sets good performance management practices to optimise individual and team performance – and ultimately organisational performance.

The Framework represents a shift aimed at improving the culture in the sector to manage and develop capabilities and performance. It aims to raise the bar for performance management, and drive continuous improvement to achieve best practice.

Accordingly, the PSC will review the Framework regularly to support ongoing improvements in performance management across the sector and to ensure that it aligns with further workforce management reforms.

Graeme Head
Public Service Commissioner

Which agencies does this Circular apply to?

Refer to compliance details in the attached Directive

Who needs to know about this Circular?

All staff and managers.

Further information

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This Circular does not supersede any other Circular.
