

PUBLIC SERVICE COMMISSION STRATEGIC PLAN 2022-2025



Our purpose

A trusted partner and advisor to the NSW public sector in shaping a world class workforce

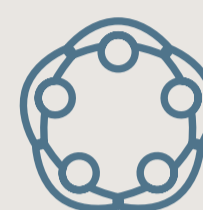
Our ambition

A contemporary, diverse, inclusive and highly capable public sector that delivers the best outcomes for the people of NSW

Our values

Integrity
Trust
Service
Accountability

STRATEGIC FOCUS AREAS



Smarter ways of working

A mobile public sector workforce where talent is responsive to areas of need and focused on the delivery of customer-centric services

- NSW public sector delivers a world-class recruitment and talent experience
- High potential talent is attracted, developed, deployed and retained
- Strategic workforce planning enables the right people in the right roles at the right time
- Employment frameworks and structures enhance sector performance
- Leaders have the mindsets, capabilities and behaviours to lead high performing, outcomes-focused workplaces

Capability for high performance

Public sector workforce focuses on evolving capabilities for high performance

- Uplift in the strategic capability of sector HR professionals
- People managers have the skills to optimise team performance
- Public sector workforce has the core digital and customer capabilities to support contemporary, customer-centric service design and delivery
- Strategic goals of workforce transition and change are maximised and benefits realised faster

Inclusive, ethical public sector

Workplace cultures that foster diversity, belonging and respect, enabled by the government sector ethical framework and core values

- Leaders drive positive and productive workplace cultures
- Equitable recruitment and employee experience
- Public sector workforce is trauma informed to support Stolen Generations survivors, their families and communities
- Public sector employees actively contribute to an inclusive culture that is respectful and promotes belonging

Measures of success 2022-2025

Year-on-year increase in number of candidates hired by agencies through the talent acquisition programs (Talent Pools, Graduate Program, internships)

Maintain percentage of graduates retained in the public sector upon completion of the program, **target: 75%**

Agencies have a Strategic Workforce Planning process in place, **target: 25% of agencies**

Improved positive results for people managers, **target: 68%**

Year-on-year increase in the number of agencies applying digital and customer capabilities

Improved positive results for managing change, **target: 50%**

The public sector is working to achieve Premier's Priority diversity targets:

- **50%** of senior leadership roles held by women
- **114** Aboriginal people in senior leadership roles
- **5.6%** of government sector roles held by people with a disability

Increase in positive rating of senior leaders' impact on workplace culture, **target: 62%**

Reduction in engagement and satisfaction gaps between under-represented groups and other employees

Increase in favourable scores on inclusion and diversity measures, **target: 75%**

Year-on-year decrease in incidence of bullying, sexual harassment, and harm

Measuring up to world class

We provide decision makers with quality data and insights, across all strategic focus areas, to address sector wide challenges and priorities

Near real-time workforce information | Integrated analysis and insights | Data strategy