

PSC Strategic Workforce Plan 2022-2025

We analysed trends impacting our work and workforce

Internal trends



Nearly 25% of our workforce transferred or took secondments in 2021.



Recruitment time halved but still takes a significant time (30 days).



People come here to drive sector-wide change.



People stay because of connection to the work and each other.



Our workforce surpasses Premier's Priority 14 diversity and inclusion goals.



Engagement was at an all-time high of 80% in 2022.

External trends



Budget pressures



Flexible working expectations



Competitive labour market



Multi-generational workforce

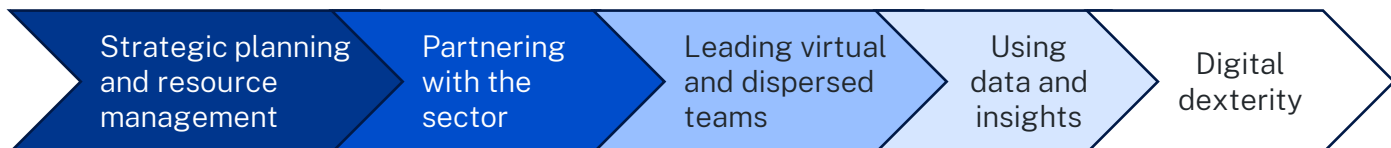


Increased regionalisation



Technological change

We identified key future capabilities required to deliver on our strategic objectives



We divided the strategy into focus areas, themes and initiatives

Focus area	Theme	Initiative
Scale and flex	Focus on making the most of what we have.	1. Enable internal consultancy with a skills and capability register using talent profiles
	Use technology more effectively to better collaborate and enable automation	2. Participate in the virtual reality/augmented reality pilot
Career development, progression and stability	Maximise development opportunities and maintain our cultural advantage	3. Build key future capabilities
The war for talent	Have a strong, differentiated employee value proposition (EVP)	4. Rebrand the PSC EVP and improve recruitment templates and practices
		5. Pursue a family-inclusive workplace certification