

Occupation specific capability sets

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Occupation specific capability sets are designed to be used with the NSW Public Sector Capability Framework to provide a fuller description of the capabilities required to perform in a professional role.

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Agencies may use their own occupation specific capability sets or external frameworks (such as cross-jurisdictional standards or those offered by professional associations) for other specialised occupational groups. These should, however, be used in conjunction with the Capability Framework, and agencies should use the core capabilities from the Capability Framework where there are overlaps with other frameworks.

Generally, a role should use capabilities from only one occupation specific capability set. The capabilities should relate to the role's main profession or job family.

Not all roles require occupation specific capabilities. The capability needs of many roles are well covered by the core capabilities contained in the Capability Framework, particularly at entry level. Agency head roles are also less likely to require occupation specific capabilities because their focus is on leadership.

Capability levels

The capability levels in the occupation specific sets show a progressive increase in complexity. The capability levels do not correspond to grade. They will vary depending on the functions of the role - the highest levels of capabilities are not intended to apply exclusively to roles at the highest grade.

The capability levels also do not correspond directly with the five capability levels in the Capability Framework. The behavioural indicators in the base level of an occupation specific set are often more complex than those contained at the foundational level in the Capability Framework. This takes into consideration the specialised knowledge, skills and abilities developed through education, training and work experience.

Behavioural indicators

Behavioural indicators describe the type of behaviour expected for each capability. They also help to show what effective performance looks like at each level of complexity. The behavioural indicators are indicative — they are not an exhaustive list. Not every indicator is relevant to every role.