

## The HR Capability Structure

The HR Capability Structure has seven capabilities which are designed to meet the objectives of a high performing, capable and competent HR workforce in the Tasmanian State Service, delivering quality people services.

### HR Capability Structure

Occupational Area/Group		Capability	Descriptor
Specialist HR/ Senior Corporate HR	<p>The diagram illustrates the HR Capability Structure as a vertical progression. On the left, a vertical arrow points upwards, with labels: Awareness, Understanding, Applies, Applies/enables/creates, and Manages/designs. To the right of the arrow are three chevrons pointing right, labeled from bottom to top: MAHRI/Affiliate, CAHRI/MAHRI, and FAHRI/CAHRI.</p>	Designing an organisation for the future	Designs and enhances effective people management practices to position the Tasmanian State Service for the future.
Transitional zone		Advancing culture and change	Facilitates change and advances a Tasmanian State Service culture that is focused on delivering quality services for Tasmanians.
Team / Section leaders of corporate HR		Leading and maintaining productive relationships	Identifies and responds to service demands and maintains productive relationships.
Transitional zone		Designing and contributing to workforce structures and performance	Builds and advances organisational capability through high performing people.
Operational/ frontline service delivery consolidating		Being an expert practitioner	Applies expert people knowledge to the organisation.
Operational/ frontline service delivery developing		Being credible	Exercises influence and provides high-level people advice to advance the organisation.
Operational/ frontline service delivery entry		Understanding and applying the State Service principles	Delivers quality people services to the organisation and to the State Service.