

DEPARTMENT OF PREMIER AND CABINET STRATEGIC PLAN 2023–26

OUR COMMITMENT

We put the **Tasmanian people** at the heart of our advice and services.

OUR VISION



We partner with others to advise on and deliver the government's priorities ensuring the **best possible outcomes** for the Tasmanian community

OUR DEPARTMENT



- Effectively **lead** and facilitate whole-of-government solutions
- Provide **valued advice** to government
- Design and deliver fit-for-purpose **systems, services** and **regulation**
- Deliver on **community priorities**

OUR PEOPLE AND WORKPLACES



- Are empowered and supported to be **innovative and curious**
- Build effective and **respectful partnerships**
- Deliver **great service**
- Develop **effective systems** to make our work easier

Our values underpin everything we do

RESPECT + EXCELLENCE + PROFESSIONAL
CUSTOMER FOCUS + WORKING TOGETHER



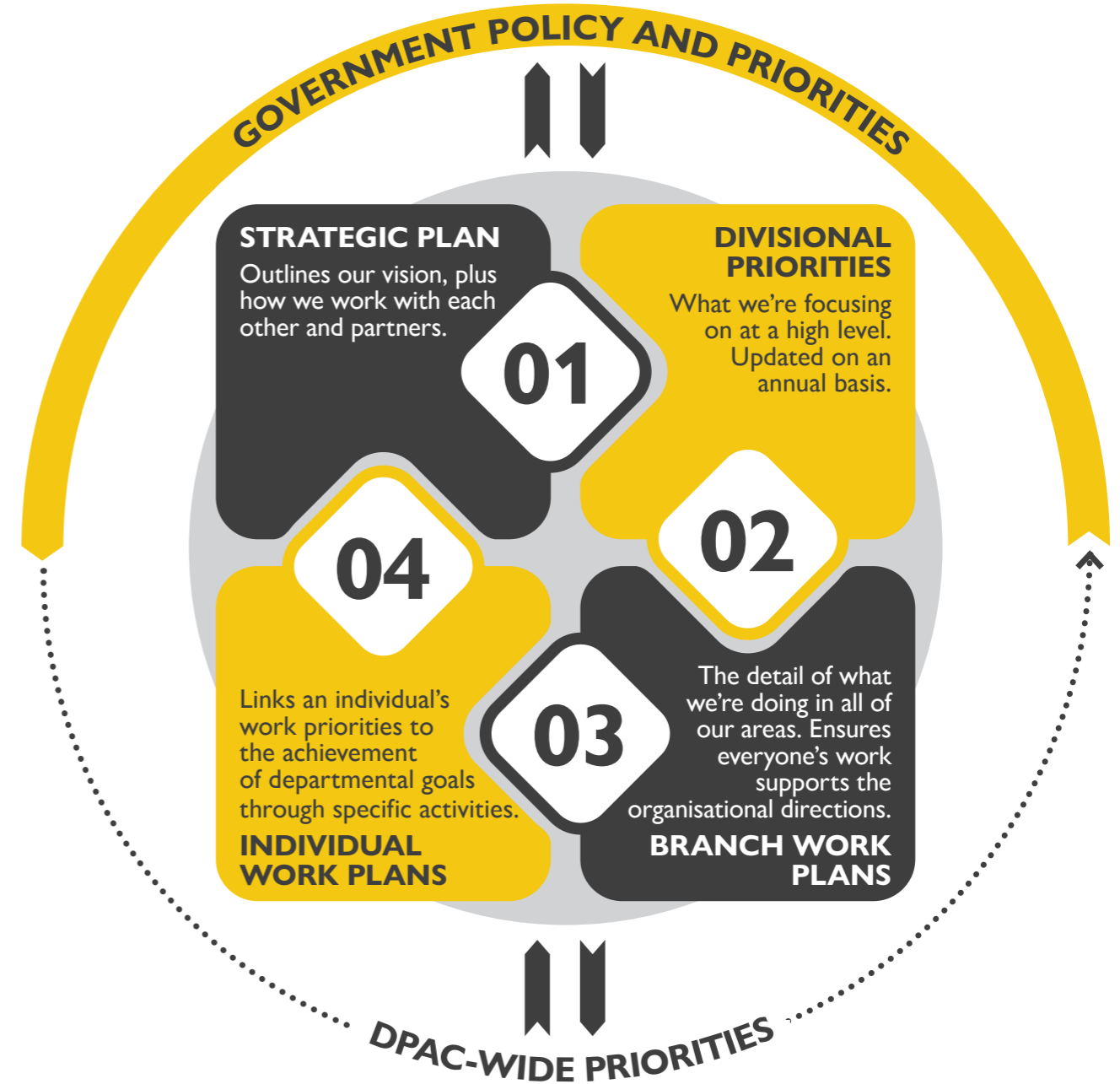
ABORIGINAL ACKNOWLEDGEMENT

In recognition of the deep history and culture of Tasmania, the Department of Premier and Cabinet acknowledges and pays respect to all Tasmanian Aboriginal people; the past and present custodians of this island. The Department acknowledges and pays respect to Tasmanian Aboriginal Elders, past and present.

OUR PLANNING MATRIX

At DPAC, we have a diverse range of functions, operating across whole-of-government.

Though we focus on different things day-to-day, we're all connected by our shared goal to serve the Tasmanian community and deliver the best possible outcomes. Everyone in DPAC plays an important role in delivering our vision.



DPAC BIG PICTURE OUTCOMES 2023



Ensure DPAC is an excellent place to work



Lead the Premier's Priorities



Lead digital transformation in Government and Community



Maintain a contemporary State Service

EXECUTIVE/DLG PRIORITIES 2023

EXECUTIVE PRIORITIES



1. Support the wellbeing of our staff to ensure they feel safe, happy and empowered
2. Prioritise staff development by and continuing to build a culture of growth
3. Fostering the DPAC values
4. Deliver and monitor the government's priorities, reform agenda and projects

DIVISIONAL LEADERSHIP GROUP PRIORITIES



1. Our values are part of our day-to-day work
2. Empowered workforce
3. Strategic Direction
4. Reflecting the community we serve
5. Growing our DLG culture

DIVISIONAL PRIORITIES 2023

POLICY AND DELIVERY



1. Provide strategic policy advice on matters of state and national significant to leverage opportunities for Tasmania.
2. Partner and collaborate to deliver the government's agenda and meet community expectations.
3. Discharge relevant statutory responsibilities allocated to the Division.
4. Ensure processes and systems are documented, contemporary and fit-for-purpose.
5. Prioritise the care and development of our people.

COMMUNITY PARTNERSHIPS AND PRIORITIES



1. In partnership with Tasmanian Aboriginal people, work towards truth telling and treaty.
2. Strengthen outcomes with and for Tasmanian Aboriginal people.
3. Strengthen outcomes with and for Tasmanians with disability.
4. Partner with the community sector to build capacity to meet the needs of Tasmanians into the future.
5. Build data about the Tasmanian community including child and youth wellbeing, and Tasmanian women to understand impacts of our policies.

CORPORATE AND GOVERNMENT SERVICES



1. Developing improved operational and financial approaches for Government Services, including incorporating digital services for the public and across agencies.
2. Support the development of our workforce, and the tools and systems they use, to provide the best possible customer service to Tasmanians.
3. Facilitate the secure sharing and governance of information and data, ensuring that data and analytics capabilities are integrated into decision making practices.
4. Lead the Tasmanian government to safeguard government information and services through coordinated cyber security resilience.
5. Support the wellbeing of our staff to ensure they feel safe, happy and empowered.

OFFICE OF THE SECRETARY



1. Support the Secretary / Head of the State Service, as Chair of the Secretaries Board, to set the overall direction for the TSS, drive collaboration, prioritise collective resource use and strive for a 'one-TSS' shared culture.
2. Driving the whole-of-government Women Supporting Women in Leadership Program.
3. Redesign the Agency's Workflow processes, to streamline and lift the quality of the flow of information and documents.

PEOPLE, PERFORMANCE AND GOVERNANCE



Note: Due to changes in DPAC's structure, actions under the People, Performance and Governance section will be led by Corporate and Government Services (CGS) and Office of the Secretary (OTS).

1. Prioritise staff wellbeing and development by fostering the DPAC values and continuing to build a culture of growth and empowerment, that promotes DPAC as an excellent place to work.
2. Lead and support the coordination of the implementation of all recommendations of the Tasmanian State Service Review.
3. Contribute to Keeping Children Safer through improving corporate service functions, including supporting the implementation of any Commission of Inquiry recommendations.
4. Drive contemporary and best practice corporate service functions for people, governance, systems and services to enable DPAC to better serve the government and the community.
5. Implement strategic corporate services that build capability across the Agency, empowers innovation, and supports people to make key decisions.
6. Lead the Agency's digital transformation to support our colleagues through the delivery of contemporary solutions, create efficiencies and to build digital capability.

STATE SERVICE MANAGEMENT OFFICE



1. Implement changes to the employment framework and practices as recommended by the Tasmanian State Service Review.
2. Implement a strategy and associated tools for the shared capability of centralised investigations for code of conduct breaches that are likely to lead to termination, and Review of Employment Directions including Employment Direction no. 5.
3. Lead the whole of government industrial reform across the TSS and continue to support Public Sector Industrial Relations Committee in developing and implementing the Industrial Relations Strategy for the State Service.
4. Contribute to Keeping Children Safer through improving employment policy and practices in the State Service, and by implementing recommendations that arise from the Commission of Inquiry.
5. Determine State Service Management Office's role and functions to support the Head of the State Service and functions of the employer.
6. Provide strategic advice and support to the Head of the State Service in undertaking the legislative role and functions of the Employer.
7. Support development of the Human Resources Information System.
8. Respect at Work – roadmap for TSS, and WEGA reporting.