



# INDEPENDENT REVIEW OF THE TASMANIAN STATE SERVICE

JULY 2021

## FACT SHEET 1 PRINCIPLES AND VALUES OF THE STATE SERVICE

The Tasmanian State Service Review (TSSR) Final Report made 77 recommendations across 5 domains:

- principles and values
- leadership
- capability
- workforce
- service delivery.

This fact sheet provides summary information regarding the directions and recommendations for principles and value in the Tasmanian State Service.

### **What should we strive for?**

The State Service is built on robust and resilient foundations. The object, values and principles of the State Service clearly articulate the expectations of Parliament regarding the value that the State Service is to deliver to the community. They define the values upon which the culture of the State Service is to be built. Finally, they guide the policies and decisions of the employees and leaders of the State Service.

### **Where are we now?**

The State Service Act 2000 includes a set of principles for the State Service and heads of agency are required to uphold, promote and comply with them. The principles vary widely. They include a mix of values, such as honesty and integrity, standards of behaviour, such as maintaining appropriate confidentiality, and process-based expectations, such as providing a reasonable opportunity to members of the community to apply for State Service employment.

They have not been reviewed since the introduction of the Act over 20 years ago. They are no longer a contemporary reflection of the expectations of behaviour in the State Service. They are also not presented in a form that can be easily promoted or shared across the Service. TSS outcomes are currently not consistent with at least one of them. They need to be replaced.

## What do we need to do?

The review makes a number of recommendations to:

- work as a single Tasmanian State Service and promote the concept
- rewrite the State Service Principles to provide more contemporary, directional and engaging values and principles for the TSS
- measure progress towards implementing the values.

## The recommendations

### **Recommendation 2 (adapted from Interim Report Recommendation 1)**

Develop and implement the concept of a single state service to help build better capabilities, increase collaboration and deliver improved outcomes for the government and the Tasmanian community.

### **Recommendation 3**

Amend the State Service Act 2000 to replace the existing State Service Principles with a clear Object, State Service Values and State Service Principles.

That TSS leadership conduct an open process of engaging with stakeholders and TSS employees to help define the shared values of the TSS.

### **Recommendation 4**

That the State Service Management Office develop key indicators to measure progress towards the embedding of values across the TSS and align the State Service Survey to provide data for these indicators.