

OPTIMISING TASMANIA'S STATE SERVICE

A message from Jenny Gale

Head of the State Service

Last year the review of the State Service, undertaken by Dr Ian Watt, highlighted that our lived experience through the COVID-19 pandemic demonstrated the importance of interoperability between critical service areas to deliver better outcomes for Tasmanians.

In line with this, we will be realigning services to best meet the ongoing needs of the Tasmanian community with a sharp focus on protecting our most vulnerable.

When it comes to housing, we will consolidate all our efforts across Government to deliver improved housing services and access to, and the supply of, social and affordable housing.

The Premier has announced that we will establish a new statutory authority, Housing Tasmania, to increase housing supply, continue to make housing affordable and ensure we leave no stone unturned to deliver the stock of houses and the services required to cater for growing demand.

We will also realign shared capabilities to strengthen strategic outcomes, including Disability Services, Women, Office of Aboriginal Affairs, Family and Sexual Violence, Veteran's Affairs and Community Services and Development to the Department of Premier and Cabinet, while Sport and Recreation will transfer to the Department of State Growth.

Our successful Strong Families, Safe Kids reforms, will be further improved by consolidating the major functions supporting children and young people from within the Department of Communities, to the Department of Education, to strengthen skills and resources through shared capabilities. The new Department will be called the

Department of Education, Children and Young People.

These changes will ensure our systems, policies, processes, and procedures are aligned and enable use to put a child's wellbeing, education and their safety from birth to when they complete their education and training at the centre of everything we do.

Importantly, these changes are aligned to our purpose of supporting the Government to achieve the best possible outcomes for Tasmanians, underpinned by key principles with a clear process in place to support the transition phase.

I reiterate to all our valued employees that this is not about efficiencies or job losses. Rather it builds on what we have already achieved, and aligns resources and capabilities where they will achieve the strongest outcomes for Tasmanians.

The changes will be phased in from 1 July 2022 in a staged approach to be completed by 30 September 2022.



Jenny Gale

Head of the
State Service



For more information, contact transition@communities.tas.gov.au

PURPOSE

The purpose of the Tasmanian Government is to achieve the best possible outcomes for the Tasmanian community.

In line with themes of the Tasmanian State Service Review, we will strengthen our departmental structure to provide better services to Tasmanians, and continue to build even more our strong focus on keeping children safe, provide more access to, and supply of, houses for Tasmanians, and most importantly enable individuals, families and communities to achieve better outcomes and services from Government.

PRINCIPLES

To support the transition plan and achieve improved service outcomes for Tasmanians, the process will be underpinned by the following principles:

- engagement and communication with employees, unions and key stakeholders;
- maintain essential services for Tasmanians;
- protect our most vulnerable;
- embrace shared capabilities to optimise service delivery and outcomes for Tasmanians;
- child centred approach to decision making is adopted for services that impact children and young people;
- enable more responsive and agile housing services;
- empower our people to deliver to the best of their abilities; and
- more investment in delivery areas with no job losses.

PROCESS

The realignment of services to best meet the ongoing needs for our Tasmanian community will be phased in from 1 July 2022, in a staged approach to be completed by 30 September 2022 and the Department of Communities will not exist after this date, subject to the passage of legislation for a new Housing entity.

Phase 1

March – May 2022

Governance and Administration:

- Steering Committee established;
- Project Director appointed;
- Project working groups established; and
- Leadership transition.

Communication framework finalised

A comprehensive project plan is released to staff.

Charter for Housing Authority Board developed.

Consultation draft for Housing Legislation developed.

Phase 2

June – July 2022

Expressions of Interest for Housing Authority Board.

Sport and Recreation transitions to the Department of State Growth.

Transition of business units to the Department of Premier and Cabinet:

- Disability Services;
- Women;
- Family and Sexual Violence;
- Veteran's Affairs; and
- Community Services and Community Development.

Aboriginal Affairs Division established in the Department of Premier and Cabinet.

Consultation on draft Legislation.

Phase 3

August – September 2022

Housing Authority Board members announced.

Services and programs relating to children transition to the new Department of Education, Children and Young People. Communities Tasmania ceases to exist as an agency.

Housing Authority Legislation introduced into the House of Assembly.

Current Communities Tasmania Secretary, Professor Michael Pervan, transitions to Secretary, Department of Natural Resources and Environment Tasmania.