

TRANSFORMATIVE, OPEN & EFFECTIVE ACT PUBLIC SERVICE

The Greens want to move further and faster towards a fairer future. Only a transformed, modernised ACT Public Service can meet that challenge.

We need an ACT Public Service fit to take on the scale of transformation needed to deliver 10,000 public homes, equipped to go faster in building our Light Rail network, and with the imagination to improve the quality of our built environment and services.

Our public service is full of talented and passionate individuals. But we cannot ignore the failures which have led to issues at CIT, to the almost \$80m writedown of the public service's new HR system or the ongoing cost blowouts of My Digital Health Record.

A knee jerk reaction could become more risk averse and assert more control - but instead, a culture of empowerment and accountability could help stop future problems becoming failures of Government.

THE ACT GREENS WILL:

- ▲ Deliver a public service transformation plan through a dedicated Minister for Public Service Transformation, empowering ACT public servants to deliver for Canberrans, through a more accountable, proactive culture.
- ▲ Separate the role of Chief Minister and Treasurer, ensuring they cannot be the same person.
- ▲ Streamline Ministerial portfolios and create a stronger link to Directorates.
- ▲ Invest in future talent through the graduate program and a stronger and more diverse senior leadership pipeline.
- ▲ Strengthen democracy and public service readiness by enabling Access Talks with the ACT Public Service ahead of an election.

ACT PUBLIC SERVICE TRANSFORMATION DETAILS

MINISTER FOR PUBLIC SERVICE TRANSFORMATION

A new Minister for Public Service Transformation will show the seriousness with which we take making the ACTPS a high-performing public service. They will work closely with the Head of Service, with the DG responsible for Workforce Capability (HR) and Governance, Digital, Data and Technology Solutions and Corporate Areas reporting to them.

Within one year of Government being formed, the Minister will put forward a plan to modernise and increase the effectiveness of the public service that puts citizens at its heart.

As Australia's most progressive jurisdiction, this will draw upon models of excellent practice in Australia and from overseas – and will encourage practical radicalism around service design and delivery.

It is expected that the process will result in investment in and empowerment of public servants at all levels to deliver better outcomes for service users and ACT residents, create movement in

resources towards areas of need, and encourage a learning culture.

The agenda will be about investing in the public service, and not about cost-cutting. But it is expected that it will help to improve productivity, reducing unnecessary processes and duplication both in customer facing and office-based roles, all of which will deliver better outcomes for ACT residents and improve job satisfaction.

Yearly staff surveys and six-monthly pulse surveys will assess employee engagement. All SES will be held to account on staff survey results, with highlights made freely available online with an action plan for improvement led by the area's SES. For frontline roles – customer satisfaction should also be considered in appraisal of SES performance.

The Graduate Scheme will also receive continued investment, with the aim of increasing retention and making the ACTPS an Australian public sector employer of choice for recent graduates – providing future talent and ideas into the workforce.

SEPARATING CHIEF MINISTER AND TREASURER

Even in other small jurisdictions, the Head of Government and Treasurer are different people. Having a separate Chief Minister and Treasurer helps avoid

conflicts of interest and improves accountability.

Tasmania, South Australia and other federated small jurisdictions internationally all have different Heads of Government and Treasurer. Under our plan, the ACT will do the same.

CLEAR MINISTERIAL COMPOSITION AND A WELL COMMUNICATED PROGRAM FOR GOVERNMENT

Each party should be allocated Ministerial positions in proportion to their representation in the ACT Assembly. Any change in allocation should be jointly agreed by all party Leaders in Government.

Ministerial allocation should align to Directorates to allow clear line of sight, unity of command, and clarity of purpose for public servants, enhancing delivery.

Each Directorate should have an annual plan, laying out their program for that coming year, approved by Cabinet. This should be widely communicated to staff by DGs and Ministers jointly and ideally face to face and tabled in the Assembly. This will improve ACTPS alignment with Ministerial priorities and help support making the ACTPS a great place to work.

PUBLIC APPOINTMENTS

Three person appointment panels will appoint DGs, likely to include the Head of Service, and two other experienced independent panel members.

The Head of the Public Service and Under Treasurer must be appointed on merit-based principles and will need to maintain the confidence of the Leaders of all governing parties. The Head of the ACT Public Service will usually be the same person as the Cabinet Secretary, as is currently the case.

The Head of the ACT Public Service reports to the Chief Minister, however is also freely accessible to Leaders of other Governing parties without the Chief Minister or their staff present.

The DG responsible for Workforce Capability and Reform will report to the Minister responsible for Public Service Transformation.

ACCESS TALKS: PRE-ELECTION ADVICE TO PARTIES STANDING IN ACT ELECTIONS

ACT citizens deserve a genuine contest of ideas from parties that are vying to form Government. We will bring the ACT in line with emerging Westminster convention, so that parties who are represented in the Legislative Assembly or who are registered and fielding candidates in all five ACT Legislative Assembly electorates can access any Directorates in the public service for access talks six months prior to the start of the Caretaker period.

Such a request should normally be accommodated within ten working days of a request being made and will be coordinated by the Chief Minister and Cabinet directorate.

WHAT'S THE INVESTMENT?

\$250,000 for the independent review only. All other changes directly resulting from this change shall be met from existing resources.