

NTPS Workforce Strategy-Work Plan

2024 - 2026

Our purpose:

To serve Territorians and the government of the day, and to put customers at the centre of everything we do.

Our strategy:

To cultivate and support a highly capable, flexible, sustainable and future focused workforce.



Alignment to 2021 -2026 Workforce Strategy Goal	2024-2026 Actions	Lead	Timeframe
Goals 1 & 3	Discussion paper on global and national innovative workforce models	OCPE	2024
	Review of profession and semi-professional entitlements/across sector rates including region specific offerings	OCPE	2024
	Explore PSEMA updates to support alternative workforce models	OCPE	2025/2026
	Enhance recruitment and onboarding processes	DCDD	2024/2025
	Ongoing implementation of whole of government recruitment project	DCMC	2024
	Develop NTPS and agency specific candidate information packs aligned to whole of government recruitment project	DCDD	2024
	Review NTPS market competitiveness to inform Enterprise Bargaining	OCPE	2025
	Review retention initiatives and NTPS turnover and develop discussion paper with recommended options	OCPE	2024/2025
	Develop NTPS Stay/Retention Surveys and forums	OCPE, DCDD	2024/2025
	Develop recruitment programs for high turnover roles by expanding the Standardised Roles and Recruitment program	DCDD	2024/2025
Goals 1 & 3	Explore establishing a formal pipeline between school-aged young people (from Year 9) and public service employment – through work experience, career planning and traineeship programs	DCDD	2024
	Explore value/return on investment of current partnerships and identify ways to enhance those and expand to new partnerships.	DCDD	2024/2025
Goal 1	Develop Strategies to improve OneNTG essential training compliance	DCDD	2024/2025
Goals 1, 2 & 3	Develop NTPS Workforce Planning Framework	OCPE, DCDD	2024/2025
	Research global & national occupation & skill gaps to inform attraction and retention initiatives.	OCPE	2024
	Develop NTPS Succession Planning and Talent and Mobility Frameworks	OCPE, DCDD	2024/2025
Goals 2, 3 & 4	Develop a Diversity & Inclusion Strategy	OCPE, DCD	2025
	Develop an NTPS Learning & Development Strategy	OCPE, DCDD	2025
Goals 2, 3 & 4	Continue implementation of NTG Cultural Responsiveness Framework. Review NTPS CLS from a cultural capability lense	DCMC (Office of Aboriginal Affairs), OCPE	2024/2025
	Continue implementation and refinement of Mentally Healthy Workplace Toolkit and explore sector wide Health and Wellbeing offerings	DCDD, OCPE	2024/2025
Goals 2 & 4	Incorporate in NTPS Learning and Development Framework, continue implementation of Customer Experience training	OCPE, DCMC	2024
Goals 3 & 4	Review Employment Instruction 4 - employee performance management and development systems and address capability development through NTPS Learning and Development framework	OCPE	2024/2025
	Implementation of NTPS Learning and Development Framework	OCPE, DCDD	2024/2025
Goal 4	Ongoing implementation of Whole of Government Recruitment Project	DCMC	2024/2025
	Incorporate digital and data literacy and capability in NTPS Learning and Development Framework	OCPE, DCDD	2024
	Artificial Intelligence Strategy to be released	DCDD	2024

Goal 1: Delivering excellence: attracting and retaining the right people in the right place at the right time.

Goal 2: Leadership and culture: customers are always at the centre of everything we do, and we inspire our employees to excel.

Goal 3: Committed and capable: growing and enabling our employees.

Goal 4: Planning for our future: creating a sustainable workforce.

Our values

- Commitment to service
- Ethical practice
- Respect
- Accountability
- Impartiality
- Inclusion and diversity



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