

OCPE Strategic Plan 2025 - 2030



Our Vision:

A high performing, future focused public service that inspires community trust.

Who we are:

The Commissioner for Public Employment is the statutory employer of all employees in the NTPS, and we work to support every NT Government agency to deliver services for Territorians.

Our Purpose:

Enable an agile, capable and engaged public sector workforce.

Our Key Partners:

NTPS agencies, OneNTG Corporate Service partner (DCDD), Charles Darwin University, Institute of Public Administration Australia

Our Workforce		Our Sector	Our People
Goals and Objectives		Goals and Objectives	Goals and Objectives
<p>Contemporary and agile employment</p> <ol style="list-style-type: none"> Promote opportunities to attract employees to work in the NT public service. Negotiate contemporary, affordable and attractive terms and conditions of employment in the NTPS. Contemporise employment provisions and promote agility through review and amendment of legislation and the employment framework. Deliver fair and equitable reviews of treatment in employment. Promote uplift in quality of decision making in relation to employment matters. 	<p>Capable and accountable NTPS employees and leaders</p> <ol style="list-style-type: none"> Deliver a future focused sector-wide workforce plan that positions the NTPS to grow the technical and leadership capability to deliver government priorities. Identify key foundational learning and capability development that supports growing our own and the performance of public servants now and into the future. Provide opportunities that identify, accelerate and grow talent and strengthen leadership behaviours and performance. Provide executive performance and development opportunities that promote stewardship, integrity and accountability. 	<p>Ethical and culturally respectful</p> <ol style="list-style-type: none"> Position the public service as a career pathway and build a culture of integrity. Drive improved employee experience in the public service, guided by feedback received in perception surveys, including the People Matter Survey. Provide sector level leadership to ensure workplaces are safe, inclusive and support the career aspirations of all public servants, including Aboriginal staff and those with a disability. 	<p>Centre of excellence for public sector employment</p> <ol style="list-style-type: none"> OCPE staff will work collaboratively with each other and engage with the public sector to share knowledge, build capability and understand agency needs. OCPE staff are provided with opportunities to develop their careers. Model and promote the NTPS values in our everyday work. Attract and retain a skilled and diverse workforce in OCPE. Embed feedback and evaluation into OCPE staff activities.
Key performance indicators		Key performance indicators	Key performance indicators
<ul style="list-style-type: none"> NTPS enterprise agreements are consistent with the NTPS Wages Policy. More than or equal to 95% of promotion appeals, finalised within 6 weeks each year. More than or equal to 95% of grievance finalised with 3 months each year. More than or equal to 90% discipline and inability appeals finalised with 3 months, each year 	<ul style="list-style-type: none"> Maintain or increase sector wide People Matter Survey results for Employee Satisfaction to more than 69% and Engagement to more than 64% for each survey. Maintain or increase sector wide People Matter Survey response rate to more than 39% for each survey. 	<ul style="list-style-type: none"> Maintain or increase sector wide People Matter Survey results for Integrity and Accountability to more than 70% for each survey. Proportion of NTPS employees who identify as Aboriginal is increased in line with employment targets once approved. Proportion of NTPS Employees who identify having a Disability 8% by 2027. 	<ul style="list-style-type: none"> 100% of OCPE staff have a current MyPerformance Agreement each year. Maintain OCPE's People Matter Survey results, Employee Satisfaction 90% and maintain or increase Engagement from 77% for each survey. Ministerial client satisfaction with OCPE services, communication and responsiveness 95% each year. Agency client satisfaction with OCPE services, communication and responsiveness 85% year each year



Ethical practice

Uphold the highest standards of practice and acts with integrity in all that we do.



Accountability

Be transparent and accountable in all our actions.



Respect

Respect all people, and in particular their rights as individuals.



Commitment to service

Be professional, hardworking, effective, innovative and efficient and work collaboratively.



Diversity

Value the diversity of The NTPS workforce.



Impartiality

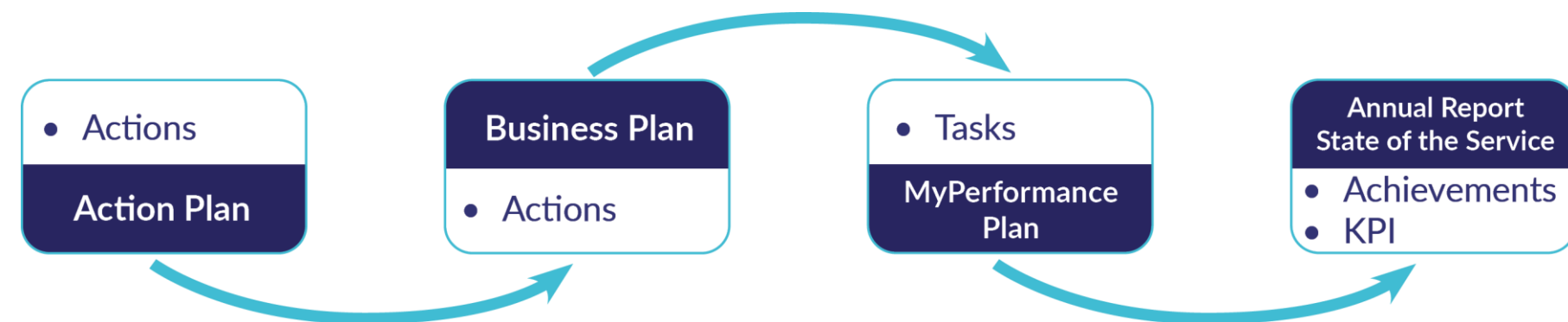
Provide the Government with advice that is objective, timely and based on the best available evidence.

Annual Action Plan for 2025

Our People		Our Sector	Our Workplace
Contemporary and agile employment <ul style="list-style-type: none"> Negotiate 8 enterprise agreements and ensure the sector understands employment conditions. Provide policy advice about legislative and employment practice improvement with the aim to contemporise provisions, generate efficiencies and enhance workforce agility. Provide guidance and enhance knowledge in contemporary recruitment practices, including special measures, to ensure positive recruitment outcomes. Ensure timely response to Fair Work matters. 	Capable and accountable NTPS employees and leaders <ul style="list-style-type: none"> In consultation with NTPS employees, develop the NTPS Workforce Strategy 2027-2030 that incorporates our commitments to Aboriginal and disability employment, and confirms commitment to NTPS values. Map core NTPS foundational capabilities and ensure development opportunities are available to gain core capabilities. Develop pathways to identify and nurture talent while providing focused leadership development opportunities that drive growth, inclusivity, and high performance. Develop an executive professional development plan with supporting capability development offerings to enhance executive capability and performance. 	Ethical and culturally respectful <ul style="list-style-type: none"> Develop and promote an NTPS Integrity Framework. Continue implementation of the Employability Strategy 2025-2027. Deliver the People Matter Survey and Aboriginal Employee Stay Survey and develop plans to enhance employee experience and workplace performance by using insights from them. Undertake stakeholder consultation to inform the development of Aboriginal strategic priorities for incorporation into the NTPS Workforce Strategy 2027-2030. Enhance reward and recognition activities such as Recognition of Service Milestones and Chief Minister's Awards for Excellence in the Public Sector. Enhance the NTPS Cross Cultural Framework and supporting cross cultural capability programs. 	Centre of excellence for public sector employment <ul style="list-style-type: none"> Promote collaboration and engagement by ensuring OCPE staff work closely with the public sector through networking and knowledge exchange and capability uplift in our areas of expertise. Support staff growth and retention by ensuring all employees to maintain MyPerformance Agreements with approved learning and development opportunities. Review OCPE key performance indicators and develop an evaluation plan for key programs that embeds a continuous improvement approach into our work.

Monitoring our progress

We will review our strategic plan each year and our annual Action Plan will focus our work. We will share our progress in the State of the Service and Annual Reports.



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Public Sector Appeals and Grievance Reviews (PSA&GR)	PSAGR@nt.gov.au	08 8999 4129
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