

# Office of the Commissioner for Public Employment Strategic Plan 2017 - 2020

## VISION

To be a skilled, fair and creative public sector that provides the highest quality service to the Government and people of the Northern Territory.

## PURPOSE

To have a capable and diverse workforce to deliver government services with skill and integrity.

### Values

#### COMMITMENT TO SERVICE

The NTPS is professional, hardworking, effective, innovative, and works collaboratively to achieve the best results for the Northern Territory.

#### ETHICAL PRACTICE

The NTPS upholds the highest standards of practice and acts with integrity in all that it does.

#### RESPECT

The NTPS respects all people, and in particular their rights as individuals.

#### ACCOUNTABILITY

The NTPS is transparent and accountable in all its actions.

#### IMPARTIALITY

The NTPS is apolitical and provides the Government with advice that is objective, timely and based on the best available evidence.

#### DIVERSITY

The NTPS values and actively encourages diversity of its workforce.

## Strategic Issue: Investing in jobs

### Strategic Priority: Positioning the NTPS as a model employer of choice

#### Goals

- Promote and support equity and diversity in employment across the NTPS with a strong and positive focus on employment for Indigenous and persons with disability.
- Negotiate and implement enterprise agreements in line with NTPS Wages Policy.
- Develop and manage executive employment provisions.
- Promote and support management of best practice employment governance.
- Promote and support human capital planning across the NTPS.
- Promote and support reward and recognition in the NTPS.
- Build leadership and capability across the NTPS.
- Develop and promote performance management capability across the NTPS.
- Develop Human Resource and Industrial Relations capability across the NTPS.

## Strategic Issue: Trust and Integrity

### Strategic Priority: Embed public sector principles across the Northern Territory Public Service

#### Goals

- Ensuring a Sound Governance Framework is established.
- Support agencies implementing significant change management and in the resolution of disputes in a fair and equitable manner.
- Promote and support relevant job evaluation processes in the NTPS.
- Foster a culture of respect aimed at eliminating inappropriate workplace behaviours.
- Strengthen and monitor the understanding and application of the merit principle across the NTPS to ensure that selection processes within the NTPS are fair, consistent and transparent.
- Encourage and foster diversity through special measures plans supported by education and training.
- Conduct fair and effective processes for handling public sector employees' grievances and appeals.