

I WORK FOR SA – YOUR VOICE SURVEY SECTOR ACTION PLAN 2022

YOU TOLD US WE NEED TO FOCUS ON...

LEADERSHIP

SO WE'RE TAKING ACTION BY...



Implementing a new framework for all SA public sector leaders which defines what good leadership looks like.

Setting clearly defined leadership standards to attract, promote and develop the right people and hold them to account.



Launching new short courses from March 2022, designed for quick and lasting impact. These courses will equip leaders to coach employees to do their best work, successfully manage hybrid working, respond to rapid change, prioritise customers, nurture wellbeing, and promote inclusivity.

Adapting the South Australian Leadership Academy's core programs to meet the changing needs of the sector.



Our leaders are empowered to set and give clear direction and are skilled in guiding employees through change.

WELLBEING



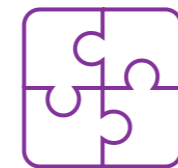
Establishing an advisory service in partnership with Wellbeing SA so agencies can seek specialised intervention when requiring extra support to create thriving workplaces.

Piloting a leading online mental health awareness tool for employees and managers, with 24/7 access to resources and training.



Expanding the successful Mentally Healthy Workplaces initiative to incorporate all aspects of wellbeing, including specific support for frontline workers.

Introducing custom wellbeing resources and training programs in targeted areas such as bullying and harassment, and mental health awareness.



Embedding all new initiatives to nurture wellbeing into the sector's leadership induction processes and professional development programs.

You have more support and resources to manage and nurture your wellbeing, with a tailored approach for employees in frontline roles.

CULTURE



Launching a simplified Integrity Framework before June 2022 to define the expectations of all employees, including leaders, on the values and behaviours required to appropriately serve the SA community.

Improving the experience, representation and inclusion of all employees through a new sector-wide Inclusion Strategy, with a particular focus on employees living with a disability.



Setting the standard for effective and transparent recruitment practices through better tools and resources.

Training employees who take part in the sector's recruitment and talent management, so standards are aligned to best practice, consistently upheld and applied.



Our sector is respectful and inclusive, and this culture begins with fair and transparent recruitment processes.



Government
of South Australia