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OFFICIAL

A message from the

## Commissioner for Public Sector Employment



### How we are acting on your feedback

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

After almost 40,000 of you took the time to respond to the Your Voice survey last year, I committed that we would not only listen to your feedback but act. Today I am delighted to be sharing the launch of the sector's [action plan](#) with you, which is the first step of many towards fulfilling that promise.

For several months now, we have analysed the survey's results and engaged with stakeholders across the sector to understand better which actions would drive the most positive change. This was not a straightforward task because of the size and diverse interests of the SA public sector. We learnt from 2018's plan that our actions need to be targeted to be effective, and it was pleasing to see that translate into improved results.

While your agencies' action plans will respond to the issues identified in the survey that are unique to your workplace and context, the sector action plan is designed to create wide-reaching improvements.

Initially, it will focus on these key areas in 2022:

- Defining what makes a good leader in our sector, ensuring leaders have the skills and training to deliver, and holding them to account when they don't.
- Providing you with greater support and more relevant tools so you can nurture and manage your wellbeing.
- Ensuring our sector is respectful and inclusive and its recruitment processes are fair and transparent.

To deliver these outcomes, we are building upon initiatives that are already improving engagement and introducing new actions. Some will offer immediate benefits ([such as these new short courses](#)), while other improvements will be more gradual. What is clear either way is that we must not waste the opportunity created by the pandemic to reshape our workplaces and the way we work.

#### Our opportunity

In the last two years, we have learned that change is constant, and our leaders need to be confident in setting new directions and effectively guiding their teams through change. No matter the stage of our career, we look to our leaders for direction, support, motivation, and encouragement – which is why we must invest in their development so that every employee is enabled to do their best work and feels valued.

Your wellbeing will also be critical to our ongoing success, and the survey's results told us that we need to offer more tailored support, especially for those who serve in frontline roles. While we have several established programs in place, we will expand these offerings to help you better manage your wellbeing. To thrive at work, we must be resilient and adaptive to change and juggle the constant shifts in our work and personal lives. We are committed to creating an encouraging environment to help you overcome challenges and give you the confidence to speak up or seek help.

As a sector, we want to create an organisation where all employees belong and feel valued for the experience, skills and diversity they bring. This starts with developing a culture of inclusivity, where diversity is celebrated because of the richness it adds to our decision-making. Our sector must also attract and retain the best talent by building a workforce that reflects the community we serve.

We heard your concerns about the effectiveness of our current recruitment practices, and as a result, we are

committed to improving in this area. We will also be investing the time to reinforce the behaviours and values we expect all employees and leaders to demonstrate each day.

If you want to learn more about how we will act on your survey feedback, I encourage you to visit the OCPSE website to read the sector's [action plan](#). You can also discover how we engaged representatives from across the sector so all agencies could contribute to the action plan and have their perspectives heard.

I'll continue to keep you updated throughout 2022 as these actions are delivered.



**Erma Ranieri**  
**Commissioner for Public Sector Employment**

We acknowledge this land. The Dreaming is still living. From the past, in the present, into the future, forever.

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