State Services Authority

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The State Services Authority

- State Services Authority established under the Public Administration Act 2004
- 4 major roles:
  - identify opportunities to improve delivery & integration of government services & report on service delivery outcomes & standards;
  - promote high standards of integrity & conduct in the public sector;
  - strengthen the professionalism & adaptability of the public sector; and
  - promote high standards of governance, accountability & performance for public entities.
The Public Sector Standards Commissioner is a member of the State Services Authority

- The Commissioner:
  - issues codes of conduct
  - promotes ethical behaviour
  - reviews complaints
  - issues standards on how to apply the employment principles
Public Sector Values

- Responsiveness
- Integrity
- Impartiality
- Accountability
- Respect
- Leadership
- Human Rights
Employment Principles

- employment decisions are based on merit
- employees are treated fairly and reasonably
- equal employment opportunity is provided
- human rights as set out in the *Charter of Human Rights and Responsibilities Act 2006* are upheld
- public sector employees have a reasonable avenue of redress against unfair or unreasonable treatment
- a career public service is fostered (in the case of public service bodies)
Public Administration Act

- Public sector body heads must establish employment processes that will ensure that...... equal employment opportunity is provided.
  - Recognising and valuing diversity
  - Freedom from discrimination and harassment
  - Focussing on essential job requirements
  - Best practice, not just compliance
Recruitment principles

- Application of merit to recruitment and selection is fundamental

- Merit:
  - Supports the public sector values
  - Helps the Victorian Public Sector attract, select develop and retain the best people
  - Builds community trust and confidence in the sector
  - Contributes to community strengthening through providing equitable access to employment opportunities
Diversity in the Public Sector

- Older, more part-time and employs more women than the Victorian labour force generally

- One third of all employees work in rural and regional communities

- Slightly older workforce than the broader Victorian workforce – 32% are over 50 years old

- 17 per cent of employees born overseas

- 0.5 per cent of employees report that they are of Aboriginal and/or Torres Strait Islander origin, the same percentage as in the Victorian community overall.

- 3 per cent of employees have an ongoing disability. Of those employees with an ongoing disability, 46 per cent reported that they require adjustments to be made at work.
Aboriginal employment strategy

- In 2008 the Premier requested the SSA lead the development of a new public sector Aboriginal employment strategy
- Aimed at increasing Aboriginal employment at all levels across the sector
- New focus on building capability by providing pathways
- Barriers to employment for Aboriginal people are multiple and complex and include racism and workplace discrimination, cultural barriers and educational barriers.
- In 2006, 17,806 Victorians self identified as Indigenous and of working age. This equates to 0.545 of working age Victorians
- An estimated 1200 employees (0.5%) in the Victorian public sector identify as Indigenous
A number of initiatives have been recommended in the Strategy:

- Build sustainable pathways between education and employment
- Make the public sector an employer of choice for Aboriginal people
- Create inclusive workplaces
- Support employers to recruit, develop and retain Aboriginal people
- Ensure accountability
Thank you and Questions

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