

Public Accounts and Estimates Committee 2007- 08 Budget Estimates Inquiry

Bruce C. Hartnett
Chair
3 May 2007

stateservicesauthority



The Authority has five key roles

The *Public Administration Act 2004* outlines five roles for the State Services Authority:

- Role 1:** improve the delivery and integration of government services and report on service delivery outcomes and standards
- Role 2:** promote high standards of integrity and conduct in the public sector
- Role 3:** strengthen the professionalism and adaptability of the public sector
- Role 4:** promote high standards of governance, accountability and performance for public entities
- Role 5:** enable certain public sector employees and Parliamentary officers whose employment is terminated to apply for relief in respect of that termination on the ground that it was harsh, unjust or unreasonable



Improving service delivery

□ Review of the Governance and Effectiveness of Rural Ambulance Victoria

Key findings and recommendations related to corporate governance; leadership; structure; culture; management systems and financial management.

Final report: completed December 2006

□ Review of Major Cemetery Trusts in Victoria

Reviewing institutional, governance and accountability arrangements; regulatory arrangements; financial and asset management; land management and the application of public sector values.

Interim report: completed April 2007

Final report: due 30 June 2007

□ Review of Not-for-Profit Regulation

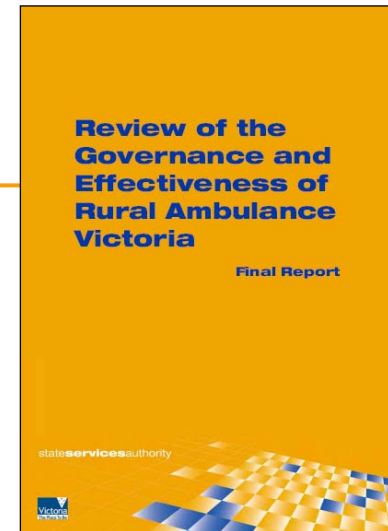
Reviewing the impact of Victorian Government regulation and other reporting requirements on the not-for-profit sector and identifying opportunities for improvement.

Final report: due 30 September 2007

□ Review of Regional Management Forums

Reviewing functions, governance arrangements, outcomes, key success factors and strategies for sharing lessons learnt.

Commenced April 2007



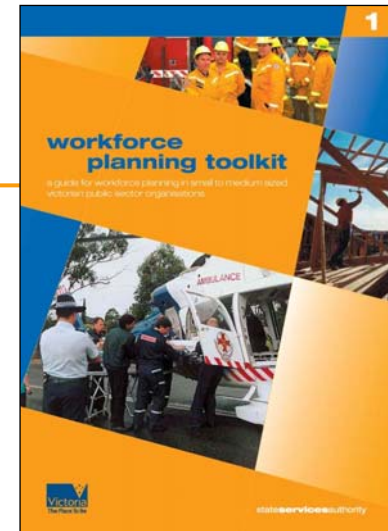
Promoting high standards of integrity



Planning and developing a capable workforce

The Government has adopted the following workforce planning goals for the Victorian public sector:

- ❑ **attraction and recruitment strategies**
 - e-recruitment system
- ❑ **increasing labour supply**
 - Graduate Recruitment and Development Program
- ❑ **staff development**
 - *Developing Leaders – strengthening leadership in the VPS Report*
- ❑ **public sector’s agility in employment practices**
 - Redeployment Policy
- ❑ **workforce participation and retention of high risk work categories**
 - Increasing Participation for Mature Age Workers Project
- ❑ **workforce planning governance and capability**
 - HR Capability Review



Promoting high standards of governance

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good practice guide on governance for victorian public sector entities

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1 introduction
Public entities are organisations established and owned by the government to undertake a range of administrative, service delivery and/or regulatory functions outside government Departments.

2 building and renewing the board
Someone considering a Board appointment should be well informed about the Board, its functions and the expected workload.

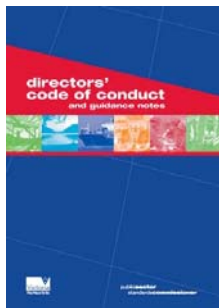
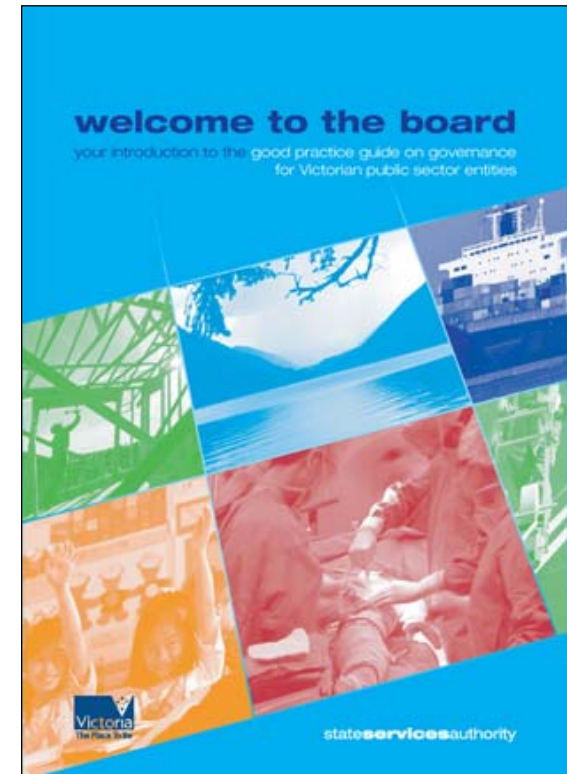
3 on board
Different personnel and parts of Government perform different roles which contribute to the operations of the Board and the public entity. The Directors' Code of Conduct and Guidance Notes articulate how the Victorian public sector values apply to the Board members.

4 operations of the board
Board meetings are a fundamental governance process. Boards set the strategic direction within an agreed risk management framework.

5 compliance and accountability
Boards must comply with their statutory obligations under all the legislation which affects them.

frequently asked questions
dictionary of common terms
reference list

Good Practice Guide web-based resource



Directors' Code of Conduct

Welcome to the Board

Leading and responding to change

The Government needs a flexible and agile public sector that can:

- ❑ respond to and lead change
- ❑ think strategically and long-term
- ❑ respond to the needs of Victoria's citizens
- ❑ *The Future of the Public Sector in 2025 (Project) Report.*



To achieve this, the Authority is:

- ❑ addressing the major workforce planning issues and challenges that confront the Victorian public sector
- ❑ reviewing the delivery of government services, including conducting major reviews, as requested by the Premier or by Government Ministers
- ❑ promoting the highest standards of governance amongst government employees and employers.