

## Department of Premier and Cabinet

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[REDACTED]  
APS Reform Office  
Department of the Prime Minister and Cabinet  
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Dear Alison

### Enabling APS Reform: Public Service Amendment Bill 2023

Thank you for the opportunity to comment on the new Public Service Amendment Bill 2023 (PS Bill) on behalf of the Tasmanian State Service (TSS).

I commend the Australian Public Service Reform Office of the Department of Prime Minister and Cabinet on the work it has done in developing and drafting the PS Bill and support the introduction of this Bill as it will enable important and fundamental reform to the Australian Public Service.

I note the introduction of the new Stewardship Value which defines stewardship in terms of the APS and how it creates long-term public value for Australia. This is a very important reform and one we fully support. Similarly, the proposed requirement for the preparation of long-term insights reports developed through public consultation will provide powerful analysis that can encourage whole of service solutions.

In terms of the new APS Purpose Statement, I agree this is an important step in changing the focus from a range of agencies with their own purpose statements and objectives into what can be achieved in delivering public services on a whole of service level. This will enhance leadership by Heads of Agencies upholding and promoting the APS Purpose Statement, further encouraging a whole of service collaborative culture.

The proposed amendment to clarify that Ministers are unable to direct an Agency Head in respect of employment decisions is fundamental to ensuring that the APS remains apolitical and independent with all employment decisions based on merit.

The amendment enabling agency heads to create a work environment where decisions are to be made at the lowest appropriate classification will improve efficiency, however, I note that this could be achieved through non-legislative means.

Similarly, the requirement to initiate regular and independent agency capability reviews and related action plans should support planning for long term organisational capacity and again I believe this could be achieved as an administrative change, noting that the proposed section allows for Heads of Agencies to initiate their own Capability Reviews.

Once again, thank you for the opportunity to comment on these important reforms.

Your sincerely

A handwritten signature in black ink that reads "Jenny Gale". The signature is written in a cursive, flowing style.

Jenny Gale  
**Head of the State Service**  
5 June 2023