

Senate Community Affairs Legislation Committee

SUPPLEMENTARY BUDGET ESTIMATES – 22 OCTOBER 2015 ANSWER TO QUESTION ON NOTICE

Department of Human Services

Topic: Staffing - Workforce Transformation Programme

Question reference number: HS 126

Senator: Cameron

Type of question: Written

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Question:

Please provide practical examples of the benefits and challenges identified arising from the workforce transformation programme, the talent hub and the transformer network.

Answer:

The Department of Human Services' workforce transformation programme, talent hub and Transformer network generated a range of workforce benefits.

These benefits included:

- new job statements for the Department's staff;
- a 'one department' organisational culture developed by staff;
- establishing Change Managers and a Transformer network to support staff to adapt to changes and transition to new ways of working;
- an online tool for staff to progress their learning and development; and
- establishing 'on the job' learning opportunities for staff.

Challenges included:

- developing job roles for all staff that meet the needs across the organisation for similar activities and skills requirements;
- supporting staff to effectively use the talent hub tool to progress their learning and development priorities;
- embedding 'learning as self-driven and ongoing' with staff; and
- sustaining the momentum of the Transformer network of more than 3,600 staff across the organisation.