

Manager - Workforce Wellbeing, Inclusion and Engagement

STATEMENT OF DUTIES		JUNE 2024
Number	976059	
Portfolio	Business Operations and Support Services	
Branch	People Services and Support	
Section	HR Policy Strategy and Wellbeing	
Sub-Section/Unit/School	N/A	
Supervisor	Deputy Director, HR Strategy and Wellbeing	
Award/Agreement	Tasmanian State Service Award	
Classification	General Stream Band 8	
Employment Conditions	Permanent or fixed-term, full time, 73.5 per fortnight, 52 weeks per year including 4 weeks annual leave.	
Location	South	
Check Type	N/A	
Check Frequency	N/A	

Context

The Staff Wellbeing, Inclusion and Engagement Team is part of the People Services and Support Branch, within the Business Operations and Support Portfolio. The Team is responsible for the development and implementation of the Staff Wellbeing Framework and Action Plan. The focus of the team is on establishing and implementing flexible, evidence-based approaches to support the wellbeing of all staff. This includes building a shared understanding of wellbeing, and building the capability of staff and leaders to support their own, and others, wellbeing at work. The team also works with specific at risk areas of the agency to develop tailored programs of wellbeing.

Primary Purpose

To lead and manage the Staff Wellbeing, Inclusion and Engagement team in the delivery of strategic people initiatives and projects, including key actions aligned to the department's overarching strategic direction, that enables the systemic support for the wellbeing and engagement of all staff. The Manager will plan, manage and coordinate the provision of comprehensive and accurate advice, research and consultation, and coordinate the provision of information across a range of priority projects relevant to Staff Wellbeing, Inclusion and Engagement.

Level of Responsibility/Direction and Supervision

The occupant will lead and manage the team responsible for coordinating Staff Wellbeing, Inclusion and Engagement projects and initiatives of varying size and complexity, including the implementation of the Staff Wellbeing Framework and Action Plan, while meeting deadlines and shifting priorities, together with the successful completion of project documentation and associated documents.

The occupant is required to contribute at a senior level, providing strong leadership and management to the Staff Wellbeing, Inclusion and Engagement team, and providing strategic advice on matters related to staff wellbeing, inclusion and diversity. The occupant is expected to exercise considerable judgment and initiative with significant independence in day-to-day activities under the broad direction of the Deputy Director, HR Strategy and Wellbeing.

The Department has a range of delegations in operational areas including Finance, Human Resources and Facilities. The occupant is responsible for ascertaining the delegations that are assigned to these duties and is expected to exercise any applicable delegations prudently and in accordance with any specified limitations.

In the delivery of the department's activities, the occupant must ensure that:

- Within the occupant's area of organisational responsibility, appropriate strategies are in place to minimise the risk of fraud; and
- Decisions and actions are made ethically and with integrity, on the basis that such is lawful and reasonable, based on an objective standard.
- The safety and wellbeing of all children and young people is paramount and if the occupant believes or suspects, on reasonable grounds, that a child is suffering, has suffered or is likely to suffer sexual abuse, immediate contact is made with the Strong Families, Safe Kids Advice and Referral Line (ARL) and if the suspected abuse was committed by an employee also notify Workplace Relations

Primary Duties

1. Provide strong leadership and management to the Staff Wellbeing, Inclusion and Engagement team, fostering collaborative team approaches, a shared purpose and direction and continuous improvement to service delivery.
2. Lead and manage the development and implementation of strategic staff wellbeing, inclusion and engagement projects and initiatives, including monitoring their progress, and developing and maintaining collaborative partnerships to deliver the Department's strategic objectives.

3. Lead the establishment and implementation of a structured approach to the evaluation and review of wellbeing, inclusion and engagement initiatives, including monitoring and reporting on the impact, and the provision of recommendations that support continual whole of agency improvements.
4. Provide high-level direction and management over a broad range of documentation including project and action plans, communication plans, evaluation strategies and other associated project documentation.
5. Provide high-level advice to senior leaders, external parties and other key stakeholders in relation to staff wellbeing, diversity and inclusion, and engagement issues.
6. Participate in, and represent the Agency, Portfolio and Branch on internal and external forums as required.
7. Ensure the safety and wellbeing of colleagues, employees and vulnerable people, including children and young people, and immediately report any concerns, disclosures, allegations or suspicions of harm. Actively participate in and contribute to practices that will ensure the Agency is a child safe organisation including reporting, record keeping and information sharing obligations.
8. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

Selection Criteria

Employment in the State Service is governed by the *State Service Act 2000* and employment decisions must be based on merit. A decision relating to appointment or promotion is based on merit if:

- an assessment is made of the relative suitability of the candidates for the duties; and
- the assessment is based on the relationship between the candidates' work-related qualities and the work-related qualities genuinely required for the performance of the duties; and
- the assessment focuses on the relative capacity of the candidates to achieve outcomes related to the duties; and
- the assessment is the primary consideration in making the decision.

Work-related qualities might include; skills and abilities; qualifications, training and competencies; standard of work performance; capacity to produce required outcomes; relevant personal qualities; and demonstrated potential for future development.

The following specific selection criteria must be addressed by candidates. The nominated position objective and duties contained in this statement of duties must also be used to assist in the interpretation of these selection criteria.

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1. Demonstrated high-level management skills and experience in managing and coordinating strategic projects and initiatives which are designed to improve employee experience and organisational culture, particularly in the areas related to staff wellbeing, diversity and inclusion.
 2. Demonstrated high-level project management, organisational and planning skills with the ability to develop project documents including functional requirements, tender documents, project plans, reports and briefings.

3. High-level analytical and conceptual skills with demonstrated initiative, innovation and drive, and a deep sense of personal accountability and integrity.
4. Extensive experience in leading teams, including the ability to guide, direct, motivate and develop staff, and build a positive and collaborative team culture.
5. Proven ability to develop and maintain relationships and networks across the business and government sectors and to work collaboratively across the department in the planning and delivery of the staff wellbeing framework and standards.
6. Demonstrated high-level interpersonal skills including communication, negotiation, and conflict resolution skills, with the ability to interact effectively with a wide range of stakeholders and represent the Department with authority to identify and negotiate mutually acceptable solutions regarding complex issues.

Requirements

Registration/licences that are essential requirements of this role must remain current and valid at all times by the occupant who is assigned these duties. The status of these essential requirements may be checked at any time during employment. It is the employee's responsibility to ensure that registration/licences remain current and to advise the Department if their circumstances change. This includes notifying the Department of any new criminal charges or convictions and/or if a registration/licence is revoked, cancelled or has its conditions altered.

Essential

- The *Registration to Work with Vulnerable People Act 2013* requires persons undertaking work in a regulated activity to be registered. A regulated activity is a child related service or activity defined in the *Registration to Work with Vulnerable People Regulations 2014*. This registration must remain current and valid at all times whilst employed in this role and the status of this may be checked at any time during employment.
 - Current Tasmanian Registration to Work with Vulnerable People (Registration Status – Employment)

Desirable

- Qualifications in a relevant discipline and strong experience in project management

Working within the Department for Education, Children and Young People

The Department is responsible for the following areas within Tasmania

- Tasmanian Government Schools
- Child Safety
- Youth Justice
- Out of Home Care
- Libraries Tasmania
- Child and Family Learning Centres.

This is a department built entirely for children and young people and their communities. Our ultimate goal is to work together to ensure that every child and young person in Tasmania is known, safe, well and learning. The child is at the centre of everything we do, and the way we do it.

We work collaboratively across disciplines to combine knowledge, experience and ways of working to benefit children and young people.

However, we are a new Department – established in October 2022 – and we are still working together to build our Strategy and our culture and values. This work will be continuing into 2023, and we want all staff to be involved in this.

Values, Behaviours and Workplace Diversity

Our values of **Connection, Courage, Growth, Respect, Responsibility** represent the foundation of our Department's culture and guide us in all that we do to ensure **Bright lives. Positive futures.** for every child and young person in Tasmania.

We bring our values to life through our everyday behaviours and actions. We want to attract, recruit and retain people who uphold these values and are committed to building a strong values-based culture.

Our Department is committed to building inclusive workplaces and a workforce that reflects the diversity of the community we serve. We do this through a culture that ensures everyone is respected, and has equal access to opportunities and resources. We recognise and respect individual differences as well as people's career path, life experiences and education, and we value how these differences can have a positive influence on problem solving, team dynamics and decision making within our organisation.

State Service Principles and Code of Conduct

Employment in the State Service is governed by the *State Service Act 2000*. All employees are responsible for ensuring that the standards of behaviour and conduct specified in the State Service Principles and Code of Conduct are adhered to. All employees are expected to act ethically and with integrity in the undertaking of their duties. Employees who breach the code of conduct may have sanctions imposed.

The State Service Principles and Code of Conduct are contained in the *State Service Act 2000* and can be found on the State Service Management Office website at <http://www.dpac.tas.gov.au/divisions/ssmo> together with Employment Direction No. 2 *State Service Principles*. All employees must read these and ensure they understand their responsibilities.

All employees are expected to utilise information management systems in a responsible manner in line with the DECYP Condition of Use policy statement located at [Department for Education, Children And Young People: Information technology policies](#)

Work Health and Safety

The Department is committed to high standards of performance in respect of work health and safety. All employees are expected to promote and uphold the principles of fair and equitable access to employment/promotion, personal development and training and the elimination of workplace harassment and discrimination.

In accordance with the *Work Health and Safety Act 2012*, all employees whilst at work are expected to participate in maintaining safe working conditions and practices and take reasonable care for their own health and safety, ensuring their actions do not adversely affect the health and safety of others. All employees are expected to comply with any reasonable instruction given by the Agency to ensure compliance with the Act and collaborate with Agency work health and safety policies, procedures and guidelines.

We are committed to providing a safe workplace for all employees and have zero tolerance to all forms of violence. The Department is a smoke-free work environment, and smoking is prohibited in all State Government workplaces, including vehicles and vessels.

Information & Records Management and Confidentiality

All employees are responsible and accountable to:

- Create records according to the business needs and business processes of their business unit or school that adequately document the business activities in which they take part.
- Register documents in an approved Business Information Management System.
- Access information for legitimate work purposes only.

All employees must not:

- Destroy delete or alter records without proper authority; or
- Remove information, documents or records from the Department without permission.

Delegations

This position may exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements mandated by Statutory office holders including the Secretary. The relevant manager can provide details to the occupant of delegations applicable to this position.

The Department has a zero tolerance in relation to fraud and in exercising any delegations attached to this role the occupant is responsible for the detection and prevention of fraud, misappropriation and other irregularities, and for ensuring that all officers and employees are aware of the Fraud and Corruption Control Policy and reporting procedures.

Fraud Management

The Department has a zero tolerance to fraud. Officers and employees must be aware of, and comply with, the Agency's Fraud and Corruption Control Policy and Procedure and it is the responsibility of all officers and employees to report any suspected fraudulent activity to their Director or line manager or to the Manager Internal Audit.

We are committed to minimising the occurrence of fraud through the development, implementation and regular review of fraud prevention, detection and response strategies, and are conscious of the need to protect employees who advise management of suspected fraudulent activity from reprisal or harassment, and to comply with its obligations under the Public Interest Disclosure Act 2002. Any matter determined to be of a fraudulent nature will be followed up and appropriate action will be taken. This may include having sanctions imposed under the State Service Act 2000.

Category/funding/restrictions: Permanent or Fixed Term. Cost code: Specified for the School/College or Business Unit.

HR Office use only:

APPROVED BY HRM DELEGATE: 973874 – Deputy Director Strategic Recruitment and Payroll Operations – DATE

Request: 7023138

Date Duties and Selection Criteria Last Reviewed: 04/06 SW
