

PSCC2013-09 NSW Public Sector Capability Framework

Key Points

- The Capability Framework describes 16 core capabilities and behaviours required of all NSW public sector employees and an additional four capabilities and behaviours for employees in roles responsible for managing others. It applies to all staff across the sector, in all occupational groups.
- The Capability Framework provides a common foundation tool to support the full range of workforce management and development activities.
- Agencies are expected to embed the Capability Framework in workforce management practices as soon as possible but no later than the end of a three year period commencing 9 August 2013.

Attachment: [Guideline - The NSW Public Sector Capability Framework \(G2013-006\)](#)

The NSW Public Sector Capability Framework replaces the 2008 Capability Framework and the draft Executive Capability Framework which was developed in 2011.

The Framework was developed in collaboration with the sector. It is introduced as part of a suite of reforms to facilitate a modern and effective public sector workforce. The Framework provides a systematic and shared basis for creating roles, recruiting, managing performance, capability development, lateral mobility, career planning and, more broadly, workforce planning.

The Capability Framework describes the 16 core capabilities and behaviours required of all public sector employees, both executive and non-executive and an additional four capabilities and behaviours for all public sector employees in roles responsible for managing others. It includes 4 Business Enabler capabilities that describe the skills, knowledge and behaviours required of non-specialists in finance, technology, procurement & contract management, and project management. It also incorporates the types of behaviours that demonstrate the Ethical Framework and the Public Sector Core Values.

The Capability Framework is intended to apply across the entire sector, across all occupational groups, and is designed to work with occupation/ profession specific capability sets.

Agencies are expected to embed the Capability Framework in workforce management practices as soon as possible but no later than the end of the three year period beginning 9 August 2013, and should therefore plan a structured implementation process. The Public Service Commission will work with clusters to support implementation of the Capability Framework.

Detailed information about the Capability Framework can be found at the Public Service Commission website <http://www.psc.nsw.gov.au/Capabilityframework>

Graeme Head

Commissioner

Which agencies does this Circular apply to?

Refer to compliance details in the attached Guideline.

Who needs to know about this Circular?

All staff working in the NSW Public Sector.

Further information

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This Circular has not superseded any Circular.