Public Service Act 2020 | **Overview of reforms**

OUTCOMES AND SERVICES

A leading edge, unified, trusted Public Service that serves Aotearoa and its people

TRUST AND LEGITIMACY

IMPROVES OUTCOMES
FOR NEW ZEALAND

DELIVERS BETTER SERVICES FOR NEW ZEALANDERS

SUPPORTS DEMOCRATIC GOVERNMENT
& ACTIVE CITIZENSHIP

ACTS CONSTITUTIONALLY
AND ETHICALLY

MODERN, AGILE
AND ADAPTIVE

HIGHLY SKILLED
AND CAPABLE

PREPARED TO MEET UNIFIED BY A COMMON FUTURE CHALLENGES MISSION AND ETHOS

REFLECTIVE OF AND ENGAGED WITH COMMUNITIES WE SERVE

COMMITTED TO MĀORI AND TE TIRITI CLEAR ON & COMMITTED TO OUR CONSTITUTIONAL ROLE

TE HONONGA I WAENGA I TE MĀORI ME TE KARAUNA
MĀORI-CROWN RELATIONSHIP

TE KANORAU ME TE WHAI WĀHITANGA
DIVERSITY & INCLUSION

PUBLIC SERVICE CAPABILITY

NGĀ WHAKAHAERE O TE RATONGA TŪMATANUI SYSTEM DESIGN & OPERATING MODEL

TE KAIARATAKINGA Ā-PŪNAHA
SYSTEM LEADERSHIP

WHAI MAHI ME TE OHU MAHI
WORKFORCE

TE WHĀINGA, NGĀ MĀTĀPONO ME NGĀ UARA **CULTURE**

Public Service Act 2020 | Summary of changes

He ratonga tümatanui e kotaki ana | A unified public service

- Helping to create a unified Public Service with a common purpose, upholding foundational principles and embodying our core values
- Acting as one team with a spirit of service to the community
- Standards of integrity and conduct
- Affirmation of public servants' rights
- Public Service secretaries and boards of Crown agents are responsible for ensuring the principles are upheld

Te Whakapakari i te honongai waenga i te Māori me te Karauna | Strengthening the Crown's relationships with Māori

- Recognising the role of the Public Service to support the Crown in its relationships with Māori under Te Tiriti o Waitangi
- Public Service leaders responsible for developing and maintaining the capability of the Public Service to engage with Māori and understand Māori perspectives
- The Commissioner and chief executives are accountable to their Minister for upholding their responsibility to support the Crown's relationships with Māori

Te whai mahi me to ohu mahi | Employment and workforce

- Helping to develop the Public Service workforce of the future
- Employees appointed to the Public Service
- Setting our government expectations in workforce policy statements covering eg pay equity, diversity, development and portability of service-related entitlements
- Requiring secretaries and boards of interdepartmental ventures to build inclusive workplaces that attract and promotes diversity

Te Kaiaratakinga o te ratonga tümatanui | Leadership

- Enabling strong system focused leadership that meets stewardship responsibilities
- Establishing a Public Service Leadership Team secretaries for a more collective approach to system issues
- Developing a leadership strategy that enables and supports senior leaders
- Enabling the creation of functional chief executives with responsibility for leading and coordinating work in areas across the public service eg digital, data and information, property, health and safety

Ngā whakahaere o te ratonga tūmatanui | Organisations of the public service

- Enabling the Public Service to organise flexibly around the needs of New Zealanders
- Interdepartmental ventures and joint operational agreements that support joined-up, agile service delivery and joint resource management, including assets and staff
- Interdepartmental executive boards that support joined up planning, budgeting and/or policy alignment on complex, cross-cutting issues