



Department of
the Premier and Cabinet

GOVERNMENT OF
WESTERN AUSTRALIA

Strategic Plan 2023-2026

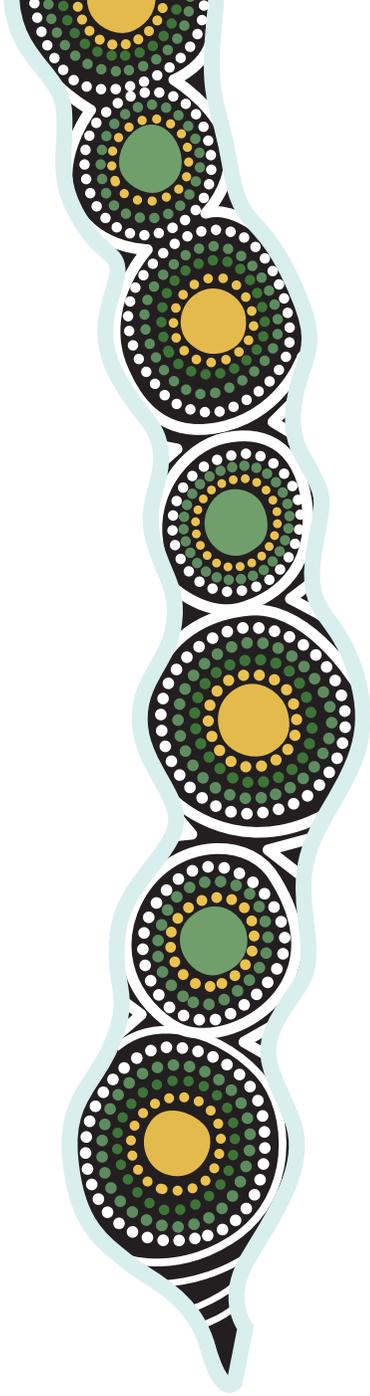
Leading a Connected WA Government



Acknowledgement of Country

The Department of the Premier and Cabinet acknowledges the traditional custodians throughout Western Australia and their continuing connection to the land, waters and community. We pay our respects to all members of the Aboriginal communities and their cultures; and to Elders past, present and emerging.





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A message from our Director General

Leading a Connected WA Government lays the foundation for how DPC will work across government to deliver a brighter future for Western Australians. We are proud to lead the public sector in providing whole-of-Government policy advice and support to the Premier and Cabinet in their service of the community.

As a central agency, and by applying our expertise in policy design and project delivery, our new Strategic Plan is our way forward in ensuring we make a positive impact that stretches right across this State. Strengthening our partnerships across Government and with our external stakeholders expands and amplifies our reach across communities, across the State and for our collective future. We do this by empowering others and coming together in partnership and respect to ensure the highest accountability.

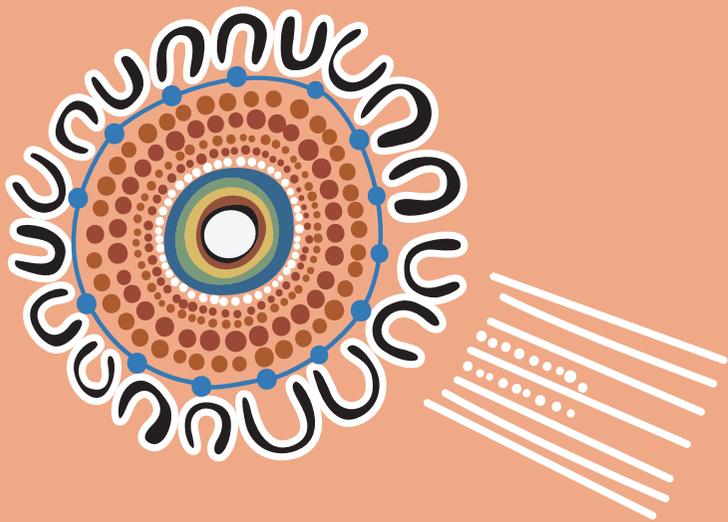
Our Values of Leadership, Connection and Impact, underpin the way we work and guide us as we achieve our strategic priorities. By demonstrating professionalism, courage and integrity, our collective efforts working with the public sector and throughout the community enable us to deliver high quality outcomes that improve the lives of Western Australians.

But a plan is just a plan without people and our people are the heart of our Department. COVID taught us to work in new ways – we are responsive, innovative, and agile. We can adapt quickly to tackle the needs of the Premier and Cabinet as new policy priorities are identified and needs and circumstances change.

We are well positioned to deliver excellent results that make tangible improvements in the lives of the people we serve. I look forward to seeing us continue to lead, enable strong policy and provide quality executive support to deliver whole-of-Government priorities.

Emily Roper

Director General - Department of the Premier and Cabinet



From our leadership team



Striking up conversations and making connections with our colleagues improves relationships, which in turn helps us work together with trust and respect.

Greg Italiano

Government Chief Information Officer, Office of Digital Government



Leadership is for everyone – I've always believed no matter what our role, we can all have the courage to inspire and motivate others. That's what makes a workplace amazing.

Amanda Pickrell

Deputy Director General, Intergovernmental Relations and Strategic Priorities



Courage is about guiding individuals to step outside their comfort zone to reach their full potential. It builds a stronger team and makes DPC capable of achieving our vision.

Chris Clark

Deputy Director General, Infrastructure, Economy and Environment



When we collaborate with others and include the perspectives of all people in our work, we make better, more informed decisions for the WA community.

Fiona Hunt

Deputy Director General, Aboriginal Engagement and Community Policy



Despite the various things that impact our work at DPC, we can choose to be positive. We use curiosity to solve challenges and improve things here.

Damien Stewart

Assistant Director General, State Services

At a glance

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Leading a connected WA Government



Our vision

A connected government that delivers a brighter future for Western Australians.



Our role

We provide trusted policy advice, foster effective partnerships and deliver high quality strategic services to achieve whole-of-Government priorities.



Our objectives



Policy Direction

We lead whole-of-Government policy analysis, development and innovation



Strategic Partnership

We partner with key stakeholders to extend the impact of the public sector



Service Delivery

We create the conditions for a strong, accountable government

Our capabilities



Our People and Culture

We value diversity and inclusion, nurture our talent and leverage our expertise to meet big challenges



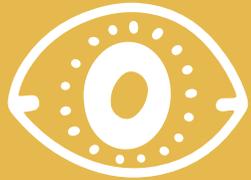
Our Relationships and Resources

We manage our partnerships and assets with the highest of accountability and integrity



Our Systems and Processes

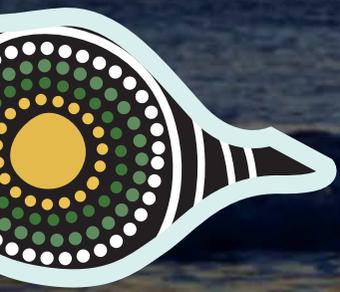
We work in ways that empower our people to succeed



Our vision

A connected government that delivers a brighter future for Western Australians

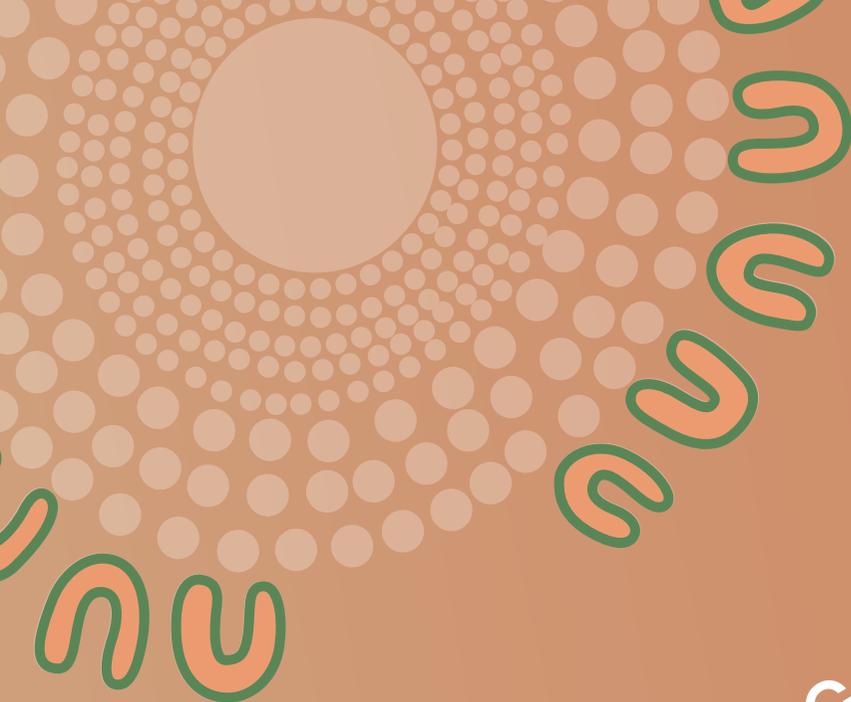






Our reach





Our Communities

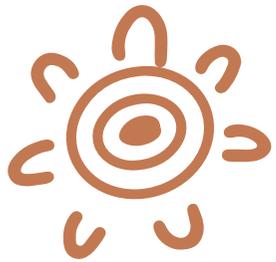
Thriving, secure and empowered Western Australian communities

Our State

An effective and accountable Western Australian Government

Our future

A prosperous, resilient and sustainable Western Australia



Our role

We provide trusted policy advice, foster effective partnerships and deliver high quality strategic services to achieve whole-of-Government priorities

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Our objectives

Policy Direction

We lead whole-of-Government policy analysis, development and innovation

Strategic Partnerships

We partner with key stakeholders to extend the impact of the public sector

Service Delivery

We create the conditions for a strong, accountable government

Our capabilities

Our People and Culture

We value diversity and inclusion, nurture our talent and leverage our expertise to meet big challenges

Our Relationships and Resources

We manage our partnerships and assets with the highest of accountability and integrity

Our Systems and Processes

We work in ways that empower our people to succeed

Leadership

We lead with professionalism,
courage and integrity



Our values

Connection

We collaborate with trust,
empathy and respect



Impact

We make a difference
through positive influence,
pragmatism and curiosity



Our objectives



Policy Direction

We lead whole-of-Government policy analysis, development and innovation

Why they matter and how we will work together to deliver key priorities

.....



Service Delivery

We create the conditions for a strong, accountable government



Strategic Partnerships

We partner with key stakeholders to extend the impact of the public sector

Looking at the whole picture ensures government policy making benefits WA's community, economy and environment.



Uniting our peer government agencies and others maximises the collective influence of the public service.



An effective and efficient public administration, provides the foundation for a high performing government.



- We provide timely, evidence informed policy advice to the Premier and Ministers.
- We clearly articulate the key opportunities and trade offs of holistic policy options.
- We advocate for WA's strategic interests in intergovernmental forums to shape the agenda.
- We consider the opportunities, risk, feasibility and impact of priority projects to realise the best outcomes.
- We proactively identify future challenges and lead the design of innovative policy solutions.
- We advise government and coordinate whole-of-Government effort on policies that empower Aboriginal people and communities.

- We give effect to government priorities by bringing together all capabilities of government.
- We lead through complexity and coordinate multi-agency forums to create a shared objective.
- We provide timely, credible advice to agencies and work with them to deliver on priorities.
- We align government aspirations, with pragmatism and consider the feasibility of different approaches.
- We engage with industry to understand their priorities in order to enhance the policy agenda.

- We lead, support, and coordinate the digital transformation of the WA public sector.
- We provide corporate services to the Executive, Parliamentarians, and key agencies, and their staff.
- We work with Cabinet to set its standards, manage its agenda and facilitate its processes.
- We manage key strategic relationships and communications on behalf of government.
- We facilitate WA's participation in intergovernmental activities, National Cabinet and diplomacy.



Our People and Culture

We value diversity and inclusion, nurture our talent and leverage our expertise to meet big challenges



Our Systems and Processes

We work in ways that empower our people to succeed



Our Relationships and Resources

We manage our partnerships and assets with the highest of accountability and integrity

Our capabilities

Why they matter and how they will be practised to address our priorities

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Bringing all our strengths together as one enables us to realise our objectives.



Our unified approach to resource and relationship management is key to delivery.



Quality systems and processes allows government to focus on what matters.



- We want to be a workplace of choice.
- We foster a culture built on the DPC values, with the aim of realising the vision for WA.
- We value our people and support them to realise their aspirations and make a positive difference.
- We have policy, data, corporate, communication, digital and coordination expertise.
- We build the skills and capabilities to provide credible advice and services to our partners.
- We are agile and find the most effective ways to deploy the expertise of our people.
- We value diversity and seek to advance inclusion of all people in our work.

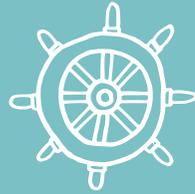
- We have clearly defined partnerships with the Premier's Office, Cabinet and the public sector.
- We partner with the Aboriginal Advisory Council, Aboriginal communities and organisations.
- We maintain influential relationships with national, state and territory, and local government.
- We have appropriate mechanisms to engage with external stakeholders.
- We manage our resources and assets sustainably and efficiently to ensure value for money.
- We maintain a high quality physical and digital environment that facilitates our work.

- We implement contemporary business processes and systems that support state wide services.
- We invest in data and secure technology to realise the full potential of our people.
- We value good governance and proactively assess strategic risk and implement mitigation strategies.
- We maintain systems that support performance, accountability, and good governance.
- We have processes that bring the best of DPC together to address shared opportunities.

Our values

Why they matter and how we bring these to life in our ways of working

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Leadership

We lead with professionalism, courage and integrity



Connection

We collaborate with trust, empathy and respect



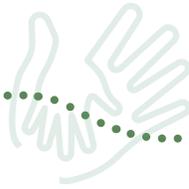
Impact

We make a difference through positive influence, pragmatism and curiosity

By leading with courage, we inspire others to achieve our vision for WA and help ensure good government.



By connecting, we create a shared objective and inspire collective action to deliver on key priorities.



By focusing on impact, we direct our short term activities to achieve long term outcomes.



- We work courageously towards the vision for WA and take responsibility for our actions.

- We strive to make a real and lasting difference to communities and take pride in serving the public.

- We are responsive to the needs of government and are committed to delivering the agenda.

- We represent the best qualities of the WA Public Sector, including its commitment to ethics.

- We empower to amplify the leadership of our people, peers and partners.

- We earn the respect of our peers and partners and behave with integrity.

- We provide clarity to our partners around complex policy problems and empower them to succeed.

- We bring people together around a shared purpose to improve outcomes.

- We respect and celebrate Aboriginal culture and continue to learn about the variety and depth of Aboriginal knowledge.

- We value diversity and seek to advance the inclusion of all people in our work.

- We bring intelligence and curiosity to our work and ask challenging questions to inform our advice.

- We are motivated by a desire to solve complex policy and service problems.

- We value ongoing learning and actively seek opportunities for feedback and self reflection.

- We are adaptable and agile, allowing us to focus on the most impactful issues of the day.

- We look for common ground to find solutions that are mutually beneficial.





Kevin Bynder, a Whadjuk-Yuet-
Ballardong artist, has been
producing Aboriginal artwork for
more than 20 years. His pieces are
characterised by their vibrance
and layers of meaning. Kevin has
worked with organisations across
the country on uniforms, including
the West Coast Eagles, Fremantle
Dockers and Perth Wildcats. In 2022,
he partnered with the Perth Mint
to design a limited-edition coin
called 'maali', featuring the Western
Australian black swan (*Cygnus
atratus*) to commemorate National
Reconciliation Week and WA Day.

Kevin promotes Aboriginal art
and culture by donating his
artwork to foundations and
community fundraisers.

About the artwork

The Department of the Premier
and Cabinet commissioned
Kevin Bynder to create a
bespoke art piece to tell the
story of the Department's newly
adopted values and its Strategic
Plan. Inspired by DPC's colour
palette, which takes its cue
directly from the colours of our
diverse landscape, the artwork
celebrates WA and its people, the
department as a central agency,
its core values and its connection
to Whadjuk Noongar Boodja.

At the bottom of the artwork
is a large circle representing
the Department of the Premier
and Cabinet. This is directly
connected to three smaller
circles, each representing one
of the Department's new values:
Leadership, Connection and
Impact. These values will underpin
our work at the Department and
throughout the public sector.

The artwork also features many
of the natural landmarks found in
Perth. To the left of the DPC circle
sits **Kaata-Morda**, the Darling

Ranges. **Kaata-Morda** is the Waugal,
or Rainbow Serpent, who created
the landscape and waterways
with her body. She now lies as
the border between the Whadjuk
Noongar and Ballardong country.

To the right of DPC is **Kaarta Gar-up**
(Kings Park). Running through the
middle of the artwork are **Derbal**
Yerrigan (Swan River) and **Djarlgarro**
Beelier (Canning River). They were
extremely important to the Whadjuk
people, providing them with water,
food, and other important resources.

At the top right is another large
meeting circle. This represents the
people who work at DPC, behind
the scenes every single day serving
the people of Western Australia.
They are vital to the work of our
organisation and the running of
our State. The blue circles to the
left of this group of people are the
waterholes and pools that provide
us with the precious water we need
to survive. Surrounding these two
elements is a line of concentric
circles. These are songlines and
they represent the Department's
story and pathway from where
we are to where we are going.



Regions
of WA

Waterholes

DPC staff
serving
the people
of WA

Djarlgarro
Beelier
Canning River

Songlines

Derbarl
Yerrigan
Swan River

DPC

Kaata-
Morda
Darling
Ranges

Kaarta Gar-up
Kings Park



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