



Government of **Western Australia**  
Department of **Finance**



**Procurement Capability  
Development Strategy  
2022-2025**

**Annual  
Update  
2022-2023**



In 2022, the Department of Finance introduced the WA Public Sector Procurement Capability Development Strategy 2022-2025 (the Strategy). The Strategy supports a range of progressive procurement capability development initiatives. These initiatives are organised under the following pillars.

The first annual update of the Strategy outlines the priorities for 2023-24 and looks back on the progress made against the 2022-23 commitments.



**Pillar 1:  
Leadership**



**Pillar 2:  
Workforce  
Strategy**



**Pillar 3:  
Culture and  
Performance**



**Pillar 4:  
Systems  
and Tools**



**Pillar 5:  
Targeted  
Capability  
Initiatives**

# Upcoming initiatives

## Priorities for 2023

Following the annual review of the Strategy, analysis of data sources and consultation from a number of agency stakeholders, Finance has identified the priorities for 2023.

**The professionalisation of procurement within the WA public sector, which has been recognised as an important strategy to lift procurement capability by the Australasian Procurement and Construction Council (APCC), will be a key area of focus this year.**

Together with the following initiatives, Finance will continue to grow and evolve the Strategic Procurement Community of Practice.



### Pillar 1: Leadership



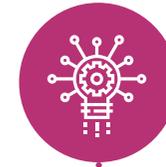
#### Investigate Procurement Executive Learning Program for WA public sector leaders

Investigate a learning program to support the leadership and strategic capabilities of senior WA public sector procurement officers and promote their professional identity.



#### Review of Chief Procurement Officer Success Profile and Guidelines for Measuring Success

Carry out a review of the Chief Procurement Officer Success Profile and associated Guideline to ensure continued alignment with best practice.



### Pillar 2: Workforce Strategy



#### WA Public Sector procurement workforce survey pilot

Pilot a workforce census to help Finance better understand the WA public sector procurement workforce.



#### Whole of sector procurement graduate program business case

Continue to progress a whole of sector procurement specific graduate program business case.



### Pillar 3: Culture and Performance



#### Incorporation of Works into the Procurement Competency Matrix

The Procurement Competency Matrix will be reviewed to ensure that Finance provides a framework for defining procurement capabilities within the context of works procurement.



#### Improving PCI reporting

Improve the analysis of the PCI data to achieve greater insights into the technical capability of the WA procurement workforce and improve the reporting dashboard for procurement leaders.



#### Community services practitioners' group

Develop a community of practice to enable knowledge sharing and networking for community services commissioning and procurement staff.



### Pillar 4: Systems and Tools



#### New Approach to Market & Form of Contract Templates

Pilot new approach to market (Request and Response form) and form of contract templates (standing offer conditions and contract conditions).



#### Liability Capping Guidance

Deploy a new guideline to support agencies when seeking to cap liability in their ICT contracts and provide a more consistent approach for industry when dealing with government.



#### Social Procurement Guidance

Update the Social Procurement Framework and associated practice guidance. Case studies of previous good practice by agencies will also be made available to drive quality outcomes.



### Pillar 5: Targeted Capability Initiatives



#### Framework of Procurement in WA Public Sector workshop

Deploy a new half day face-to-face workshop targeted at staff new to procurement in the WA public sector.



#### New Works Procurement training

Continue to work with the Works Procurement Capability Reference Group to deliver several works capability training programs. Upcoming training includes:

- Introduction to Procurement online module
- Refresh of the Introduction to Contract Management suite of online modules
- Introduction to Contract Management for Works workshop.



#### Consider micro-learning options

Investigate suitable options that can deliver short, focused, online training or webinars that the procurement workforce can access at their convenience.

# Progress against 2022-23 commitments



## Pillar 1: Leadership

Initiative	Summary	Status
 <b>Deployment of Strategic Procurement Community of practice</b>	<p><u>A Strategic Procurement Community of Practice</u> was established in 2023. The Community brings together senior WA public sector leaders who have responsibility for their agency's procurement function/s to learn, collaborate and build networks. Finance has held two Thought Leadership events to June 2023 and will continue to develop and evolve this Community.</p>	Complete



## Pillar 2: Workforce Strategy

Initiative	Summary	Status
 <b>Professionalisation initiatives paper</b>	<p>A recommendations paper identifying and prioritising professionalisation and workforce initiatives was endorsed by the <u>Procurement Leaders Steering Group</u>.</p>	Complete
 <b>Professionalisation initiatives implementation</b>	<p>An action plan for professionalisation priorities for the remaining years of the 2022-2025 Strategy has been completed, and implementation is underway.</p>	Complete
 <b>IPAA award for Best Practice in Procurement</b>	<p>2023 saw Finance sponsor a new IPAA award for Best Practice in Procurement. The Award aims to highlight the strategic importance of procurement across government and celebrate achievements of the procurement workforce.</p>	Complete

# Progress against 2022-23 commitments



## Pillar 3: Culture and Performance

Initiative	Summary	Status
 Measuring contract management performance guide	<p><u>Guidance</u> to help agency contract management staff and their managers define and assess performance has been published on WA.gov.au.</p>	Complete



## Pillar 4: Systems and Tools

Initiative	Summary	Status
 Procurement Capability Indicator (PCI)	<p>Based on participant feedback, <u>PCI</u> was updated to better accommodate procurement practitioners working across different streams. 2023 saw an increase in PCI participation, to 504 in 2022-23 FY, up from 299 in the previous year.</p>	Complete
 Establish the Works Procurement Capability Reference Group	<p>A reference group consisting of over 20 agencies was established to develop and implement whole-of-government works procurement capability tools, guidance, and training.</p>	Complete
 Develop and commence working on a Works capability initiative implementation plan	<p>Work has commenced on implementing the initiatives under the plan. The first training offering under the initiative, Understanding Construction Contracts workshop, was held in April. Work is underway on a suite of introductory level contract management online modules to suit Works contract managers, along with an intermediate level contract management workshop tailored to Works contract managers.</p>	In progress

# Progress against 2022-23 commitments



**Pillar 5:  
Targeted  
Capability  
Initiatives**

Initiative	Summary	Status
 <b>Social Procurement Framework guidance</b>	Progress has been made on the development of additional resources to support the implementation of the Social Procurement Framework in procurement activities.	In progress
 <b>Risk foundations training</b>	Finance deployed a suite of <u>training</u> and <u>guidance materials</u> on risk management in procurement.	Complete
 <b>Advanced contract management training session</b>	A two-day <u>advanced contract management training workshop</u> has been deployed, focusing on goods and services contracts.	Complete
 <b>Community Services Commissioning capability resources</b>	Finance published <u>a suite of seven community services commissioning tools</u> covering all stages of the commissioning cycle.  A two-day training was also deployed for line agency staff engaged in community services commissioning activities.	Complete



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