




# OCPSE Strategic Plan 2025-2027

## Our purpose

To be steadfast in building a capable, confident, and future-ready public sector that delivers lasting value to the community.

## Our strategic goals

OCPSE will focus on strengthening the sector’s role as an employer of regard by:




**Advancing current and future leaders**

We deliver curated leadership programs to develop purposeful, responsive and inspiring public sector leaders.

We create a more connected public sector by fostering relationships, collaboration and leveraging technology.

We offer growth opportunities open to employees across all regions.




**Increasing reporting and engagement**

We produce accurate, timely data to inform decisions and meet legislative obligations.

We deliver sector wide reporting to showcase workforce trends and drive positive change.

We leverage reporting and engagement to advance cultural inclusion.




**Enhancing and shaping workforce performance**

We provide high-quality, trusted workforce insights and expert advice to agencies.

We develop and review Commissioner’s Determinations and Guidelines to ensure consistency across the sector.

We improve sector wide HR practices and processes through enhanced systems.




**Building a confident and culturally capable public sector workforce**

We design and deliver programs, policies and systems that are culturally safe and inclusive.

We foster a culture of respectful communication across the sector by promoting our values that lead to equity and inclusion.

We deliver high-quality diversity and inclusion data, and uplift data literacy across agencies.



**Creating an inclusive, safe and ethical public sector**

We create healthier workplaces by reducing psychosocial risks and using innovative approaches to good work design.

We promote inclusive, safe, and ethical practices by enhancing cultural capability.

We embrace diverse ideas and enhance customer experience while ensuring system security.

## Our values



**Service**



**Collaboration and Engagement**



**Trust**



**Honesty and Integrity**



**Professionalism**



**Courage and Tenacity**



**Respect**



**Sustainability**

## Acknowledgment of Country

The Office of the Commissioner for Public Sector Employment acknowledges and respects Aboriginal people as the state’s first people and nations, and recognises Aboriginal people as traditional owners and occupants of South Australian land and waters.