

ACT Public Service Executive Capabilities: Implementing the Closing the Gap Principle



Leads and values people

- Motivates and develops people
- Values diversity and respects individuals
- Builds a culture of improving practice

Implementing the closing the gap principle

- Continually develops and demonstrates Aboriginal and Torres Strait Islander cultural capability
- Continually develops the Aboriginal and Torres Strait Islander cultural capability of the administrative unit or office and, for the Head of Service, of the Service
- Leads and champions a respectful culture that values diversity, improvement and cultural safety



Shapes strategic thinking

- Inspires a sense of purpose and direction
- Encourages innovation and engages with risk
- Thinks broadly and develops solutions

Implementing the closing the gap principle

- Sets direction that embeds the Closing the Gap principle in strategy, governance and planning
- Enables opportunities, mitigates risks and barriers affecting Aboriginal and Torres Strait Islander people and outcomes
- Develops practical, evidence-informed strategy, including seeking advice and consultation needed for implementation



Achieves results with integrity

- Develops organisational capability to deliver results
- Manages resources wisely and with probity
- Progresses evidence-based policies and procedures
- Shows sound judgement, is responsive and ethical

Implementing the closing the gap principle

- Implements relevant provisions of the ACT Aboriginal and Torres Strait Islander Agreement and the National Agreement on Closing the Gap with review mechanisms
- Uses evidence, authority and resources with probity to improve outcomes and remove inequitable systems
- Works to eliminate institutional racism in relation to Aboriginal and Torres Strait Islander people by identifying and addressing inequitable treatment or outcomes arising from policies, practices and organisational culture
- Exercises sound judgement, acts ethically and implements continuous improvement processes



Fosters collaboration

- Listens and communicates with influence
- Engages effectively across government
- Builds and maintains key relationships

Implementing the closing the gap principle

- Communicates with influence, clarity and cultural respect
- Works across government to support joined-up implementation
- Builds and maintains relationships with Aboriginal and Torres Strait Islander people, working with organisations and representative bodies



Exemplifies citizen, community and service focus

- Understands, anticipates and evaluates client needs
- Creates partnerships and co-operation
- Works to improve outcomes

Implementing the closing the gap principle

- Understands and evaluates the needs, experiences and barriers affecting Aboriginal and Torres Strait Islander people
- Works with Aboriginal and Torres Strait Islander people to inform planning, implementation, service delivery and policy settings so they are culturally safe, responsive and outcome-focused
- Facilitates, values and applies feedback from Aboriginal and Torres Strait Islander people, communities, service users, employees or partner organisations to improve access, delivery and outcomes