

ACT Public Service Executive Capabilities: implementing the closing the gap principle

Exemplifies citizen, community and service focus

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 steward planning, implementation, service delivery and policy settings to ensure 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

Fosters collaboration

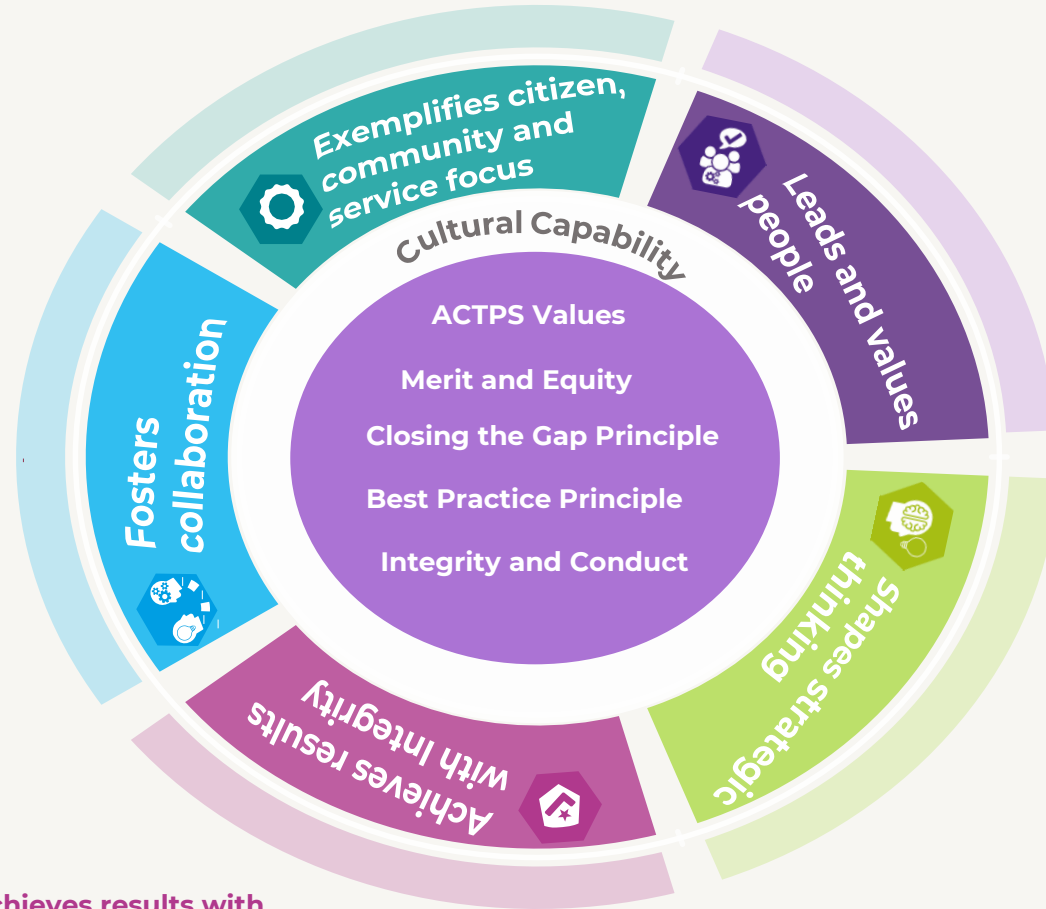
Implementing the closing the gap principle

- 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

Achieves results with integrity

Implementing the closing the gap principle

- Implements 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 and outcomes arising from policies, practices and organisational culture
- Exercises sound judgement, acts ethically and implements continuous improvement processes



Leads and values people

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

Implementing the closing the gap principle

- Sets direction that embeds Closing the Gap commitments in strategy, governance and planning
- Enables opportunities, and 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