

MEDIA RELEASE

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Performance Management in the Tasmanian State Service: A focus on quality conversations

Today, Auditor-General, Mr Rod Whitehead tabled a report in Parliament presenting his findings on the effectiveness of performance and development conversations in the Tasmanian State Service.

The audit considered five key questions:

1. Do managers and employees have a shared understanding on purpose of performance and development conversations?
2. Are managers and employees equipped to engage in performance and development conversations?
3. Is there shared ownership and accountability for the performance and development process?
4. Do quality performance and development conversations occur?
5. Are the principles and foundational elements of the performance and development framework effective?

He concluded that the foundational elements were in place for agencies to conduct performance and development conversations. Mr Whitehead stated that ‘the framework was partially effective but required a greater investment by agencies in policies, training, technology and quality review to remove current barriers to achieving more effective performance and development conversations.’

He further noted that the major barriers to effective performance conversations included a focus on compliance with policies and templates, inconsistent access to training and manually-based systems.

Mr Whitehead made one recommendation, requesting agencies undertake a self-assessment against 27 points for consideration to enable agencies to develop a roadmap for improving their performance management framework and quality of performance and development conversations, taking into account their available resources.

The complete Report can be downloaded from www.audit.tas.gov.au.

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