

# Performance development in the NSW government sector

Your introduction to the Performance Development Framework.

One of the objects of the Government Sector Employment Act 2013 is to develop a modern high performing government sector. Critical to achieving this outcome is building a high-performance culture in the NSW government, where individual objectives and capabilities are aligned with the delivery of organisational outcomes.

Good performance development is about managing all aspects of employees' performance consistently, equitably and transparently. A key part of this process is open and honest communication between employees and people managers to clarify requirements and capabilities of the role, establish measurable objectives, and ensure constructive ongoing feedback is provided.

This second edition of the Performance Development Framework was developed in close consultation with the sector and features revised core requirements and associated essential elements. The framework continues to define the baseline principles for effective agency performance development, capturing both organisational systems and effective people practices with a strong focus on outcomes.

The framework is a key tool to support ongoing efforts to engage and develop employees and strengthen performance across the sector.