Policy Capability Framework: light review tool



The Policy Capability Framework is a performance improvement tool that describes the key components of organisational policy capability. This light version presents the related 'lines of inquiry' from the full framework, to help you and your colleagues assess your organisation's policy capability. For indicators and maturity ratings to help with detailed capability assessment, see the full Policy Capability Framework: review tool.

How well does the policy team ensure it has the skills and diversity to achieve its purpose, including the right mix of new talent and experience?

How well are career pathways, rewards and progression opportunities effectively managed?

How well do managers know what skills the team needs and how they're going to develop and maintain them?

How well are staff provided with autonomy commensurate with their experience, and provided with adequate assistance when making decisions that stretch them?

How well does the distribution of work support staff development and resilience?

How well does the team use appropriate systems and processes to ensure that the supply of policy advice meets demand and has impact?

How well does the team ensure that the right policy outputs are delivered, on time, using the most efficient mix of resources?

How well is the policy team actively investing in building its knowledge base over time?

How effective are policy quality assurance processes?

How well is evaluation and learning embedded into business as usual?

POLICY CAPABILITY

> How well do leaders articulate a clear vision of policy directions and a roadmap for achieving policy outcomes that benefit New Zealanders?

How well does the policy team know what it is trying to achieve and its contribution to agency, sector and system policy objectives?

How well is a culture of achieving outcomes, constructive challenge, innovation and continuous improvement promoted and maintained?

How well does the team plan and resource to build future policy capability (both policy content and people)?

POLICY QUALITY

SYSTEMS

How well does the policy team provide advice and services to

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ministers and Cabinet?

How well does the policy team understand the agency's customers and their needs?

How well does the policy team collaborate with stakeholders?

How well does the policy team work with other agencies to facilitate alignment and coordination across government?

How well does the policy team engage across the agency, including with delivery units?

Discover the Policy Capability Framework and other associated resources at dpmc.govt.nz/policy-project/policy-capability