



Integrity and Political Savvy

Practising

Exhibits and navigates the principles and values required of public servants, including while working with sensitivity to the political context.

- Builds the trust of ministers and other decision makers by being responsive and aware of political priorities.
- Understands the various roles played in the policy process and how decisions are made.
- Becoming adept at interpreting and navigating sensitive situations, relationships and competing interests, including between different policy portfolios.
- Able to influence and build alignment between issues and people.

70% on-the-job learning

Understand the Government's goals, including competing goals, and other political parties' priorities and narratives for the specific policy issues you are working on.

Prepare free and frank advice to deliver or for others to deliver to the minister.

Use networks, including junior and senior colleagues, and involve the right people at the right time in a way that strengthens complex relationships.

Build relationships with staff in the minister's office, and understand their respective roles and responsibilities (e.g. private secretaries, political advisors, media advisors).

Be responsive to requests from the minister's office. If uncertain whether a request is political or policy-related, seek guidance from more senior colleagues.

Know your minister's style and preferred way of working. This includes trigger points and concerns for your minister.

Know your agency's chief executive's style and preferred way of working.

Seek opportunities to work in your minister's office, or to be seconded to other agencies.

Understand key stakeholders' interests and level of influence on policy issues.

Build strong and respectful relationships with key agencies and stakeholders.

Work with a lead advisor on a select committee process.

Know how to influence key people in your organisation to support your work.

Understand your agency's priorities, key relationships, and any external factors impacting the organisation.

Know when to escalate issues to your manager and others.

Know and demonstrate sensitivity to competing interests and views by responding with diplomacy.

20% learning from others

Seek opportunities to attend or lead discussions with the minister or senior colleagues, in which you are the subject matter expert.

Seek mentoring or coaching from more experienced staff on how to deal with projects involving several ministers.

Attend meetings in which senior staff have a key role in influencing the thinking and behaviour of others.

Do role plays where you have to present policy findings to the minister or deliver reports to select committees.

10% formal training

Talk to your manager about any formal learning opportunities available to you.