



Integrity and Political Savvy



Developing

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

- Watches and learns from others considered adept at working with ministers and other internal and external stakeholders.

70% on-the-job learning

Learn about the role, boundaries and accountability of a public servant. Read the Public Service Commission's [A guide on integrity and conduct](#), factsheets on [free and frank advice](#) and [policy stewardship](#).

Learn about the Government's objectives and your minister's priorities, and how these relate to the work of your agency. To see this at a broad level, read the [Speech from the Throne](#).

Talk with your colleagues about the minister's style preferences and way of working, particularly as they relate to the work you do (e.g. drafting briefings).

Develop an understanding of how the minister's office operates.

Read party manifesto and cross-party coalition and confidence and supply agreements as they relate to your sector.

Develop an understanding of other agencies and ministers who may have an interest in your agency's policy work.

Attend staff meetings to get a regular update on the minister's priorities.

Work alongside a senior colleague to develop a simple briefing that delivers free and frank advice.

Regularly read the minister's media releases and speeches posted on the Beehive website to get an understanding of what issues are current and how the minister addresses them.

Develop an understanding of your agency's stakeholders, their interests, and influence on your work.

Talk with colleagues about the role of your agency's executive leadership team and how they like to work.

Seek guidance from senior colleagues on working with decision makers and in dealing with sensitive situations.

Support advisors attending select committees and ministerial meetings to understand how they prepare for them.

20% learning from others

Discuss with your manager how your team's work fits within the Government's and the minister's priorities.

If possible, accompany your manager or senior colleagues to meetings with the minister, and your agency's executive leadership team.

If possible, accompany your manager or senior colleagues to select committees.

Look to senior colleagues for guidance on working with ministers and decision makers.

Attend regular feedback sessions by private secretaries to policy staff (if they exist).

10% formal training

Specific induction training including Public Service Commission's [Tikanga whakauru mahi a te Ratonga Tūmatanui | Public Service Induction](#).