

2025 Capability Development Statement from Victorian Public Service secretaries

The Victorian Public Service is made up of more than 55,000 dedicated and professional employees who work tirelessly in the public interest every day.

Part of our job as public servants is continuing to learn, develop and grow. We must always strive to improve and develop new ways to deliver better outcomes for our community.

Empowered people with the right capabilities will lift the overall performance of the public service, enabling us to best serve the government of the day and the people of Victoria, now and in the future.

Commitment to building capability

As stewards of the public service, secretaries have long championed public service professionalism by collectively investing in capability development.

Across the public service we embrace diversity, inclusive practices and collaboration to create supportive workplace cultures. That is why we are supporting critical diversity, inclusion and cultural capability initiatives, including the Barring Djinang First Peoples Workforce Development Framework.

We have also confirmed actions to strengthen service-wide integrity through the [2023 Integrity Statement](#), including mandatory training for executives in integrity and ethical decision-making.

In addition, we have agreed that all new and existing executives must complete a minimum amount of professional development training each year. This training must focus on one of four domains: working in government, leadership and management, integrity, and the public sector values. This requirement will commence in the 2025-26 professional development cycle.

These actions underscore the importance of having enduring, stable and trusted institutions that uphold Westminster principles and the public sector values. They also recognise the critical impact of senior leaders on culture and performance.

In 2024 we renewed and increased our commitment by investing in a four-year project that will focus on core public service capability development, led by the Victorian Public Sector Commission (VPSC).

What's on offer

Different roles require different skillsets, but at a minimum, all public servants need expertise in core public service craft capabilities.

We understand there are certain cohorts that may need additional support in their roles, such as new starters, managers and executives, so there will be tailored capability development for these groups.

VPSC's core capability resources and training will complement and build on existing departmental offerings.

Core public service craft capabilities

Working in government – understanding our system of government and how to work effectively within it, including understanding the context and priorities, being responsive and agile, and providing timely, full and frank advice to the government of the day.

Integrity – as the foundation of public trust, ensuring the highest standards of professionalism, both in what we do and how we do it.

Leadership and management – inspiring a sense of purpose, pride and belonging, navigating change and complexity, driving for high performance, and championing wellbeing.

Public sector values – our values underpin our interactions with the government, the community, our suppliers and each other.

Designed for new starters, but open to all

- A new 'Working in Government' hub on the Innovation Network
- New eLearns (phased development and implementation)
- Online new starter training forums

For managers

- A new 'Managing in Government' hub on the Innovation Network
- Online manager training forums

For executives

- Executive Essentials Program (for new executives)
- Online executive training forums
- Deputy Secretary forums

Start your development journey

Your departmental people and learning functions will provide further information on the opportunities available (commencing early 2025). We encourage you all to take up those that are right for you to build your capability, confidence and connections.

We trust you will apply this learning to the work you do every day to build a better public service for Victoria.

Signatures



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