

# ONE VPS

## BE PART OF SOMETHING BIGGER

One VPS is a whole-of-government initiative making it easier for the VPS to work together and driving a workplace culture that encourages mobility, collaboration and innovation.

It aims to strengthen the professional network within the VPS and create a seamless public service that is not defined by any department or agency - delivering increased benefits to the Victorian community.

*One VPS Vision  
Making it easier for  
the VPS to work  
together to deliver  
for Victorians.*

### ENCOURAGING AND ENABLING MOBILITY IN THE VPS

Mobility in the workforce is the ability to easily move between departments and agencies, whether it be for short-term projects, secondments or a more permanent move to another department.

#### The benefit

- Allow staff to put their skills and experience to use where it is most needed by the community.
- Improves transparency of roles, promoting career paths and specialisations across the VPS.
- Build and retain the professional network, reducing the need for contractors and consultants.
- Agility in the movement of staff across the system to support dealing with short-term issues (secondments) and reducing the administrative burden of MoGs.

#### The ingredients for mobility

- **Seamless and resilient back office:** Common systems and processes across the VPS.
- **Workforce capabilities:** Identifying and building common capabilities within the VPS to build career paths.

- **A culture of mobility:** Transparency of roles within the VPS and an openness by staff and leaders to take up opportunities across the VPS.

#### How will One VPS help?

One VPS has been endorsed by the Victorian Secretaries Board (VSB) to work with Departments on a range of projects that will improve mobility across the VPS.

This includes:

- **Common systems:** One VPS is working with departments on a common human capital management (HCM) system. This will ease transfer of staff between departments and create a common experience in areas such as onboarding and learning and development.
- **Common processes:** One VPS will help harmonise the HR policies and processes used across the VPS to make it easier for staff to move within the public service.
- **Supporting mobility projects:** One VPS will be working with and supporting existing projects across the VPS that promote mobility, such as the Jobs and Skills Exchange, as well as work by the Victorian Public Sector Commission to create common capability and leadership frameworks.

## ENABLING COLLABORATION AND INNOVATION

The VPS already delivers great work for the Victorian community and over the past few years we have lifted the bar with innovative digital projects that put the citizen first such as Service Victoria and the Single Digital Presence.

The needs of our community, however, are ever changing and increasing in complexity – and they are not restricted to a single department or agency.

### The benefit of working across the VPS

- Utilise the wide range of skills and expertise across the VPS.
- Tap into the different perspectives and needs from our community.
- Create a unified and positive experience for those accessing government services or doing business with government.
- Be agile in tackling the problems faced by the community.

### How will One VPS increase innovation and collaboration?

There is already some great collaborative work happening by the VPS to meet the needs of our community.

VSB has approved One VPS to look at a range of projects that will further help us build innovation and collaboration.

### Procurement reform

Procurement is one of the most common activities across the public service. One VPS is exploring opportunities with DTF to strengthen procurement expertise and administration right across government, reducing cost, time and delivering even better value for the community from the use of public funds.

This will include looking at new State Purchase Contracts and looking at measures to extend value from current SPCs.

### Creating a grants hub for Victorian Government

One VPS is exploring how a model by DJPR to centralise grants administration and evaluation can be extended to service grants needs across government.

The centralised service will help build grants expertise, reduce administration and costs, and ultimately deliver better quality grant outcomes to the community and make dealing with government a more seamless experience for groups who work with multiple parts of government – such as the community sector.

### Accelerating technology projects

One VPS will be working with other areas of government to support projects such as the Unique Staff Identifier, single vic.gov.au email address and the roll-out of Office 365 – which will all support better mobility, collaboration and innovation across the VPS.

### One VPS Challenges

One VPS will be running agile challenges to tackle common barriers across the public service, such as creating a common diversity and inclusion policy and an overall VPS staff induction to help increase connection across the service.

One VPS will also be building an agile toolkit for use across the VPS to tackle cross-department barriers and build whole-of-government processes and policies. The toolkit will help support some of the great work being done by communities-of-practice and other cross-government groups across the VPS.

## BE PART OF SOMETHING BIGGER

One VPS is more than a set of programs and projects it is an opportunity for everyone in the VPS to show pride in the work that the public service delivers for our community.

Find out more about One VPS on our website at [www.vic.gov.au/OneVPS](http://www.vic.gov.au/OneVPS)