

# Office for the Community Sector



creating our future

## Time for change

It took a new pair of eyes to notice an elephant in the room. David Roberts, who became Secretary of the Department of Health and Human Services at the beginning of this year, immediately recognised the growing importance of the community sector in the health and human service care delivery system, and created the Office for the Community Sector in April 2008.

More than 8,500 staff and 15,000 volunteers work in the sector, providing a helping hand year round to tens of thousands of their fellow citizens.

The Department invests more than \$150 million annually in the sector, and this will grow substantially over the next few years as current reforms to disability, drug and alcohol, and child and family services are implemented.

In recognising the importance of this investment, the Office for the Community Sector has a mandate to work with the sector so that it can strategically position itself to take up the challenges that expansion will bring. This includes a stronger emphasis on quality and safety, and maximising the focus on achieving outcomes that directly contribute to good health and well being for all Tasmanians.

More information on this strategic focus can be found in the Office for the Community Sector Strategic Plan 2008 - 2010.

These reforms are developing in the context of other exciting agendas that will have a big impact on the community sector - especially the social inclusion agenda, and concepts of social innovation.

Together, these concepts converge to make the case for change in the community sector compelling - the next decade is likely to be one of the most important periods for non government organisations in the history of Tasmania.

Use this checklist to see how ready and prepared you and your organisation are for change.

My Notes:

## Are you ready for the future?

There are no right or wrong answers here, as every organisation is on a journey. Hopefully, by contemplating these items you will have a clearer idea of what it takes to create a healthy organisation geared towards the future.

Working with our clients to identify, work towards and achieve the best possible outcome for them is at the centre of everything we do.

Leadership in my organisation understands their governance role and work within a policy and governance framework

I can demonstrate with data that my organisation walks the talk when it comes to achieving mission and vision, and our shared behaviours or values

I am confident that my organisation represents best value for money when it comes to financial accountability.

There is open communication (both top down and bottom up, and with the full range of our stakeholders at all levels) in my organisation.

We have no trouble finding and retaining the right people

All staff participate in a staff development and performance management framework.

My organisation has a workforce strategy that anticipates future skill needs and ensures that staff are systematically acquiring the right skill sets.

My organisation has identified an appropriate quality framework and has started to benchmark against recognised standards for the service types we deliver.

We have a plan for the future that is consistent with our Vision, and strategies to make sure we get there.

Our information technology is up to the challenges of the digital future, and our staff are continually developing their IT skills.

