Focus 2020 is based on Leading with Purpose which sets out our intention to move towards a stronger position to lead, influence and support the sector. It provides us with a clear direction for priority actions and guides our work for the year.

**1. A public sector that is led by the best**
- Finalise and pilot a leadership and capability framework that sets out performance expectations.
- Develop and implement the internal validation process and development guarantee as part of the new performance approach for identified CEOs.
- Conclude reviewing the management and structure of the Senior Executive Service.
- Develop and consult on a new sector approach to talent identification and management.
- Design the overarching outline for a comprehensive leadership strategy for the sector.

**2. A public sector that has accomplished and innovative people**
- Consult on and finalise an overview for a new strategic workforce framework for the sector.
- Publish the workforce diversification strategy for public sector employment with six related action plans and prepare for implementation.
- Develop and pilot a sector-wide census to provide comparative analysis as the first part of a new approach to workforce data.
- Revise all Commission issued employment instruments to streamline requirements for agencies including Part 6: Redeployment and redundancy.
- Publish a new Commissioner’s Instruction for recruitment, selection and appointment to enable both employment stability and flexibility.

**3. A public sector that is known for its high performance and improvement culture**
- Develop a new performance and improvement review framework and methodology to promote continuous improvement and pilot in selected agencies.
- Seek innovative ideas from the sector through iThink and work with agencies on specific challenges.
- Create an identity statement that defines the public sector’s personality and traits.
- Build a new set of resources for self-assessment by agencies of their organisational culture.
- Develop a business case for a WA version of the UK Civil Service Learning Curriculum.

**4. A public sector that is trusted by the community**
- Finalise the independent review into governance, legal and administrative systems at the Housing Authority.
- Publish a new integrity framework and lead discussions with executive teams in public authorities.
- Explore the development of a new online integrity data dashboard with analytics for public authorities.
- Redevelop existing online misconduct reporting tools to improve quality and types of reports made.
- Develop a tool for authorities to assess the maturity of their integrity approach.

**5. A public sector that is well supported by a strong Commission**
- Develop a Commission workforce plan with an initial focus on talent identification, diversity & case and productive performance management.
- Provide professional learning for targeted Commission staff to build capability in data analytics and change management.
- Coordinate a pilot of the Commission’s new organisational culture self-assessment tool.
- Finalise a comprehensive risk assessment and mitigation plan including independent audit chair and committee members.
- Develop a plan to put in place a more contemporary and sustainable suite of Commission business systems.
- Benchmark the Commission’s integrity environment using the new snapshot tool.