

How We Work

at the Department of Natural Resources
and Environment Tasmania





How We Work

Principles



We put **Tasmania** at the **heart** of everything we do.



We act with **integrity**.



We work **together**.



We **pursue** the extraordinary.

Behaviours

Building sustainability into everything we do.

.....
Partnering with our communities and stakeholders.

.....
Using our resources effectively.

Respecting and keeping ourselves and each other safe.

.....
Being accountable.

.....
Embracing, supporting and encouraging diversity and inclusion.

Building connections across the Department and the State Service.

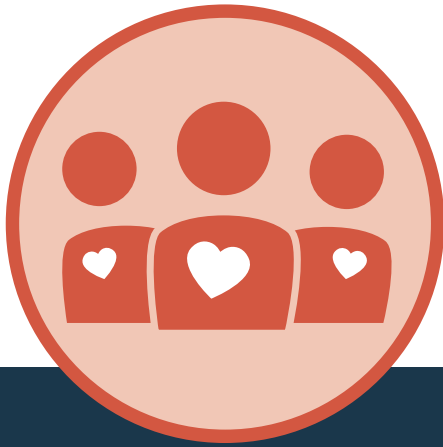
.....
Collaborating to problem solve and create solutions and outcomes.

.....
Sharing our experiences and knowledge.

Encouraging the extraordinary.

.....
Learning and growing.

.....
Celebrating who we are and what we do.



We put **Tasmania**
at the **heart** of
everything we do.



Behaviours

**Building sustainability
into everything we do**

**Partnering with our
communities and stakeholders**

**Using our resources
effectively**

What this means

Making decisions that deliver the Government's agenda while balancing short- and long-term gains.

Using technology and innovation to find solutions.

Balancing economic, social, and environmental outcomes.

Personally reducing waste and carbon footprint at work.

Considering the needs of Tasmanian communities and stakeholders in our service delivery.

Seeking feedback, engaging and being responsive to issues and concerns.

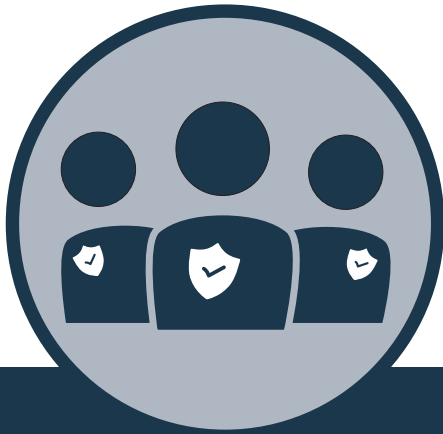
Supporting our people and teams to make a personal contribution to our community.

Making considered, careful resourcing decisions.

Utilising our people and assets responsibly.

Monitoring and evaluating our resource use.

Seeking value for money outcomes.



We act with **integrity**.



Behaviours

Respecting and keeping ourselves and each other safe

Being accountable

Embracing, supporting and encouraging diversity and inclusion

What this means

Talking about safety every day, recognising safe and unsafe behaviours.

Assessing and managing risk in everything we do.

Reporting hazards and incidents and addressing root cause.

Following operating procedures and wearing appropriate PPE.

Understanding, discussing, and supporting mental health.

Delivering the priorities of Government.

Doing what we say we will.

Taking responsibility for our actions.

Ensuring compliance with applicable legislation and regulations and upholding the highest professional standards.

Being transparent in our decision making and processes.

Maintaining confidentiality.

Demonstrating respect for all people and all cultures.

Treating everyone fairly, regardless of, for example; age, disability, race, sex, religion, sexual orientation, or culture.

Taking time to understand people who are different and think differently.

Being aware of and limiting the impact of unconscious bias.



We work **together.**



Behaviours

Building connections across the Department and the State Service

Collaborating to problem solve and create solutions and outcomes

Sharing our experiences and knowledge

What this means

Proactively seeking to understand the activities and functions of other teams.

Considering the impact of our work on other teams and understanding interdependencies.

Inviting others into our teams.

Networking.

Seeking new roles/project opportunities.

Identifying problems, tasks or projects which would benefit from diverse input.

Creating cross functional project teams.

Actively seeking feedback and contributions from colleagues.

Using on-line collaboration tools.

Being open about challenges and sharing those learnings.

Creating communities of practice.

Communicating value-add information about communities and stakeholders.



We pursue the extraordinary.



Behaviours

Encouraging the extraordinary

Learning and growing

Celebrating who we are and what we do

What this means

Understanding what extraordinary looks like and aspiring to this.

Working to clear, measurable goals.

Seeking out new, creative ideas or ways of working.

Using evidence to support our ideas and decisions.

Being adaptable, flexible and resilient.

Looking for opportunities for personal growth and development and supporting this in others.

Committing time, resources and budget for development.

Having the courage to have difficult conversations.

Learning from our mistakes and building continuous improvement into what we do.

Sharing our success stories within the Department and with others.

Providing positive 'in the moment' feedback and meaningful recognition.

Finding appropriate occasions and events to celebrate our people and who we are.