

# About the Department of Justice

## Our aim

A safe, fair and just Tasmania.

## Our purpose

To support the Tasmanian Government to promote the rule of law by:

- ensuring an effective, efficient and accessible justice system
- protecting and respecting rights
- improving laws
- influencing positive behaviour and enforcing responsibilities

Visit the [Department of Justice website](#) for more information.

## Working at Justice

### The Department of Justice as a Child Safe Organisation:

The Department of Justice is committed to improving the way we work with vulnerable people, in particular implementing strategies and actions to promote child safety and wellbeing, empower, and prevent harm to children and young people. Employees of the Department are expected to uphold the [Department's ongoing commitment to the safety and wellbeing of children and young people](#) and their obligations under the Child Safety and Wellbeing Policy and Professional Conduct Policy.

The Department champions a child safe culture that upholds the Child and Youth Safe Standards and the Universal Principle for Aboriginal Cultural Safety. All employees are expected to actively participate in and contribute to our rights-based approach to care, including meeting all mandatory reporting obligations and obligations under the Department's child safety policies.

### Our Values:

The Department is a values based Agency. We aim to attract, recruit and retain people who uphold our values. We actively work each day to support and encourage our people to uphold our values.

We act with

**Integrity**

**Respect**

**Accountability**

Our workplaces are

**Inclusive**

**Collaborative**

# State Service Principles and Code of Conduct

Employment in the State Service is governed by the State Service Act 2000. Both employees and officers are required to uphold and comply with the State Service Principles (Section 7) and the Code of Conduct (section 9). Officers and Employees who are found to have breached the Code of Conduct may have sanctions imposed.

## Safe Workplaces

Employees are expected to actively participate in and contribute to the Work Health and Safety processes, including in the development and implementation of safety systems, improvement initiatives and safeguarding practices for vulnerable people (including ongoing participating in child safety and wellbeing training provided by the Department).

All employees are expected to contribute to maintaining safe working conditions and practices. They are expected to promote and uphold the principle of fair and equitable access to employment/promotion, personal development and training, be aware of their rights and responsibilities under the Tasmanian Anti-Discrimination Act 1998 and contribute to the elimination of workplace harassment and discrimination.

We have a zero tolerance to violence, including violence against women and any form of family violence. We take an active role in supporting employees and their families and are committed to providing a workplace that promotes their safety and provide the flexibility to support employees to live free from violence.

Smoking is prohibited in State Government workplaces and vehicles.

## Health, Safety and Wellbeing

We are committed to promoting, achieving and maintaining the highest level of health, safety and wellbeing for our people. Every one of us is responsible for health and safety. We must work safely, protect the safety of other people and think about how our actions affect the safety and wellbeing of others in the workplace.

All employees are expected to participate in maintaining safe working conditions and practices in accordance with the Work Health and Safety Act 2012.

We recognise the benefits of a healthy workplace. Our Wellbeing Program has been implemented to improve and support the wellbeing of our people. The program consists of a range of initiatives and activities which support wellbeing, including health checks, online health assessments, flu vaccinations, step challenges and training.

## Diversity and Inclusion

We are committed to providing a diverse and inclusive workplace, enabling our people to reach their full potential. We recognise the strengths that diversity brings to both our work teams as well as to the Tasmanian community in our provision of services.

Our Agency offers inclusive and flexible work options including workplace adjustments to enable every employee to fully engage and excel in their role.

## Developing our People

Our people are expected to participate actively and constructively in performance development conversations. Both managers and employees have a responsibility to ensure they engage in regular performance development discussions. We recognise that performance development conversations are integral to an engaged and high performing workforce and where all our people have an opportunity to utilise their strengths in contributing to agency objectives and continuously improving and developing their skills, knowledge and experience.

## Divisional Information – Human Resources

Human Resources (HR) provides strategic and operational advice to managers, supervisors and employees on a range of people matters. HR is part of the Strategy, Governance and Major Projects division within the Department and is located primarily in Hobart, with some roles based at Risdon Prison.

With a staffing complement of approximately 37 full time equivalent (FTE) HR is comprised of four units:

- HR Operations:
  - Recruitment and Staffing Services
  - Payroll and Reporting Services
- Organisational Development and Design
- Workplace Relations
- Safety and Injury Management.

HR services the Department and several other Tasmanian State Service organisations under individual Service Level Agreements. The Department of Justice [Annual Report](#) provides further information about our people and the important functions they undertake.

Supporting approximately 1785 employees, (1685 FTE), across the state, HR undertakes a wide range of duties to enable the efficient and effective operation of the Department.

In addition to the services provided, HR also has several projects and initiatives underway, which are aimed at constantly improving our people management practices and workplace culture, including:

- Our People Strategy 2020-2025
  - [Our Diversity and Inclusion Project](#)
  - Our Wellbeing initiatives.
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