



Mr Philip (Phil) Minns

Current role

NSW Ministry of Health, Deputy Secretary – People, Culture and Governance

November 2017 – current

The People, Culture and Governance Division provides executive leadership and strategic direction to a diverse range of professional advisory services. This enables and supports the achievement of NSW Health’s strategic objectives to meet the needs of health service management and delivery in NSW.

His focus as is on the critical priority areas of culture, workforce strategy and capability. Deputy Secretary – People, Culture and Governance is responsible for Divisional oversight of the following branches:

- Executive and Ministerial Services,
- Legal and Regulatory Services,
- Nursing and Midwifery,
- Strategic Communications and Engagement
- Workforce Planning and Talent Development,
- Workplace Relations

Recent experience

Department of Justice NSW, Deputy Secretary Corporate Services

April 2017 - September 2017

NSW Public Service Commission, Deputy Commissioner

November 2015 - April 2017

The role of Deputy Commissioner was redefined by the Commissioner in November 2015 to integrate the enabling and capability building functions of the Commission. Phil was charged with integrating reform and improvement initiatives across the Public Service Commission (PSC) and the NSW public sector.

Key achievements included:

- Development of the Organisational Effectiveness Framework as a planning frame to focus the development of priorities with the sector;
- Reconfiguration of the Commission’s engagement and communication strategy with the sector;

- Retuning the focus of PSC interventions to focus on getting leaders to execute and use the new workforce architecture that was created by GSE Act Reforms
- Successful launch of full suite of Leadership Academy programs, full extension of Government Employee Number, rollout of the workforce data dashboard; and
- Deployment of a sector wide strategy to support achievement of the Premier's Diversity priorities.

NSW Department of Premier and Cabinet, Deputy Secretary, Government, Corporate and Regional Coordination

February 2012-November 2015

At the Department of Premier and Cabinet (DPC), Phil he was responsible for the Department's corporate governance and whole-of-government support functions including strategic communications and advertising, encompassing HR, IT and budget support to the department and ministerial offices. The Group was also responsible for the delivery of some of NSW's largest events (Australia Day, NYE etc), the NSW Government Protocol function and DPC's network of Regional Coordinators across the State.

Key achievements included:

- DPC's internal budget and financial management processes and structure were reformed to improve visibility of budget pressures and risks for the Senior Executive Board;
- Managed significant financial pressures within the DPC cluster associated with various commissions of inquiry and revisions to the implementation strategy for Service NSW, without recourse to additional Treasury funding;
- Restructured and renewed the People and Culture team to enable the development of a contemporary People Strategy for the department, a Strategic Workforce Plan, a Learning and Development strategy and a Cultural Change Plan; and
- Developed an integrated ICT strategy based on a long-term strategic architecture plan that maximises enabling technologies and communications in an ABW environment.

Department of Defence of Australia, Deputy Secretary, People Strategies and Policy

February 2008-February 2012

During his tenure as inaugural Deputy Secretary, P People Strategies and Policy, Phil developed with the Defence Committee "Pathways to Change," a whole of organisation

People Strategy, and led the Department's and Services' response to cultural issues in the Australian Defence Force.

He was also a Member of the Defence Committee during this period.

Key achievements included:

- Delivered the Workforce Companion Review and ensured incorporation of People Strategy initiatives and funding lines (\$3.75Billion) within the 2009 Defence White Paper;
- Developed and launched the Chief of Defence Force's Action Plan for the Recruitment and Retention of Women in the Australian Defence Force;
- Developed and launched the first ever consolidated People Strategy for the Organisation - "People in Defence: Generating the Capability for the Future Force" followed by the First Annual People Plan;
- Developed and launched the first HR Risk Management assessment framework for the Department; and
- Developed an integrated workforce costs modelling tool to assist in long term workforce planning and forecasting of workforce costs.

Education and qualifications

University of Sydney, Master of Economics, Management and Industrial Relations. Honours Class 1. 1987

University of Sydney, Bachelor of Economics, Management and Industrial Relations. Honours Class 1. 1984

Professional Development Activities

Harvard Kennedy School Executive Education, Art and Practice of Leadership Development 2023