

## Portfolio, Program and Project Management Capability Report - September 2013

### Fair Work Ombudsman

<b>Assessment Type</b>	Self-assessment		
<b>Scope</b>	All change initiatives, agency-wide		
	<b>2013 P3M3 ASSESSMENT RESULTS</b>	<b>ORIGINAL CAPABILITY TARGETS</b>	<b>REVISED CAPABILITY TARGETS (if applicable)</b>
<b>PORTFOLIO MANAGEMENT</b>			
Assessment date	3/09/2013		
Targets realisation date		30/06/2013	
Revised targets set date (if applicable)			
Management Control	3	3	4
Benefits Management	2	3	3
Financial Management	3	3	4
Stakeholder Engagement	2	3	3
Organisational Governance	3	3	3
Risk Management	3	3	3
Resource Management	2	3	3
Overall for Model	3	3	3
<b>PROGRAM MANAGEMENT</b>			
Assessment date	3/09/2013		
Targets realisation date		30/06/2013	
Revised targets set date (if applicable)			
Management Control	2	3	3
Benefits Management	2	3	3
Financial Management	3	3	4
Stakeholder Engagement	3	3	3
Organisational Governance	3	3	3
Risk Management	3	3	3
Resource Management	3	3	3
Overall for Model	3	3	3
<b>PROJECT MANAGEMENT</b>			
Assessment date	3/09/2013		
Targets realisation date		30/06/2013	
Revised targets set date (if applicable)			
Management Control	3	3	3
Benefits Management	2	3	3
Financial Management	3	3	4
Stakeholder Engagement	3	3	3
Organisational Governance	3	3	3
Risk Management	3	3	3
Resource Management	3	3	3
Overall for Model	3	3	3

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***Provide a summary of the agency's performance against its baseline Capability Improvement Plan (CIP) milestones and any major slippage that has occurred.***

The FWO CIP provided for a number of projects and initiatives to be delivered by the time of conducting the 2013 P3M3 assessment. Of these projects and initiatives the vast majority have been completed. The projects and initiatives not yet achieved relate to:

- Stakeholder Management (portfolio, program and project)
- Benefits Management (portfolio, program and project)
- Resource Management (portfolio, program and project), IT organisation and IT communication plan

It is important to note that FWO is continuing to address the above areas and has plans in place to improve our capabilities against these P3M3 process perspectives.

***If the agency's capability is not improving in line with target P3M3 maturity levels set in the agency's CIP, provide an explanation of the reasons for this.***

The FWO's capability has improved in line with target P3M3 maturity levels set in the 2012 – 2013 FWO CIP.

***If the agency has revised its CIP, provide reasons for the revision.***

The FWO had revised its CIP to accurately reflect the strategic priorities of the FWO Strategic Plan 2012-2016. Previously the CIP was largely focused on ICT-enabled change initiatives and not agency wide change.

Improving FWO's P3M3 capability has been a key organisational focus. With the introduction of a PMO, the implementation of an enterprise project management tool and the continual organisational focus on delivering core portfolio capability and capacity uplift we expect to maintain and, where required, increase our P3M3 maturity levels. This is non-negotiable for the FWO as we look for new business processes and tools to enhance our client delivery outcomes.

***If the agency has revised its target P3M3 maturity levels, provide the rationale for the revised targets.***

We have not revised our overall target P3M3 maturity levels; Level 3 – Defined Process. We consider this P3M3 maturity level appropriate for the range of programs and projects undertaken across our portfolio. However we have identified the process perspective of Financial Management as an area that we plan to achieve a target of Level 4 – Managed Process. There are already activities underway to achieve this (which are included in our revised CIP).

**2013 P3M3 Assessment Report provided?**

YES

**If CIP revised, Executive-endorsed revised CIP provided?**

YES