

**POWER ENGINEERING COMPETENCY FRAMEWORK FOR POWER ENGINEERING PROFESSIONALS IN PUBLIC SERVICE
TECHNICAL SKILLS & COMPETENCIES (TSC) REFERENCE DOCUMENT**

TSC Category	Policy Management and Governance					
TSC Title	Policy Development					
TSC Description	Develop energy and power policies that are current, relevant and aligned to national priorities and public needs					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
			<Insert TSC Code>	<Insert TSC Code>	<Insert TSC Code>	<Insert TSC Code>
			Contribute to the development of policy proposals for the energy and power sector	Develop policy proposals for the energy and power sector	Review policy proposals and lead stakeholder consultations and engagements for policy development	Lead the development of energy and power policies and build consensus amongst stakeholders on power policy recommendations
Knowledge			<ul style="list-style-type: none"> Relevant policies and schemes in the power sector Data collection methods Trend analysis strategies New and emerging trends in the power sector Stakeholder engagement methods Strategies of developing professional relationships Principles and practices of legislative requirements 	<ul style="list-style-type: none"> Relevant policies and schemes in the power sector Policy development philosophies, processes and principles Power engineering principles and supporting institutions New and emerging trends in the power sector Government policy agendas and priorities, and public interests Policy implementation challenges and considerations Processes for enactment of legislative changes 	<ul style="list-style-type: none"> Whole-of-government processes and principles in policy development Policy development philosophies, processes and principles Structure and range of the agency's programmes Government initiatives within the community and power sector Roles and responsibilities of government and stakeholders New and emerging trends in the power sector Challenges in enacting legislative changes 	<ul style="list-style-type: none"> Whole-of-government strategic outcomes and power policy objectives Policy development philosophies, processes and principles Strategies for building consensus with stakeholders Strategies for inter-agency collaboration Roles and responsibilities of government and stakeholders Risks and impacts of policy changes New and emerging trends in the power sector Strategies for enacting legislative changes Local community context, political, and larger systems impacting the public
Abilities			<ul style="list-style-type: none"> Conduct need assessments for the public at the community level 	<ul style="list-style-type: none"> Articulate impact of current sector trends on power policies Identify list of stakeholders to be 	<ul style="list-style-type: none"> Recommend policy agendas Review policy proposals submitted for approval 	<ul style="list-style-type: none"> Set policy direction and agendas Evaluate list of stakeholders to be

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			<ul style="list-style-type: none"> • Conduct environmental scanning to understand existing landscape for policy issues • Describe role of government in power policy development • Draft policy proposals under supervision and guidance 	<p>consulted in policy development</p> <ul style="list-style-type: none"> • Collect and analyse feedback during policy consultations with stakeholders • Conduct engagements with relevant stakeholders and agencies • Draft policy proposals • Propose solutions to resolve gaps in policies • Propose appropriate policy actions or solutions for approval • Present policy proposals to relevant stakeholders 	<ul style="list-style-type: none"> • Propose stakeholders to be consulted in policy development • Lead in policy consultations to gather feedback • Engage stakeholders to understand the risks and impacts of policy changes • Facilitate policy acceptance and consensus with stakeholders • Work with relevant legislative parties to draft legislative amendments and introduction of new legislation • Ensure policies are developed in line with requisite legislative processes 	<p>consulted in the policy reviews</p> <ul style="list-style-type: none"> • Evaluate communication methods for the review of policies with stakeholders • Approve terms of reference and guidelines for stakeholders' involvement in policy reviews • Lead effort to build consensus on policy issues amongst stakeholders • Lead effort to obtain management and political endorsement for policy recommendations
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