

OUR PLAN 2016-2018

Make it Count

Department of Treasury and Finance

It reminds me that the work I am doing counts toward a bigger picture. It says 'do your best'.

Ensure every dollar spent counts toward the benefit of the state.

Give it your all. Be accountable and strive to make a difference.

Everything we do is important and should count.

Do everything that bit better. Do it properly.

We provide services to South Australians. Every action impacts their future.

Our Purpose Statement

'Working together to support the future prosperity and wellbeing of all South Australians.'

Our Objectives

Promote sustainable State finances

Deliver timely high quality services to meet the needs of our clients



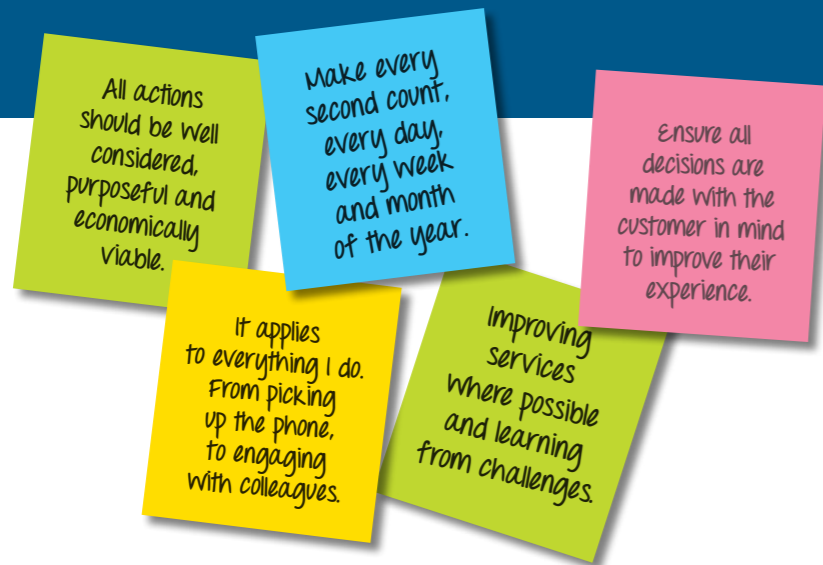
Trust and empower our skilled, diverse, flexible and committed people

Support responsible budget and financial management

Collaborate to deliver high quality advice on economic, social and environmental issues



Government of South Australia
Department of Treasury and Finance



Objective: Trust and empower our skilled, diverse, flexible and committed people.

ACTION ITEM

Develop a workforce plan for the future (workforce planning strategy)

1. **Conduct a workforce capability assessment and prepare a plan to address current and future skills gaps.**
2. **Define and review strategic HR service capability to ensure the HR model is aligned with Departmental objectives, organisational development and the needs of our people.**
3. **Build agility by encouraging mobility of staff:**
 - ▶ Implement a graduate rotation program.
 - ▶ Support work placements for aspiring leaders and aspiring executives program participants.
 - ▶ Branch Heads to offer at least one EOI for a temporary placement each year open to anyone from another area of DTF.
4. **Implement revised performance discussions with staff:**
 - ▶ Ensure that staff complete 'conversations that matter' training.
 - ▶ Provide training for managers to deal with poor performance with dedicated HR support.
5. **Consider strategies for further diversity across the workforce.**
6. **Develop a succession plan for each Branch Head and the next two levels below.**

Commit to and deliver innovation through the outcomes of the digital roadmap

7. **Provide technology solutions and training to support flexible working arrangements:**
 - ▶ Provide staff with an appropriate device supportive of flexible working.
8. **Develop a consistent records management and paper flow system.**
9. **Establish e-library of reports and significant documents in each branch.**

Improve across-DTF communication and staff engagement

10. **Improve internal communications with staff:**
 - ▶ Provide ELG minutes to staff.
 - ▶ Send regular staff newsletters.
 - ▶ Examine staff surveys for other options.
 - ▶ Regular CE/staff engagement activities.
11. **Support at least two social responsibility programs each year, which benefit the community.**
- Implement the Gender Equality in Leadership strategy**
12. **Refer to specific actions outlined in Gender Equality in Leadership document.**

Objective: Promote sustainable State finances.

ACTION ITEM

1. **Use the State budget process to maintain sustainable State finances consistent with the Government's strategic and economic priorities and objectives:**
 - ▶ Use the Cabinet Committee structure to assist, develop and prioritise initiatives as part of the budget process.
 - ▶ Ensure all budget bids link to Public Value, Economic and other Government priorities.
 - ▶ Develop and assess potential initiatives that achieve fiscal, risk and efficiency improvements.
2. **Communicate the position of the State finances and related issues by:**
 - ▶ Holding quarterly briefing sessions to agencies on the budget and the State's fiscal position.
 - ▶ Engaging regularly with key industry bodies, lobby groups and businesses.
 - ▶ Holding a whole of Government post-budget briefing to communicate the key outcomes.
3. **Undertake scenario modelling/sensitivity analysis on the State budget position.**

Objective: Support responsible budget and financial management.

ACTION ITEM

1. **Develop meaningful monitoring and reporting for Budget Performance Cabinet Committee (BPCC) on agency performance and commitments.**
2. **Establish a team of 6 – 8 staff to assist agencies in developing business cases and identifying public value.**
3. **Update the Treasurer's Instructions and DTF policies to consider Public Value.**
4. **Develop a concise evaluation process and use it to conduct reviews of agency programs.**
5. **Hold information sessions on DTF activities, such as Government Accounting.**

Objective: Deliver timely high quality services to meet the needs of our clients.

ACTION ITEM

1. **Develop a client engagement plan for each branch:**
 - ▶ Proactively identify clients and services.
 - ▶ Engage our clients to understand their needs.
 - ▶ Deliver services in accordance with service standards and KPI's.
 - ▶ Develop a client service charter for those branches which do not have explicit service standards.
2. **Leverage technology to provide a better client experience:**
 - ▶ Branches to identify opportunities to transfer current process / service to an online service delivery.
3. **Conduct annual client satisfaction surveys tailored to clients, whether internal or external to Government:**
 - ▶ Respond to relevant issues identified in the survey.
4. **Support the Government's open data initiative:**
 - ▶ Publish FHOG, Stamp Duty Off the Plan and Payroll Tax rebate statistics on the RevenueSA website.
 - ▶ Identify data sets and classify suitability to release.

Objective: Collaborate to deliver high quality advice on economic, social and environmental issues.

ACTION ITEM

1. **Further develop economic advice capability:**
 - ▶ Work with DPC to provide regular economic advice and briefings to the Treasurer.
2. **Drive economic reform by:**
 - ▶ Deliver Repeal Day on 15th November 2016.
 - ▶ Develop State response to the Harper reforms.
 - ▶ Identify and reduce red tape and make other simplifications across Government and within DTF.
3. **Improve the efficiency of procurement within Government:**
 - ▶ Simplify and streamline rules / process / paperwork – including the Treasurer's Instructions and the State Procurement Board requirements.
 - ▶ Develop staff capability and experience in Procurement Processes.
4. **Establish an engagement framework that enables Treasury to be a trusted and valued partner in policy development across Government:**
 - ▶ Re-establish monthly meetings with the CE of major agencies and quarterly meetings with other CE's.
5. **Provide support and coordination of policy advice on major Government reform processes, including:**
 - ▶ Transforming Health
 - ▶ Carbon Neutral Adelaide
 - ▶ Child protection
 - ▶ NDIS and NIIS
 - ▶ Digital by Default

For each action item a measurable KPI has been developed and it will be reported against on an ongoing basis.

This Strategic Plan relates to all branches within DTF. In addition to their obligations under this plan, the South Australian Government Financing Authority (SAFA), Lifetime Support Authority and Super SA have branch specific Strategic Plans (approved by their Board/Advisory Boards), which contribute to the objectives of the Department.

OUR PLAN 2016-2018

Our Values. The Public Sector Values.

*Make
it Count*

Department of Treasury and Finance

Our Commitment

"We will proudly provide our **Service** to the community and Government of South Australia; and work to get the best results for long-term **Sustainability** for future generations."

Our Approach

"We will do this by creating solutions together through **Collaboration and Engagement**; and strive for excellence through our **Professionalism**."

Our Actions

"We will treat others with **Respect**; and act with **Honesty and Integrity**. We will show our **Courage and Tenacity** by never giving up; and we will have **Trust** in the ability of others."

