

OUR PLAN

2017-2019



Government of South Australia

Department of Treasury and Finance

OUR PURPOSE STATEMENT

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

OUR OBJECTIVES

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

Promote sustainable State finances



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

Make it Count

OUR PLAN 2017–2019

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

Action Items

- 1.1 Creating a connected DTF**
 - a. Implement a staff transfer program for employees recorded on branch succession plans.
 - b. Invest in individuals through a personal coaching program.
 - c. Provide cross branch opportunities for attendance at interstate conferences (CEDA, IPAA National Conferences).
 - d. Each branch will offer a six month EOI placement.
 - e. Develop an inter-Treasury exchange program with the Northern Territory as part of our SA/NT MOU.
- 1.2 Improve change management**
 - a. Continue to embed changes through DTF, eg gender equality, digital roadmap, creating a connected DTF.
 - b. Employ centralised change management expert resource.
 - c. Provide assistance to managers in managing for outcomes and a flexible workforce.
- 1.3 Establish and implement an employee recognition program**
 - a. Establish recognition linked to innovation, customer service, team outcome/result, collaboration.
- 1.4 Increase diversity across the workforce**
 - a. Develop and implement a plan to increase diversity with the focus for 2017–19 on Aboriginal and Torres Strait Islander employees.
 - b. Update and Implement the Reconciliation Action Plan.
- 1.5 DTF recruitment processes**
 - a. Simplify DTF Recruitment processes, including the encouragement of external applications.
 - b. Improve the DTF induction program.
- 1.6 Improve cross-DTF communication and staff engagement**
 - a. Use a variety of technology mediums to deliver Inside Out and other staff related messaging.
 - b. Support at least two social responsibility programs across DTF each year, which benefit the community.
 - c. Continue quarterly CE/DCE/COO visits to branches.
- 1.7 Review and continue to deliver the Gender Equality in Leadership plan**
 - a. Provide unconscious bias training to all staff.
 - b. Implement “Leaving/Arriving Loudly” to highlight the acceptance of flexibility at Executive level.

Objective: Promote sustainable State finances

Action Items

- 2.1 Use the State budget process to maintain sustainable State finances consistent with the Government’s strategic and economic priorities and objectives**
 - a. Develop, assess and prioritise initiatives as part of the budget process that achieve fiscal, risk and efficiency improvements.
 - b. Conduct reviews of Government activities to achieve efficiencies and expenditure reform.
- 2.2 Communicate the position of the State’s finances and related issues**
 - a. Hold quarterly briefing sessions for agencies on the budget and the State’s fiscal position.
 - b. Engage regularly with key industry bodies, lobby groups and businesses.
 - c. Hold a whole of Government post-budget briefing to communicate the key outcomes.
- 2.3 Undertake scenario modelling/sensitivity analysis on the State budget position**
 - a. Explore better data and information sources to forecast State Revenues and Expenditure.
- 2.4 Prepare State Government position for the Productivity Commission review of Horizontal Fiscal Equalisation**
- 2.5 Further develop medium to long term budget strategy by working with agencies**

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

Make it Count



Objective: Support responsible budget and financial management

Action Items

- 3.1 Maintain meaningful monitoring and reporting for Budget Performance Cabinet Committee (BPCC) on agency performance and commitments**
 - a. Develop more timely and accessible data analytics on agency budget positions.
- 3.2 Continue the review of Treasurer's Instructions and DTF policies to incorporate Public Value**
- 3.3 Hold information sessions on DTF activities, such as Government Accounting and the budget process**
- 3.4 Prepare case studies to guide agencies in developing business cases and prepare supporting training materials**
- 3.5 Prepare for the March 2018 Election**
 - a. Assist in establishing the independent Parliamentary Budget Advisory Service and provide required support.
 - b. Prepare incoming government briefs.
 - c. Prepare for a post-election budget process which implements election commitments.
 - d. Communicate/coordinate within DTF regarding caretaker protocols and change of Government processes.

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

Action Items

Client Engagement

- 4.1 Employ centralised customer service expert resource**
- 4.2 Each branch head to provide at least one 'lesson learnt' and 'positive customer story' for newsletter on a six monthly basis**

Technology related service delivery

- 4.3 Implement Objective across DTF and enhance workflows**
- 4.4 Review information technology and management practices including ISMF, Cloud Strategy, IT Disaster Recovery/BCP, Follow-Me printing and modern standardised meeting room technology**
- 4.5 Identify, design, build and launch smart forms with a user-centric design approach**
- 4.6 Modernise Corporate processes/programs**
 - a. Simplify DTF's Policy Framework, including corporate policies and supporting procedures/guidelines.

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

Action Items

- 5.1 Further develop economic advice capability**
 - a. Provide regular economic advice and briefings to the Treasurer.
- 5.2 Drive economic reform**
 - a. Identify microeconomic/productivity reforms including those arising from Harper reforms.
 - b. Continue to identify and reduce red tape and make other simplifications across Government and within DTF to inform Simplify Day 2017.
- 5.3 Provide support and coordination of policy advice on major Government reform processes, including:**
 - a. The Energy Plan implementation.
 - b. Manage the Government's Unsolicited Proposal Process.
 - c. Manage the Future Jobs Fund process.
 - d. NDIS Reform, NIS and changes to Government disability service delivery.

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 Super 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 2017–2019

Our Values. The Public Sector Values.

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.'