

OUR PLAN 2020-2022

OUR PURPOSE STATEMENT

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

OUR OBJECTIVES



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.'

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OBJECTIVE 1 EMPOWER AND TRUST OUR SKILLED, DIVERSE, FLEXIBLE AND COMMITTED PEOPLE

Creating a connected DTF

ACTION ITEM

- 1.a Deliver next round of personal coaching program across DTF.
- 1.b Implement the Chief Executive 'Hour in the life' Program.

WHAT DOES SUCCESS LOOK LIKE

Personal coaching program delivered to senior leaders identified in the Executive Succession Plan

Hour in the Life Program implemented providing staff greater access to the Office of the Chief Executive.

Increase diversity across the workforce

ACTION ITEM

- 1.c Successfully implement the DTF Equity, Diversity and Inclusion Strategy.

WHAT DOES SUCCESS LOOK LIKE

- Strategy developed in line with OCPSE requirements and reporting frameworks.
- Successful achievement of all actions within the strategy.
- All diversity areas included in the strategy including:
 - Reconciliation Action Plan
 - Disability Access and Inclusion Plan
 - Gender Equality
 - LGBTIQ+
 - Culturally and Linguistically Diverse

Improve across-DTF communication and staff engagement

ACTION ITEM

- 1.d Support at least two social responsibility programs across DTF each year, which benefit the community.
- 1.e Implement regular pulse surveys.
- 1.f Develop and implement a Staff Mobility Program to meet peak work demands and mobility requirements across government and DTF service areas.

WHAT DOES SUCCESS LOOK LIKE

- At least two programs supported.
- System procured and implemented.
- Results used to provide insight into future people and wellbeing strategies.
- Peak work demands periods identified across DTF.
- Identify 5% of staff to assist with across government COVID related service delivery.
- Mobilization Plan developed and implemented which improves efficiency in service delivery.

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- 1.g Implement Communities of Practice to address two priority issues per annum.
 - Topics providing greatest positive impact to service delivery or advisory function identified. Led by an executive sponsor, Communities of Practice established, and outcomes reported back to ELG.
 - Each branch to undertake at least one trial.
- 1.h Undertake quick, agile projects to 'nudge the system' (e.g. remove a process). The effects are evaluated, and decision made whether to reinstate, modify or permanently remove.

Improve staff capability and wellbeing**ACTION ITEM**

- 1.i Implement 'Our Conversations'.
- 1.j Support our people through the implementation of the personal resilience program.
- 1.k Branches to expand on the utilisation of remote working and flexible working arrangements.

WHAT DOES SUCCESS LOOK LIKE

- Our Conversations implemented.
- As a key contributor to DTF's Wellbeing for 'Our People' plan, program implemented, and outcomes measured.
- Implement technological solutions to enable staff to work effectively from any location including a consistent telephony and meeting room experience and the increased and ongoing use of MS Teams for meetings.

OBJECTIVE 2 PROMOTE AND SUPPORT RESPONSIBLE BUDGET AND FINANCIAL MANAGEMENT**Maintain sustainable State finances consistent with the Government strategic and economic priorities and objectives****ACTION ITEM**

- 2.a Review and provide advice on proposed government initiatives requiring new/additional funding as well as agency savings plans.
- 2.b Review and improve government-wide internal audit, risk management, and financial management compliance programs.
- 2.c Develop and implement branch – level plans to deliver on DTF savings targets, implement and report on progress.

WHAT DOES SUCCESS LOOK LIKE

- Government expenditure initiatives and savings clearly defined and monitored.
- Increased agency support and assistance requests.
- Savings targets plans in place and milestones achieved.

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OBJECTIVE 3 DELIVER TIMELY HIGH-QUALITY SERVICES TO MEET THE NEEDS OF OUR CLIENTS

Expand digital service capability

ACTION ITEM

- 3.a Develop a strategy that identifies modern technology solutions which improve service delivery over the next few years.
- 3.b Improve reporting capability through the implementation of data dashboard.
- 3.c Digitise corporate and public processes.

WHAT DOES SUCCESS LOOK LIKE

- A strategy is developed which includes a plan to implement and trial solutions which can be scaled up across multiple service areas.
- The plan includes modern technology solutions which may include a trial using chat bots and smart lockers for Fleet SA customers.
- Collaborating with OCPSE, implement a workforce dashboard which enables DTF to make better data driven decisions.
- All corporate forms can be completed and processed without the need for printing and physical signatures.
- Continue staged implementation of Objective and workflows across DTF.

OBJECTIVE 4 COLLABORATE TO DELIVER HIGH-QUALITY ADVICE, POLICY, COMPLIANCE AND REGULATION

ACTION ITEM

- 4.a Provide regular economic and financial reporting and governance advice and briefings to the Treasurer and across Government.
- 4.b Implement approved recommendations from the South Australian Productivity Commission Inquiry into Government Procurement.
- 4.c Build secretariat policy contribution to support and deliver initiatives of Board of Treasurers.
- 4.d Working with other agencies, support delivery of high-risk/strategic projects.

WHAT DOES SUCCESS LOOK LIKE

- Data releases undertaken and provided to the Treasurer.
- Approved recommendations from the South Australian Productivity Commission (SAPC) Inquiry implemented into Government Procurement.
- Secretariat initiatives of Board of Treasurers delivered.
- Delivery of high-risk/strategic projects supported, in collaboration with other agencies.