



OUR PLAN

2018-2020

OUR PURPOSE STATEMENT

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

OUR OBJECTIVES



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

1.1 Creating a connected DTF

ACTION ITEM

- 1.1.a Evaluate the personal coaching program pilot and identify how to expand personal coaching services
- 1.1.b Provide cross branch opportunities for attendance at interstate conferences (CEDA, IPAA National Conferences)
- 1.1.c Each branch will offer a six-month placement opportunity
- 1.1.d Expand the inter-Treasury exchange program across State jurisdictions
- 1.1.e Support integration of new business units into DTF as a result of 2018 MoG changes including SafeWork SA, Shared Services, Economic and Commercial, IR in a way that reflects our people first culture
- 1.1.f All managers acknowledge contributions by team members on a regular basis and actively promote staff nominations in the DTF recognition awards for their contributions to innovation, customer service, team outcome/result, collaboration

1.2 Increase diversity across the workforce

ACTION ITEM

- 1.2.a Implement and measure outcomes for the DTF Reconciliation Action plan (RAP)
- 1.2.b Develop and implement a Disability and Inclusion Action Plan (DAIP)

1.3 DTF recruitment/onboarding processes

ACTION ITEM

- 1.3.a Update and reinforce principles of merit-based recruitment and promotion opportunities
- 1.3.b Develop a new DTF induction program
- 1.3.c Implement guidelines and tools to support staff to assess, report and manage bullying incidents

1.4 Improve across-DTF communication and staff engagement

ACTION ITEM

- 1.4.a Support at least two social responsibility programs across DTF each year, which benefit the community
- 1.4.b Continue quarterly CE/DCE visits to branches

1.5 Review and continue to deliver the Gender Equality in Leadership plan

ACTION ITEM

- 1.5.a Implement online unconscious bias training
- 1.5.b Continue "Leaving/Arriving Loudly" to highlight the acceptance of flexibility at all levels.

1.6 Improve staff capability and wellbeing

ACTION ITEM

- 1.6.a Career opportunities and capability development discussions prioritised in performance discussions
- 1.6.b Develop and implement a Wellbeing Program which helps employees to implement healthy behaviours in and outside of DTF

OBJECTIVE 2 PROMOTE AND SUPPORT RESPONSIBLE BUDGET AND FINANCIAL MANAGEMENT

2.1 Maintain sustainable State finances consistent with the Government's strategic and economic priorities and objectives

ACTION ITEM

- 2.1.a Conduct reviews of Government activities to achieve efficiencies and expenditure reform
- 2.1.b Develop, assess and prioritise initiatives as part of the budget process that achieve fiscal, risk and efficiency objectives
- 2.1.c Complete Treasurer's Instructions review and communicate outcomes
- 2.1.d Develop and implement branch level plans to deliver on DTF savings targets, implement and report on progress
- 2.1.e Working with the Department of Education, deliver Public Private Partnership project

2.2 Communicate the position of the State's finances and related issues

ACTION ITEM

- 2.2.a** Hold sessions for agencies on the State Budget and DTF activities, such as Government Accounting and the budget process.
- 2.2.b** Engage regularly with key industry bodies, lobby groups and businesses

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

3.1 Client Engagement

ACTION ITEM

- 3.1.a** Implement customer service improvement project in RevenueSA
- 3.1.b** Using learnings from Revenues SA customer service improvement project, develop best practice client engagement strategy for DTF branches

3.2 Support staff to deliver outcomes for our clients

ACTION ITEM

- 3.2.a** Establish new governance framework and staff committees which are representative of the new larger DTF
- 3.2.b** Continue staged implementation of Objective and workflows across DTF
- 3.2.c** Improve business continuity, data storage and disaster recovery processes through relocation of IT infrastructure, systems and data to a commercial grade data centre facility
- 3.2.d** Identify, design, build and launch public facing smart forms with a user-centric design approach
- 3.2.e** Modernise Corporate processes including removal of paper based forms

4 COLLABORATE TO DELIVER HIGH QUALITY ADVICE

ACTION ITEM

- 4.a** Provide regular economic advice and briefings to the Treasurer and across Government
- 4.b** Develop the role and work program of the new Commercial and Economics Branch
- 4.c** Implement CTP competition model
- 4.d** Respond to SafeWork ICAC evaluation
- 4.e** Implement deregulated Shop Trading Hours
- 4.f** Undertake inquiry into water pricing
- 4.g** Implement changes to support abolishing payroll tax for small businesses and reducing Emergency Services Levy and Land Tax

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.'