

STRATEGIC DIRECTION 2022–2025



Government of South Australia

Department of the Premier
and Cabinet



PREMIER'S FOREWORD

As we position our city, our regions and our state in a post-COVID world, we have an opportunity for transformative change. Putting the challenges and sacrifices of the last two years behind us, we can look forward to greater prosperity as we reinvent ourselves. As the central agency at the heart of my government, the Department of the Premier and Cabinet is critical to unlocking this great potential.

"EACH OF YOU IS ESSENTIAL TO THE DELIVERY OF THIS STRATEGIC DIRECTION, AS A HIGHLY ENGAGED WORKFORCE IS THE FOUNDATION UPON WHICH WE CAN BUILD OUR SUCCESS."

We have a future-focussed and progressive agenda that we should all be excited about. We are ahead of the game when it comes to inclusion, diversity and sustainability—our nation-first commitment to better support children with autism, our establishment of the Office of Hydrogen Power to capitalise on renewable energy projects, achieving net zero emissions by 2050 and exciting new industries and innovation centres at Lot Fourteen are some of the examples of how we are working hard to deliver a better South Australia for future generations.

The department's strategic direction is a result of significant dedication, leadership and staff engagement. It reflects the important role you all play in bringing to life our commitment to strong policy leadership across a connected and accountable public sector as well as delivery to the

highest standards in our projects and programs. Each of you is essential to the delivery of this strategic direction, as a highly engaged workforce is the foundation upon which we can build our success.

Thank you for your continued support of me and my government and your ongoing commitment to making South Australia a better place to live, work and do business, now and for generations to come.

Peter Malinauskas
Premier



CHIEF EXECUTIVE'S FOREWORD

Over recent months, we have been shaping our strategic direction together and I would like to thank you all for contributing your thoughtful feedback and engaged participation.

I believe South Australia offers an unmatched lifestyle where your family life and career can thrive, while supporting a sustainable future. We have an opportunity to reposition South Australia, as we recover from the COVID-19 pandemic, as a diverse, progressive and innovative state where bold ideas are embraced and given the room to grow.

Our vision of being the heart of government has more than one meaning. We provide important leadership, trusted advice and strategy as well as central support services for the social, environmental and economic issues that we face.

However, the heart of government also places people at the centre of everything we do. Without each and every one of you, we would not be able to achieve our ambitious goals and deliver on the government's priorities to create a better South Australia for everyone.

Our strategic direction for the future outlines the important areas of focus for Department of the Premier and Cabinet under four strategic objectives:

- Leading strong policy outcomes
- Connected and accountable government
- Trusted services, programs and project delivery
- Positive, inclusive and empowered workforce

We have undergone significant changes over recent months to better position our department to deliver on our priorities. I'm excited to see these new ways of working together begin to take root and grow a more curious, connected and courageous workforce.

I look forward to continuing to work with you all to bring our vision and strategy to life. We will build on our strengths and address areas where we can improve, as we deliver important work that serves our diverse population, across the cities, towns, regions and communities that make up this great state. I am proud to be a part of this bold and ambitious team, focused on achieving the best outcomes for all South Australians.

Damien Walker
Chief Executive

ACKNOWLEDGMENT OF COUNTRY

We acknowledge these lands.
The Dreaming is still living.
From the past, in the present,
into the future, forever.



VISION

The heart of government

PURPOSE

Making a difference so
South Australia thrives

VALUES



Curious



Courageous



Connected

SOUTH AUSTRALIAN PUBLIC SECTOR VALUES

Trust	Collaboration and Engagement
Service	Honesty and Integrity
Professionalism	Courage and Tenacity
Respect	Sustainability

**LEADING STRONG POLICY
OUTCOMES**

**POSITIVE, INCLUSIVE AND
EMPOWERED WORKFORCE**

**OUR
OBJECTIVES**

**CONNECTED AND
ACCOUNTABLE GOVERNMENT**

**TRUSTED SERVICES,
PROGRAMS, AND
PROJECT DELIVERY**



LEADING STRONG POLICY OUTCOMES

We will...

- Serve as the government's trusted first adviser
- Take an anticipatory, adaptive and long-term approach to policy
- Ensure policy is inclusive and meets the needs of all citizens, businesses and regions
- Involve First Nations in the complete policy development process



OUR PLAN FOR 2022–2023



Shaping DPC for the future

- Develop an Economic Statement and Framework
- Launch and support the Economic Development Board
- Develop a policy 'community of practice', including First Nation representatives and connected to Cabinet
- Lead a Population Growth Strategy, to grow the state's population at the national rate
- Develop a framework for policy design including how to integrate First Nations perspectives
- Unlock our potential by supporting the Northern Water Supply project, Hydrogen Jobs Plan, and Port Bonython Precinct
- Build capability in planning for the future to inform long-term policy decisions
- Partner with the Attorney-General's Department to lead the delivery of the Closing the Gap Implementation Plan across government with a focus on setting benchmarks for future success
- Respond to Judge Rice's review of the Public Sector Data Sharing Act (PSDSA) and lead implementation of the SA Data Strategy



Core actions

- Provide effective security, emergency and recovery management policy, strategy and advice
- Prepare the government's response to the SA Productivity Commission's Inquiry into the state's renewable energy competitiveness
- Deliver key arts strategies and funding programs to grow the arts sector
- Ensure policy is based on data and analysis, which is shared and leveraged widely
- Deliver an effective policy response to current police staffing issues
- Support the delivery of the independent Hyde Review into current child protection matters
- Incorporate the Information Sharing Guidelines into the Public Sector Data Sharing Act
- Coordinate the delivery of the Adelaide City Deal



Government commitments

- Ensure that 50% (or more) of members of government boards are women
- Reinstate Country Cabinet
- Develop a calendar for local government representation at Cabinet four times per year

CONNECTED AND ACCOUNTABLE GOVERNMENT

We will...

- Enable a Cabinet-led, one-government approach
- Deliver and safeguard trusted and effective systems of government
- Provide the central, strategic voice of government
- Serve as an established source of ethics, integrity and accountability
- Lead a connected, future-focused approach to governance that creates the right environment for proactive action



OUR PLAN FOR 2022–2023



Shaping DPC for the future

- Establish and support the Hydrogen Cabinet Taskforce
- Build our capability to promote integrity and probity across the public sector
- Refresh and improve the government advertising approval process



Core actions

- Ensure best practice governance and decision-making with proactive, transparent and collaborative Cabinet processes focussed on the future
- Provide integrated and effective advocacy across national and international government forums
- Ensure effective, coordinated decision-making in emergency management
- Refresh public sector governance to better align with Cabinet and achieve a greater focus on long-term policy challenges
- Lead by example with a 'compliance plus' approach to meeting our legislative, regulatory, reporting, audit, risk management and policy requirements
- Establish a co-ordinated, collaborative and outcomes-focused communications practice that helps the whole-of-government to speak as one



Government commitments

- Ensure 10% of government advertising will be spent in regional media
- Commission a marketing campaign to support South Australian business

TRUSTED SERVICES, PROGRAMS, AND PROJECT DELIVERY

We will...

- Cater to South Australia's diverse population
- Put people at the centre of how we design and deliver services and programs
- Coordinate the delivery of major programs through partnering with key stakeholders
- Ensure our digital offerings are accessible, personalised, automated and data-driven
- Invest in trusted cyber strength to underpin security, resilience and uptake



OUR PLAN FOR 2022–2023



Shaping DPC for the future

- Establish a Major Programs division to coordinate and deliver designated, complex programs and projects
- Deliver the Magnet State program to attract young talent from interstate and support the retention of local talent
- Develop a 'Cyber Hazard Lead Program' to ensure SA is prepared for cyber emergencies
- Deliver new information sharing products to better support vulnerable families



Core actions

- Develop, consult on and launch the Multicultural Charter
- Deliver official functions and ceremonial state events on behalf of the Premier
- Continue to deliver the Cyber Program to protect the government from cyber threats
- Provide increasingly cost-effective, secure and customer-centric ICT infrastructure, systems and services to the department and public sector
- Continue to invest in economic recovery efforts through the Local Economic Recovery Program
- Continue the development, delivery, curation and leadership of the Lot Fourteen innovation and cultural district

- Connect Lot Fourteen and our state's broader innovation ecosystem
- Continue the development and delivery of Tarkarri
- Deliver major arts facilities including the acoustic hall options analysis, cultural institutions storage facility development, and construction of the Carrick Hill visitor centre



Government commitments

- Deliver an expanded Multicultural Grants Program
- Deliver the government's Multicultural SA Policy
- Continue to develop the sa.gov.au as a 'one-stop-shop' for South Australian Government services
- Appoint a Motorsport Board to bolster motor sports within South Australia
- Bring back the Adelaide 500 and Motorsport Festival
- Continue to deliver the World Solar Challenge
- Increase Adelaide Fringe funding by \$2m annually
- Increase funding by \$2m annually to support artists and arts organisations to develop new work
- Fund the Master Builders Association to support the Building Ideas TV program

POSITIVE, INCLUSIVE AND EMPOWERED WORKFORCE

We will...

- Empower people across all levels to lead
- Enable our people to reach their potential and develop future capabilities
- Ensure that our internal services and systems enable our people to excel
- Position the department as an effective employer of choice
- Drive a culture of safety and wellbeing



OUR PLAN FOR 2022–2023



Shaping DPC for the future

- Integrate our DPC values into everything we do
- Develop and implement a DPC values activation program, aligned to the SA Public Sector Values
- Design and implement a standardised approach to workforce planning and talent management
- Establish a dedicated First Nations workforce plan
- Establish effective talent pipeline programs
- Review our departmental and government processes to identify opportunities for continuous improvement
- Review, refresh and deliver our Gender Equality and Respect Action Plan 2022–2024
- Review, refresh and deliver our Diversity and Inclusion Framework 2020–2024
- Review, refresh and deliver our Disability Access and Inclusion Plan 2020–2024
- Create an operational framework for cross-divisional projects or issue-based teams
- Establish a First Nations senior staff group



Leading the way

- Embed and deliver on our Stretch RAP 2020–2023
- Deliver actions to respond to employee feedback to improve overall culture, including the I Work for SA Your Voice survey results
- Expand and grow functional communities of practice within DPC and across the public sector to uplift capabilities
- Implement a proactive approach to our work, health and safety services with a focus on outcomes for our people
- Continue to create a culturally responsive and safe workplace
- Review the delivery of corporate support services to ensure they are effective, efficient and proactive, allowing our workforce to excel
- Ensure our leaders have the cultural skills to deliver with and for First Nations people
- Ensure appropriate First Nations representation in our departmental governance structures



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