

How do we better demonstrate achievements and build leadership in changing times?

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What

- **Thought starters**
- **VFM overview**
- **Options**
- **Leadership**

VfM audit – tasking

- **Scope for strengthening budget management practices to ensure delivery of services within approved budgets**
- **Options for cessation or rationalisation of functions and expenditure savings**
- **Other measures to improve the economy, efficiency and effectiveness of service delivery over the immediate, medium and long term**

VfM – selected preliminary observations

- **Budget management is not effectively integrated into strategic and business planning or aligned with the service planning process**
- **The decentralised model gives regional managers control over the budget of each of the service divisions but there is limited reporting and accountability to ensure that service outcomes are delivered**

VfM observations

- **Some activities [Dieback management] are undertaken across service areas which may lead to inefficiencies in delivery**
- **Strengthening the alignment of Science to Regional Services and their operational requirements**

VfM observations

- **DEC operates across 58 offices and spends approximately \$5m pa in leased rent**
- **Nature Conservation legislation is over 50 years old and requires updating to determine potential revenue streams**



Demonstrating achievements

- **Who is the audience?**
 - DTF
 - Cabinet / EERC
- **Needs to be a fundamental shift in the way we approach and commit to performance assessment and reporting**
- **If DEC is to prosper as an agency we have to do it - and do it well**

Demonstrating achievements

- **Can't just do what you have always done or do what you think needs to be done**
- **Management activity / effort needs to be focussed on the clearly stated Government, Corporate and regional priorities**
- **Need to report back, in a timely fashion, quantitatively and qualitatively on what has been achieved**

Demonstrating achievements

- **Need to somehow articulate how the achievements that DEC is delivering in Nature Conservation represents good value for money for WA**
- **Why should the Government invest in Nature Conservation rather than health, education, law and order?**

Performance assessment and reporting

- **Potential reluctance – don't like someone looking over your shoulder or bringing you to account**
- **Needs to be a fundamental cultural shift at all levels**

Models

- **The model that Nigel uses for BCI?**
- **The model that Neil Clancy has developed with Keith and Femina Metcalf?**
- **Greater Corporate Services Division and Management Audit Bch involvement in reporting / demonstrating achievements?**

Models

- **Need to ensure we report the actual ‘on ground’ achievements or the progress towards to overall objective – not just the spend!**
- **RLsNC need to take a lead role here – working with Science or whoever to provide the qualitative [what has been or is being achieved] information to go with the financial**

How do we make it happen?

- **Get on the front foot – its going to happen**
- **Start the shift in thinking**
- **Determine the model / approach**
- **Leadership**

How do we make it happen?

- **Leadership and the message needs to be top down**
 - **DG**
 - **DDG PC**
 - **DNC / DRS**
 - **ADNC**
 - **BMs / RMs**
 - **RLsNC / DMs**
 - **Field officers at all levels**

End

