



Integration Action Tracker

March – July 2016

Strategic Reform Group (SRG) Focus	Mar 16	Apr 16	May 16	Jun 16	Jul 16
Capability	1		2		
Co- Location				3	
Identify, values and Culture		4	6	5	
Operating Model				7	
Organisational Structure				9	8
Planning					10
Policies and Procedures	12	11			
Systems					13
Training				14	
Workforce				15	16
				18	17

N.B. additional detail regarding lead in activities to achieve milestones is to be detailed in separate planning documents

Key: In Progress Completed

Milestone Descriptions Document 1

- Complete. The Corporate Directory was rolled out on 21 March.
- Complete. A Departmental Communications Strategy has been finalised and will commence implementation from May 2016 (DEPSEC Policy)
- Agreed. Updates will be released to all staff on progress of colocation (DEPSEC Corporate)
- Agreed. The latest Pulse Survey results will be provided to all staff in mid-April.
- EL staff will be provided toolkits and other support to assist in staff conversations regarding identity, values and culture (DEPSEC SRG)
- All Deputies have committed to increased staff engagement and inclusion, including reviving initiatives such as 'In the Hot Seat' (All)
- Agreed. The Future Operating Model will be accompanied with a reform 'roadmap' mid-2016 to highlight key reform initiatives, what our Department will look like in the future, and critical interdependencies (DEPSEC SRG)
- Agreed. We will review how the Department's organisation structure is presented to improve transparency (DEPSEC Policy)
- Agreed. We will look at ways to streamline communication on executive appointments (DEPSEC Corporate)
- Agreed. A reform 'roadmap' will be developed for mid-2016 (DEPSEC SRG)
- Agreed. Relevant Deputies will ensure that endorsed policies are made available as soon as practicable (All)
- Complete. Guidance on the use of Departmental branding has been finalised.
- In progress/ongoing. The End User Computer Consolidation project will commence transition to a common Windows 10 operating environment from July 2016 (DEPSEC Intelligence and Capability)
- In progress. Over 2500 career coaching sessions have already taken place. We have also agreed to provide greater clarity and focus on career management, learning and development, and staff induction (DEPSEC Corporate)
- Agreed. All Deputies have agreed to acknowledge high-performance, and a new rewards and recognition framework is now in operation (All)
- Agreed, we are already working to streamline mobility and recruitment. We have trialled mobility in SA and hope to trial it in WA and NSW soon. The draft policy is being updated with learnings from these trials and is in train (DEPSEC Corporate)
- Agreed. Strategic Reform Group will provide manager's toolkits to assist in change (DEPSEC SRG)
- Agreed. Several leadership programmes are currently offered through Learning and Development (e.g. EL conferences). The People Division is also developing a range of leadership and management programmes for future delivery (DEPSEC Corporate)