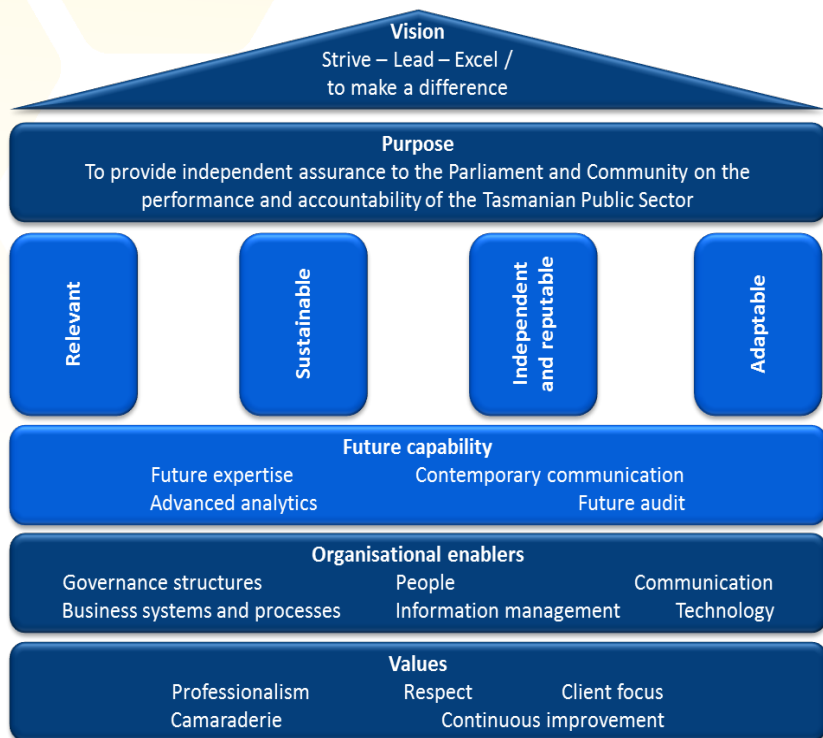


# TASMANIAN AUDIT OFFICE STRATEGIC PLAN 2016-2020

## OUR FUTURE PLAN



## OUR STRATEGIC FOCUS - PILLARS



## OUR FUTURE CAPABILITY



# TASMANIAN AUDIT OFFICE STRATEGIC PLAN 2016-2020

## 01 Future expertise

### **Immediate focus – 2016 - 2017**

- Establish guidance relating to the use of experts and specialists in our audit activities
- Enhance the learning and development framework
- Develop strategies to embed our values into our desired culture
- Enhance our capability framework to articulate career pathways to grow and develop our people
- Develop a more unified approach across TAO business units to achieve efficiencies and enable more agile and adaptable resourcing (One Office)
- Embed the use of experts into our audit activities
- Facilitate increased mentoring and coaching relationships

### **Medium term – 2018**

- Enhance the performance assessment framework with focus on career and individual development
- Share skills and better practices both internally and across other public sector audit jurisdictions
- Identify future skill requirements and identify existing skill gaps
- Investigate greater flexible employment arrangements

### **Longer term – 2019 - 2020**

- Identify champions for niche expertise
- Implement integrated workforce planning arrangements
- Establish well defined workforce planning (including succession and talent planning)
- Enhance the recruitment and selection framework

## 03 Advanced analytics

### **Immediate focus – 2016 - 2017**

- Monitor state, national and global trends relating to data analytics and 'big data'
- Increase audit analytic activity and improve capability of our people

### **Medium term – 2018**

- Develop and build data analytical investigative skills as core capability across the TAO
- Explore tools to access and analyse information
- Identify and communicate value-adding insights to clients arising from analytic analysis

### **Longer term – 2019 - 2020**

- Seek strategic learning through partnerships, peer and other relationships to inform analytical capability
- Develop strategy to assess and implement enhanced data analytics and use of 'big data'
- Investigate the development of an integrated ICT environment that facilitates data security, data capture and data analysis
- Develop strategies to respond to state, national and global trends relating to analytics
- Develop and implement continuous auditing models

## 02 Contemporary communication

### **Immediate focus – 2016 - 2017**

- Implement improved stakeholder relationship management model
- Refine audit deliverables (including report templates, content, style consistency, publishing requirements and resources)
- Continue and enhance client and audit committee seminars

### **Medium term – 2018**

- Refine model for performance and probity audit topic identification and audit selection
- Obtain independent feedback on the strength of our "brand" and whether we are delivering on our purpose
- Increase engagement with other audit and integrity bodies

### **Longer term – 2019 - 2020**

- Develop social media plan (to increase office awareness and use of social media)
- Develop strategies to increase community engagement and consultation
- Review media engagement strategy
- Enhance internal communications enabling staff to communicate and share information effectively
- Implement social media strategy

## 04 Future audit

### **Immediate focus – 2016 - 2017**

- Strengthen the quality and assurance framework
- Review and enhance performance audit methodology and toolset
- Continue to drive improvement and innovation throughout the TAO
- Monitor national and global trends relating to the future of assurance services
- Maintain a contemporary and supported audit methodology and technology platform

### **Medium term – 2018**

- Monitor IPSAM financial audit methodology and toolset developments
- Refine audit contractor policy and management process
- Investigate models to assess the value arising from our audits

### **Longer term – 2019 - 2020**

- Vigorously and proactively engage in any review of the *Audit Act 2008*
- Continue to invest in technology to ensure that audit services are delivered in an efficient and effective manner
- Evaluate ability to undertake other assurance activities by arrangement
- Develop strategies to respond to national and global trends relating to the future of assurance services