















# ACTIONS IN 2021–22

CAPABILITY	OBJECTIVE	2021–22 ACTIONS
<p><b>PEOPLE</b></p> <p>The right people, with the right skills are in the right place, at the right time to support the achievement of our priorities and objectives</p>	<p>6.1 Enhance employee engagement and capability to ensure we have the necessary talent profile now and into the future</p> <p>6.2 Develop and maintain a progressive and supportive culture and work practices that empower staff and enable mobility, agility and high performance</p>	<p>6.1.1 Develop a workforce strategy that incorporates workforce and succession planning to ensure we have the right people, in the right jobs, at the right time</p> <p>6.1.2 Develop a three-year capability plan to support development and enhancement of key skill areas critical to organisational success</p> <p>6.1.3 Review and enhance the Foundation’s attraction and selection approach and tools</p> <p>6.2.1 Establish a diversity and inclusion strategy to underpin our values and work priorities</p> <p>6.2.2 Support our employees through targeted wellbeing programs, actions informed by our People Matter survey outcomes, and the effective implementation of a hybrid working model</p> <p>6.2.3 Conclude implementation of our 2019–21 Reconciliation Action Plan, and commence implementation of our 2021–23 Reconciliation Action Plan with approval from Reconciliation Australia</p>
<p><b>DIGITAL AND SYSTEM</b></p> <p>Systems and processes enable and enhance the delivery of our work</p>	<p>7.1 Adopt process improvements that enhance productivity or effectiveness</p> <p>7.2 Develop a coordinated approach to data collection and use for reporting and evaluation across all program and service delivery</p>	<p>7.1.1 Implement VAGO Recommendation 1 to ensure that evidence from research informs the design and improvement of prevention programs and treatment services, through:</p> <ul style="list-style-type: none"> <li>requiring funded research to identify recommended actions for the Foundation to improve program and service practice, where appropriate</li> <li>tracking progress in implementing the recommendations</li> <li>reporting the progress to the Foundation’s Board and in our annual report</li> </ul> <p>7.1.2 Enhance user-friendly procurement processes</p> <p>7.2.1 Implement VAGO Recommendation 7 by completing a strategic review of core service datasets to identify deficiencies or quality issues that limit the usefulness of this data</p>



# BUDGET

The Victorian Government provided the Foundation funding of \$153 million over four years through the Expenditure Review Committee process in 2019.

A summary of the budget allocated to each priority in 2021–22 is below.

PRIORITY	2021–22 BUDGET (\$ MILLION)
Priority 1 <b>Foster community understanding of gambling harm</b>	8.1
Priority 2 <b>Inform and deliver prevention and intervention activities</b>	9.2
Priority 3 <b>Strengthen the funded services system</b>	14.4
Enabling priorities <b>Research, evaluation and translation; partner; people; and digital and system capabilities</b>	6.7
<b>TOTAL</b>	<b>38.4</b>

Note: The 2021–22 budget does not include forecast funding carryover from the previous financial year.

The indicative budget for 2022–23 and final year of the four-year funding cycle will be \$38.8 million.



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**OUR ANNUAL PLAN**     **2021 / 2022**

