

# OTSI Strategic Plan 2022–2025



<b>Why we exist</b>	<b>To improve transport safety outcomes in NSW</b>				
<b>Our vision, mission and objectives</b>	To improve safety outcomes and public confidence through independent investigation, sharing safety lessons, and engagement with the transport sector.				
<b>Our commitments</b>	<ul style="list-style-type: none"> <li>• Improve transport safety outcomes by identifying safety issues, and communicating actionable recommendations in a timely manner.</li> <li>• Maintain ongoing regular interaction with transport operators, regulators, and other stakeholders.</li> <li>• Identify whether recommendations are implemented in a timely manner.</li> <li>• Contribute to journey reliability by identifying safety issues that reduce the likelihood of service disruption.</li> </ul>				
<b>Our pillars</b>	<b>Organisational direction, people &amp; culture</b>	<b>The right people with the right skills in the right roles</b>	<b>Investigation &amp; safety strategy enhanced by data &amp; insights</b>	<b>Financial/organisational effectiveness/sustainability</b>	<b>Stronger industry reputation &amp; stakeholder relationships</b>
<b>Outcomes</b>	<ul style="list-style-type: none"> <li>• Improved measures of performance and impact.</li> <li>• Stronger team cohesion, collaboration and values-based culture.</li> <li>• Consistent and effective internal communication.</li> <li>• Clear and concise decision making.</li> </ul>	<ul style="list-style-type: none"> <li>• Enhanced performance and development discussions between managers and direct reports.</li> <li>• Clear development pathways and career engagement.</li> <li>• Clear role responsibilities and annual targets for individual staff.</li> <li>• Stronger individual, team and organisational capability.</li> </ul>	<ul style="list-style-type: none"> <li>• OTSI resources targeted to important safety issues.</li> <li>• Improved data-driven decision making capability and prioritisation.</li> <li>• Production of timely and relevant outputs that inspire safety action.</li> <li>• Collection of valuable insights across industry safety concerns, incidents, and opportunities for improvement.</li> </ul>	<ul style="list-style-type: none"> <li>• Improved financial and organisational accuracy, efficiency, probity and stability.</li> <li>• Improved governance, transparency and data quality and reporting practices.</li> <li>• Increased organisational effectiveness, improved asset management and use of OTSI resources.</li> </ul>	<ul style="list-style-type: none"> <li>• Improved safety focused partnerships.</li> <li>• Improved stakeholder awareness of safety risks.</li> <li>• Increased influence and successful implementation of OTSI recommendations and safety actions.</li> <li>• Enhanced reputation and brand awareness.</li> </ul>
<b>Delivery capability</b>	<b>Clear strategic direction setting, transparent governance and team alignment</b>	<b>Effective professional development to support a diversely skilled team</b>	<b>Evidence and data-driven decision making Project management methodology</b>	<b>Robust business management, IT and reporting systems</b>	<b>Stakeholder engagement and influence Partnerships and collaboration</b>
<b>Values</b>	<b>Be Independent</b>	<b>Be Courageous</b>	<b>Be Collaborative</b>	<b>Be Respectful</b>	<b>Make a Difference</b>