

## Using the Work Financing Principle in Region 5

- We've used this idea for 5.5 years in order to simplify our business practices.
- Work Financing Principle terminology didn't exist then so we still tend to refer to it as:
- An integrated program of work, supported by an integrated budget.
- This frames the narrative – we want to talk about what integrated program of work our fixed and discretionary resources will perform across all program areas and unit boundaries, instead of focusing on how they are funded.



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- Provides an intentional way to implement the agency's Charged as Work policy, just not at the employee-level:
  - Planning and executing programs is the responsibility of national, regional, and forest leadership and should not be made at the individual employee-level, which is what a charged as work scenario creates.
  - If a unit develops a program of work using the Work Financing Principle and then plans their budget to fund this program of work appropriately, there should be no need for employees to determine which program's funding they should charge to.



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- Successful application of the WFP improves our budget planning
  - The simpler the budget, the greater likelihood you'll execute it as planned.
  - Budget planning and execution that match is critical to knowing the status of your funds at any given time.
- Effective implementation requires clear leader's intent.
- Determination of the suites of funds and their application needs to be consistent and not done on a unit by unit scale.
- Takes muscle memory – we were better at it a couple of years ago when we were very deliberate with the communication strategy.



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# Questions



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