



**OUR VISION**

To be an influential, empowered and safe place to work.



**OUR PURPOSE**

To build a highly capable and engaged workforce that ensures our people deliver for Queenslanders now and in the future.

GUIDING PRINCIPLES

BOLD BUT FAITHFUL | WE DELIVER | BACK THE FACTS | ENGAGE AND COLLABORATE | LIFT EACH OTHER UP

STRATEGIC OBJECTIVES

OBJECTIVES	MEASURES	STRATEGIES
Our people are supported in their <b>work</b> to lead the public sector and provide the best advice to deliver outcomes for Queenslanders.	<ul style="list-style-type: none"><li>Adoption rates of existing and new technologies</li><li>Access to data for decision making</li><li>Improvements in performance measurement</li><li>Participant evaluation of capability development offerings</li><li>Related Working for Queensland results</li></ul>	<p><b>An influential place to work where we</b></p> <ul style="list-style-type: none"><li>Use technology to increase efficiency and effectiveness.</li><li>Apply data analytics to improve decision making and service delivery.</li><li>Adapt to change by building new capabilities and driving innovation.</li><li>Foster open and inclusive communication and collaboration for better ideas, advice and decisions.</li></ul>
Our <b>workforce</b> is highly capable and influential and led by strong, future-focused leaders.	<ul style="list-style-type: none"><li>FTE management and vacancy rate</li><li>Employee lifecycle metrics</li><li>Employee mobility (internal and external)</li><li>Participant evaluation of capability development offerings</li><li>Related Working for Queensland Results</li></ul>	<p><b>An empowered place to work where we</b></p> <ul style="list-style-type: none"><li>Promote our Employee Value Proposition to attract and retain talent.</li><li>Focus on employee strengths to build a high-performing and agile workforce.</li><li>Implement effective workforce and succession planning to address priorities.</li><li>Develop skilled, influential leaders to drive performance and foster a positive workplace culture.</li></ul>
Our <b>workplace</b> is safe, diverse, inclusive and supports the needs of our people.	<ul style="list-style-type: none"><li>Number of diversity group applicants and employees</li><li>Specific purpose plan implemented actions and measures</li><li>Utilisation of employee support mechanisms</li><li>Health, safety, and employee relations metrics</li><li>Related Working for Queensland Results</li></ul>	<p><b>A safe place to work where we</b></p> <ul style="list-style-type: none"><li>Foster an inclusive, culturally capable workplace that values diversity.</li><li>Share responsibility for wellbeing through a respectful, safe and supportive work environment.</li><li>Recognise and reward behaviours that reflect our guiding principles and strengthen our culture.</li><li>Adopt responsive, flexible and agile work practices.</li></ul>

OUR STRATEGIC RISKS AND OPPORTUNITIES

<b>RISKS</b>	<ul style="list-style-type: none"><li>Insufficient investment in tools and systems that enable our employees to advance different ways of working.</li><li>Inadequate workforce planning and resourcing impacts employee wellbeing and our capacity to deliver on our strategic objectives.</li><li>Failure to implement public sector laws and directives leads to compliance breaches, penalties and reputational damage.</li></ul>
<b>OPPORTUNITIES</b>	<ul style="list-style-type: none"><li>Provide a diverse and inclusive workplace, to harness the benefits of different perspectives and new ideas.</li><li>Attract and retain a talented, agile and influential workforce guided by strong, future focused leaders.</li><li>Embed contemporary health and safety practices, to support employee wellbeing and retention of staff.</li></ul>

We value and respect Aboriginal and Torres Strait Islander cultures in all that we do. We respect, protect and promote human rights in our decision-making and actions.