# **Strategic Workforce Plan** 2025–29

Department of the Premier and Cabinet



#### **OUR VISION**

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



## **OUR PURPOSE**

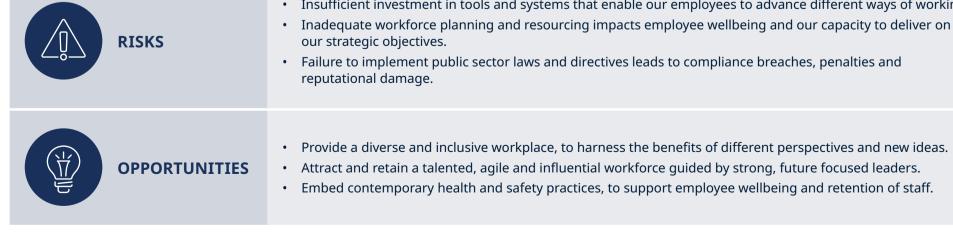
To build a highly capable and engaged workforce that ensures our people deliver for Oueenslanders now and in the future.

#### **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> <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>	<ul> <li>An influential place to work where we</li> <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> <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>	<ul> <li>An empowered place to work where we</li> <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> <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>	<ul> <li>A safe place to work where we</li> <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**



• Insufficient investment in tools and systems that enable our employees to advance different ways of working.

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.

Experience. Influence. Impact. It's in our hands.



