



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 work to lead the public sector and provide the best advice to deliver outcomes for Queenslanders.	<ul style="list-style-type: none"> Adoption rates of existing and new technologies. Access to data for decision making. Improvements in performance measurement. Participant evaluation of capability development offerings. Related Working for Queensland results. 	<p>An influential place to work where we</p> <ul style="list-style-type: none"> Develop a future-ready workforce by embedding digital capability and optimising the use of technology to support agility and performance. Build workforce-wide ethical AI capability, supported by critical thinking, sound judgment, adaptability and continuous learning, to enable responsible and effective use. Lead sector wide collaboration to enhance outcomes for Queenslanders. Foster open and inclusive communication and collaboration for better ideas, advice and decisions. Strengthen workforce capability through effective learning and development to ensure all employees, irrespective of role, understand and fulfil their obligations as public servants.
Our workforce is highly capable and influential and led by strong, future-focused leaders.	<ul style="list-style-type: none"> Future Leader Graduate Officers who secure ongoing roles in the sector. Completion rates for Performance Development Agreements. Related Working for Queensland results. 	<p>An empowered place to work where we</p> <ul style="list-style-type: none"> Focus on role-relevant employee strengths to build a high-performing and agile workforce. Embed effective workforce and succession planning for people and positions to address priorities. Strengthen leadership capability to cultivate a safe, inclusive, and high-performing workforce.
Our workplace is safe, diverse, inclusive and supports the needs of our people to enable them to thrive.	<ul style="list-style-type: none"> Number of diversity group applicants and employees. Specific purpose plan implemented actions and measures. Utilisation of employee support mechanisms. Health, safety, and employee relations metrics. Related Working for Queensland Results. 	<p>A safe place to work where we</p> <ul style="list-style-type: none"> Foster an inclusive, culturally capable workplace that values diversity. Strengthen accountability for safety and wellbeing to build a culture that supports both wellbeing and sustainable performance. Recognise and reward behaviours that reflect our guiding principles and strengthen our culture. Strengthen organisational agility by embedding flexible, responsive work practices that support changing priorities and workforce needs.

OUR STRATEGIC RISKS AND OPPORTUNITIES

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

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.