



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



GET IT DONE



BACK THE FACTS



LISTEN AND LEAD



LIFT EACH OTHER UP

OBJECTIVES	STRATEGIES	MEASURES
Our people are supported in their work to lead the public sector and provide the best advice to deliver outcomes for Queenslanders.	<p>An influential place to work where we</p> <ul style="list-style-type: none"> Embrace technology and develop digital capability to increase effectiveness and efficiency. Use workforce data analytics to improve work practices that enhance service delivery. Embrace disruption to build new capabilities and ways of working that manage risk and drive innovation. Foster open communication and collaboration to encourage diverse thinking, sound advice and impactful decision making. 	<ul style="list-style-type: none"> Satisfaction with ICT services and products (85% target) Maintain positive customer feedback on how customers experience DPC Maintain strong WfQ results for engagement and job empowerment
Our workforce is highly capable and influential and led by strong, future-focused leaders.	<p>An empowered place to work where we</p> <ul style="list-style-type: none"> Build our employer brand to attract and retain a skilled workforce. Apply a strengths-based approach to development, where employees drive their own learning and have access to the best opportunities. Embed effective capability, succession and workforce planning to respond to emerging priorities. Develop leaders of influence to deliver better outcomes for Queenslanders. Upskill leaders to drive performance and ensure a fair and consistent employee experience. 	<ul style="list-style-type: none"> Reduction in average time to fill vacancies Maintain strong WfQ results for leadership and professional development Percentage of current Performance Development Agreements (100% target) Satisfaction with professional development offerings (85% target)
Our workplace is safe, diverse, inclusive and supports the needs of our people.	<p>A safe place to work where we</p> <ul style="list-style-type: none"> Build an inclusive and culturally capable workplace, where diverse perspectives and ideas are valued. Implement wellbeing initiatives that support a psychosocially and physically safe work environment. Celebrate performance and behaviours that align with our principles and build a positive workplace culture. Ensure our workplace diversity represents the Queensland community we serve. Adopt innovative approaches to work, embracing opportunities for increased flexibility and mobility. 	<ul style="list-style-type: none"> Increased applications from diverse candidates Positive progress towards meeting diversity targets <ul style="list-style-type: none"> 4% First Nations 12% People with disability 12% CALD Low absenteeism rates Improved WfQ results for fair and equitable treatment, workload and wellbeing

OUR STRATEGIC RISKS AND OPPORTUNITIES

⚠️ RISKS

- Insufficient investment in tools and systems that enable our employees to excel in a changing work environment.
- 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.

💡 OPPORTUNITIES

- Provide a diverse and inclusive workplace, to harness the benefits of different perspectives and new ideas.
- Attract and retain a talented, mobile and influential workforce guided by strong, future focused leaders
- Embed contemporary health and safety practices, to support employee wellbeing and retention of staff.