






Our People Strategy

	<p>Serve with purpose</p> 	<p>Achieve our potential</p> 	<p>Work in partnership</p> 	<p>Develop perspective</p> 	<p>Operationalise the Path to Treaty</p> 
These priorities matter because...	We are building a better future for Queenslanders through the delivery of integrated and responsive services. #BeHere4Qld	We motivate and transform by developing skills and creating a sense of fulfilment.	We achieve better outcomes together by embracing diversity and engaging all.	We work in new ways by making evidence-based decisions and being agile, transparent and kind.	We enable transformational change by honouring First Nations Queenslanders' unique cultural strengths and lived experiences, moving all Queenslanders forward, equally, on the shared Path to Treaty.
Success look like...	Being recognised for achieving our objectives across boundaries.	Working in empowered and capable teams.	Being inclusive and collaborative.	Fostering trust, fairness and whole-person wellbeing.	Sustaining strong culturally safe relationships with First Nations peoples through truth-telling and self-determination.
Department of Housing, Local Government, Planning and Public Works Strategic Plan objective: Connected department – Integrate our business and empower our people					
Related strategies and frameworks...	<p>People Value Proposition and Employer Branding Strategy to communicate the benefits and value that working for us offers</p> <p>Recognition and Awards Framework to enhance our workplace culture and engagement</p> <p>Internal Communication Framework to build cohesion and trust through proactive communication with staff at all levels</p>	<p>Strategic and Operational Workforce Plans to identify and respond to workforce risks</p> <p>Learning and Development Strategy to identify and respond to leadership, professional and technical capability development requirements</p>	<p>Equity and Diversity Plan to provide equitable access to opportunities and reflect the Queensland community</p> <p>Talent Management Framework to optimise employee lifecycle experiences</p> <p>Flex-connect Framework to support the successful implementation of flexible work approaches</p>	<p>Future of Work Strategy to evolve with technological advancements and changing employee expectations</p> <p>Healthy and Safe Workforce Framework to improve employee wellbeing</p> <p>Respect@Work Framework to cultivate positive and productive workplaces</p> <p>Integrity Framework to build an ethical and accountable culture</p>	<p>Reframing the Relationship Plan to enhance cultural capability, cultural safety, and support a reframed relationship with Aboriginal and Torres Strait Islander peoples towards reconciliation</p> <p>Anti-racism Strategy to create a culture where proactive action is taken to prevent and reduce racism</p>
Public Sector Commission Even Better Public Sector for Queensland Strategy and Action Plan					
Progress will be measured by...	<ul style="list-style-type: none"> New starter turnover data and pulse survey Job application data Awards evaluation survey Communication channels pulse survey 	<ul style="list-style-type: none"> Workforce plan and achievement and development plan completions and maturity assessment Program participation data and evaluation outcomes Higher duties and secondment data 	<ul style="list-style-type: none"> Mandatory and optional online training data Program participation data and evaluation outcomes Annual equity and diversity audit 	<ul style="list-style-type: none"> Program participation data and evaluation outcomes Employee complaints data Employee health and safety data 	<ul style="list-style-type: none"> Mandatory and optional online training data Program participation data and evaluation outcomes Annual Reframing the Relationship Plan audit Annual equity and diversity audit Employee complaints data
Working for Queensland Survey					
Our leaders commit to...	Connecting our people to our vision, purpose and successes.	Investing in learning and development opportunities for mutual benefit.	Uniting for the betterment of our people and Queenslanders.	Prioritising health, safety and wellbeing.	Listening to and respecting First Nations voices to inform decision-making.

Our people are central to achieving these priorities, which were developed **by us for us.**