

# Queensland Treasury

## Strategic Workforce Plan 2024–2026

### Our vision

A strong economy for all Queenslanders

### Our purpose

To drive government priorities through our expert advice and services

## Empower our workforce for the future

### Excellence

Embed a culture where our people perform at their best, deliver excellence and act with integrity, dedication, accountability and professionalism

Promote a commitment to learning and leadership through a partnership between individuals and leaders, and technical capability informed by our strategic knowledge, information, systems and data

Acknowledge the value of all work in driving government priorities, recognising major and minor wins

### Connection

Enhance our sense of purpose and build a strong connection to serving Queensland through challenging, diverse and meaningful work that makes a tangible difference to Queenslanders

Continue to foster a sense of belonging and support a diverse, equitable and inclusive workplace reflective of the community we serve

Prioritise wellbeing and promote flexibility to ensure a sustainable, productive and agile workforce with the capability and capacity to respond to complex challenges and deliver expert advice and services

### Opportunity

Support career pathways through challenging, diverse and interesting roles, with opportunities to make a difference

Use collaborative teamwork to harness our expertise and deliver the best outcomes for Queenslanders

## Our values



Customers first



Ideas into action



Unleash potential



Be courageous



Empower people

## Measures of success



Progress towards or achievement of equity and diversity targets



Improvement in the Working for Queensland employee opinion survey results



Vacancy rate  $\leq$  5%



Increased capability in targeted areas including digital literacy and the use of data

## Key levers for change

Talent acquisition	Leadership and capability	New ways of working	Culture
Lift our talent attraction and retention strategies to address talent shortages, changing workforce expectations and the rise of new technologies	Grow and develop managers and leaders, embed capability needs analysis to drive learning and development strategies to address core skills requirements	Act differently, embrace flexibility and operate in a more agile, collaborative ways, and recognise that relationships are a key to success – to be effective in an increasingly complex and connected world	Foster inclusiveness, harness diversity and enhance employee wellbeing for greater innovation and performance – continuing to build a culture that supports and rewards our people and adapts to technological change, along with shifting expectations of customers, community and employees
Actions	Actions	Actions	Actions
Embed the Treasury employee value proposition to further enhance Treasury's public brand as <i>A great place to work</i>	Continue to implement the actions under the <i>2023-24 Learning and development strategy</i> , pilot Treasury mentoring in 2024 and build our core capabilities	Embrace collaboration and connection through seizing opportunities to collaborate, celebrating and sharing the results, and building on those successes	Continue to mature our person-centred approaches to support employee health, safety, wellbeing and engagement throughout the employment lifecycle
Continue to focus on effective and efficient recruitment and selection practices to maximise our resourcing	Focus on the support of managers and leaders to be confident across all aspects of their role as leader, communicator and enabler of their people	Leverage technology to enhance employee experience and realise efficiencies including through Artificial Intelligence, and online tools for mentoring, performance and development.	Continue maturing our understanding of the experience of diversity target groups and co-develop effective strategies to increase their representation, participation, and inclusion
Reinforce the pillars of excellence, connection, and opportunity within Treasury to celebrate and enhance those things that keep Treasury employees engaged	Complete a capability needs analysis to inform learning and development strategies and establish a robust and repeatable approach for capability assessment	Embrace flexibility through the Flex Connect framework – with teams able to balance the interests of individuals, the team, clients, the organisation and other stakeholders	Build connection through programs such as mentoring and Out 'n About and reinforce our core accountability and integrity values via mandatory training, sound governance and regular messaging

## Risks and opportunities

**Capacity** – attracting and retaining talent in a highly competitive employment market

**Capability** – developing our people, processes and technology to deliver on increased expectations and advice on government priorities

**Culture** – providing a healthy, safe, equitable, diverse and inclusive workplace and maintaining a strong culture to mitigate against integrity issues or the mismanagement of information