

Queensland Public Sector Commission

Strategic plan 2024 — 2028



Our vision

An empowered organisation that positions the public sector workforce to serve Queensland now and into the future.



Our purpose

Provide workforce advice and services that support a fair, equitable, high-performing and apolitical public sector.

Objectives

1. Effective public sector system governance and stewardship

Strategies

- Advise the Public Sector Governance Council (Council) on workforce management matters.
- Drive the delivery of Council priorities relating to workforce management.
- Facilitate recruitment and appointment of chief executives.
- Embed collaborative governance approaches in sector-wide leadership and workforce practice.
- Support affected departments to implement machinery of government changes.

Measures

- Overall stakeholder satisfaction with PSC's role in providing advice and services.

2. Frameworks that support fairness, performance, integrity and employee engagement in the public sector

Strategies

- Guide and monitor the application and implementation of the *Public Sector Act 2022*.
- Continuously improve the sector's human resource policies and directives to ensure they are contemporary, practical and relevant.
- Develop and implement sector-wide policies and directives that support a consistent employment framework.
- Design and implement strategies that enhance the sector's reputation as an employer of choice.
- Embed improved workforce analysis practices that provide insight on public sector performance.

Measures

- Client satisfaction with specialist workforce services advice.

3. A public sector workforce that consistently enacts the principles of equity, diversity, respect and inclusion

Strategies

- Design and implement programs of work so that the public sector workforce reflects the community's diversity.
- Provide career pathways for Aboriginal peoples and Torres Strait Islander peoples.
- Drive leadership and employee awareness, capability and commitment to workplace equity, diversity, respect and inclusion.
- Review and embed the application of equity, diversity, respect and inclusion principles in agency workforce management.
- Ensure workforce policies support reframing the relationship with Aboriginal peoples and Torres Strait Islander peoples.

Measures

- Overall stakeholder satisfaction with PSC's role in providing advice and services.
- Cost per employee of conducting annual sector-wide employee survey.

Objectives

4. Enhanced public sector workforce capability for future generations

Strategies

- Enhance the sector's human resource management capability.
- Drive capability development for the senior executive service, senior officers and emerging leaders.
- Mature the sector's strategic workforce planning capability.
- Promote and strengthen understanding of the craft of public service.

Measures

- Overall participant satisfaction with PSC leadership development offerings.
- Client satisfaction with human resource management tools.

5. A capable and empowered organisation that is fit for the future

Strategies

- Attract, retain and develop a capable workforce.
- Build a diverse and inclusive workforce where everyone feels safe, respected and included.
- Proactively manage and prioritise resources to deliver on the organisation's objectives.
- Apply best practice corporate governance and risk management approaches.

Measures

- High levels of employee engagement, leadership, trust, agility, innovation, inclusion and collaboration.

Our strategic risks and opportunities

Risks

- Inability to maintain an understanding of the breadth and diversity of public sector workforce issues to inform fit-for-purpose practical advice and support.
- Inability to effectively balance the stewardship of sector-wide priorities with responsiveness to individual agency needs.
- Insufficient capacity and capability to deliver a significant program of sector reform over the next four years.

Opportunities

- Improved system stewardship through working collaboratively with both central and line agencies.
- Better use of data and strategic workforce insights to enable more evidence-based decision making.
- Improved engagement with key stakeholders across and within the sector for improved outcomes.
- Build internal PSC capability to provide advice and implementation support that delivers on the strategic objectives of the organisation and broader sector.

The Public Sector Commission supports the Queensland Government's objectives for the community.



Safety where you live



A better lifestyle through a stronger community



Health services when you need them



A plan for Queensland's future

We respect, protect and promote human rights in everything we do.



Queensland Government