

Reframing the relationship plan 2025–2027

Public Sector Commission

Acknowledgement of Country

We acknowledge Aboriginal peoples and Torres Strait Islander peoples as the Traditional Custodians of this land, and recognise our First Peoples as the knowledge holders, paying respect to Elders past, present and those rising.

We are committed to working with and promoting the needs of Aboriginal peoples and Torres Strait Islander peoples with unwavering determination, passion and persistence. Through our collective efforts and responsibility as government agencies and employees we endeavour to ensure equality, recognition, and equity of Aboriginal peoples and Torres Strait Islander peoples across all aspects of society and everyday life.

As we reflect on the past and give hope for the future, we commit to walking together on a shared journey of reconciliation where the voices and perspectives of both Aboriginal peoples and Torres Strait Islander peoples and their cultures are fully recognised, respected, and valued by all Queenslanders.

Artwork featured in plan is 'Reconciliation' by Sid Domic.

Objective of this plan

This plan has been developed to enable the Public Sector Commission (PSC) to deliver on commitments that were initiated under the shared 2023–2025 Reframing the Relationship plan with Department of Premier and Cabinet (DPC). Since the implementation of 2023–2025 plan, it was decided that there would be greater benefit in transitioning to independent plans to support both of our agencies in our endeavours to Reframe our relationship with Aboriginal peoples and Torres Strait Islander peoples.

The PSC is committed to delivering on its obligations to Reframe the State’s Relationship with Aboriginal peoples and Torres Strait Islander peoples—and we continue this journey by building on key learnings from the partnership with DPC. We acknowledge that there are obligations set out in the *Public Sector Act 2022* that have not been captured in the 2025–2027. There have been across the internal and external landscape that calls for a renewed opportunity to explore the PSC’s current core business and needs moving forward, with the intention to identify commitments against of the eight components set out within the Act from 2027.

Reframing the relationship plan components, objectives and actions

A more detailed activity tracker will be maintained by the PSC to provide direction on how to achieve our objectives and actions. This will be used as a tool to ensure effective auditing processes can be conducted on an annual basis.

Fair and Inclusive, with dignity and belonging	
Objective	Action
<ul style="list-style-type: none">• Ensure equitable access to government services, programs, information and opportunities for Aboriginal peoples and Torres Strait Islander peoples.• Promote respect, understanding, and valuing of Aboriginal and Torres Strait Islander cultures, histories, and contributions.• Foster an inclusive environment that celebrates diversity, promotes social justice, and eliminates discrimination.	<ul style="list-style-type: none">• PSC to undertake cross-agency collaboration to promote government programs, improve cultural awareness and better understand diversity needs and issues impacting Aboriginal and Torres Strait Islander peoples.

Cultural capability and safety

Objective	Action
<ul style="list-style-type: none">• Embed cultural awareness and capability across the Queensland public sector through training, education, and ongoing professional development.• Establish mechanisms to address cultural safety concerns and promote the well-being of Aboriginal and Torres Strait Islander peoples.	<ul style="list-style-type: none">• All employees across all levels actively participate in cultural capability training and other pathways of learning that improves knowledge and awareness of both Aboriginal peoples, and Torres Strait Islander peoples and apply their learnings to their work.• Employees (including the executive leadership) to commit to ongoing cultural capability development through their own Performance Development Agreements.• Explore to options to further enable the reporting of racism in the workplace and introduce training and resources to assist employees to identify racism occurring.

Workforce and leadership

Objective	Action
<ul style="list-style-type: none">• Increase the representation of Aboriginal and Torres Strait Islander peoples across all levels of the public sector, including leadership positions.	<ul style="list-style-type: none">• Business areas to use targeted recruitment to contribute to achievement of the four per cent target for Aboriginal and Torres Strait Islander employees.

Aims, aspirations and employment	
Objective	Action
<ul style="list-style-type: none"> Support economic development initiatives that promote employment and business opportunities for Aboriginal and Torres Strait Islander peoples. 	<ul style="list-style-type: none"> Enhance the visibility and utilisation of Aboriginal and Torres Strait Islander businesses with the aim of increasing our Indigenous procurement spend and driving growth opportunities.