

Our people

Supporting employees through COVID-19

With employee health, safety, wellbeing and human rights as a key priority, Treasury took a proactive and supportive approach in response to COVID-19. The department was quickly able to implement a Remote Workforce Strategy to support employees to work effectively from home. This approach also informed the department's Return to Office Plan.

Workforce planning and performance

In response to the 10 Year Capital Outlook and Human Capital strategic roadmap in 2019–20, Treasury began developing a contemporary workforce strategy.

Treasury also developed a remote workforce strategy in response to COVID-19 and the need to adapt quickly to full-time remote work.

Diversity and inclusion

Treasury has a strong commitment to building a diverse workforce that reflects Queensland's communities.

The Treasury Diversity and Inclusion Steering Committee is chaired by the Under Treasurer and supported by an employee network.

During 2019–20, Treasury formally committed to its Statement of Commitment *Inclusion Matters*.

A key people priority for Treasury during 2019–20 was employment pathways for Aboriginal peoples and Torres Strait Islander peoples. Treasury has since almost doubled its employment of people who identify as Aboriginal or Torres Strait Islander, from 0.78% to 1.23%.

Ending domestic and family violence

Treasury is in its third year as a White Ribbon workplace. To continue this commitment, during 2019–20 Treasury continued specialist training for all employees on how to 'recognise, respond and refer' to domestic and family violence.

Leadership development and people management

Treasury adopted the Leadership Competencies for Queensland framework in early 2020. By empowering leadership at all levels, the framework enables a high performing public sector which can deliver economic recovery support for Queensland.

Support for mental and physical wellbeing

Treasury continued its longstanding commitment to employee safety and wellbeing by delivering services aligned to the government's Be healthy, be safe, be well strategy. Treasury employees had access to specialist advice, counselling and support through an Employee Assistance Program.

Programs provided includes personal counselling, manager hotline services, resilience programs, physical health and wellbeing coaching, and monthly webinars.

Industrial relations

Treasury and the Together Union meet quarterly in a Consultative Committee to discuss industrial relations matters.

Ethics and values

Treasury values, actively supports and promotes an ethical workplace. The Code of Conduct for the Queensland Public Service guides how Treasury undertakes its business as a public sector agency. It is based on the principles outlined in the *Public Sector Ethics Act 1994*.

Human rights

Queensland's *Human Rights Act 2019*, commits all government agencies to respect, protect and promote the inherent dignity and worth of all human beings, including:

- + undertaking a comprehensive review of all legislation
- + progressing a review of all decision-making frameworks
- + undertaking the Queensland Human Rights Commission's (QHRC) 'Introduction to Human Rights Act' training
- + providing 'Human Rights in our Work' training for decision-making and frontline employees.

Treasury began preparing to implement the Act well in advance of its commencement.

Our workforce

At the end of the year, Treasury's workforce comprised of a total of 1,053 people¹ including:

- + 997.65 full-time equivalent employees¹
- + 161 part-time employees

No redundancy, early retirement or retrenchment packages were paid during the period.

¹ Includes Treasury employees providing services to Motor Accident Insurance Commission and Nominal Defendant. To align with MOHRI reporting, the total excludes employees transferred from Planning and Economic and Infrastructure Strategy functions from the former Department of State Development, Manufacturing, Infrastructure and Planning.

Workforce composition	Number	% of workforce ²
Men	456	43%
Women	597	57%
Aboriginal peoples and Torres Strait Islander peoples	13	1.23%
People from non-English speaking backgrounds	151	14.34%
People with disability	32	3.04%
Women in middle and upper management (AO7–AO8) ³	142	55.04%
Women in senior officer and senior executive service positions (SO–CEO equiv) ⁴	53	41.73%
Women in senior executive service positions (SES–CEO equiv) ⁵	20	33.90%
Average annual earnings by men (nominal salary) ⁶	\$110,008	
Average annual earnings by women (nominal salary) ⁶	\$99,334	
Permanent separation rate ⁷	49	5.11%

² Percentage of total workforce or demographic cohort

³ Represents 13.49 per cent of total workforce

⁴ Represents 5.03 per cent of total workforce

⁵ Includes SES, S122 and CEO equivalent roles

⁶ Nominal salary based on full-time earnings for each gender – correct at 19 June 2020

⁷ Based on MOHRI definition

Total staff by gender classification	Males	Females
Administration (Trainee to AO3)	37	102
Officers (AO4- AO6)	228	300
Professional (PO2-PO4)	1	0
Middle Management (AO7-AO8) (PO5 – PO6)	116	142
Senior Management (SO-CEO)	74	53