

Our people

Workforce planning and performance

During the year, Treasury commenced a review of its workforce strategy to develop a strategic workforce plan for 2022–26. The process involves engaging with Treasury leaders and employees to better understand our current workforce, our strategic and operational objectives, and the likely challenges and changes that will impact our workforce requirements for the next 3 to 5 years.

The new strategic workforce plan aims to:

- empower our workforce for the future
- support wellbeing and develop a diverse, connected and inclusive workplace culture reflective of the communities we serve
- support and develop diverse skills and capabilities aligned to Treasury activities including succession planning
- equip our people with modern and effective data, analytic systems, processes and tools, and provide the support and policies to use them
- embed a performance culture that builds capability, fosters accountability, and empowers our people to be the best they can be
- continue to improve leadership and management capability and skills.

Ethics and values

The *Code of Conduct for the Queensland Public Service* applies to all Treasury employees. Treasury is committed to an ethical workplace culture and continually seeks to enhance its practices in line with contemporary expectations. During 2021–22, the department required all employees to complete Public Sector Ethics refresher eLearning training. Public Sector Ethics training is included in Treasury's induction program for all new employees.

Equity, diversity and inclusion

In 2021–22, Treasury commenced revising its approach to equity, diversity and inclusion. The department refreshed the membership of its Equity, Diversity and Inclusion Steering Committee. In early 2022–23, the committee will review its terms of reference and objectives.

Treasury continues to be committed to addressing gender equity and will undertake an equity audit in 2022–23.

Treasury continues to build on employment pathways for Aboriginal and Torres Strait Islander peoples, people with disability and people with culturally and linguistically diverse backgrounds, through:

- applying diversity strategies to recruitment and selection processes
- targeted recruitment through the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnership's Youth Employment Program and Disability Employment Service providers
- engaging Aboriginal and Torres Strait Islander cadets
- commencing an entire First Nations cohort for the 2022 Treasury Graduate Program
- supporting career progression of Treasury's Aboriginal and Torres Strait Islander employees through the Aboriginal and Torres Strait Islander Career Pathways Service
- supporting career progression of Treasury employees with disability through participation in targeted professional career development.

Ending domestic and family violence

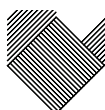
Treasury was proudly reaccredited as a White Ribbon organisation in June 2022. We continue to provide access to resources and to the Challenge DV *Recognise, Respond, Refer* training to enable employees to support and refer those affected by domestic and family violence to help services. Additionally, the department's employee assistance service is available to employees and their immediate household for confidential counselling support.

Treasury employees participated in and promoted the Challenge DV *Darkness to Daylight Challenge* in 2022, raising funds and awareness to help end domestic and family violence.

Leadership development and people management

Treasury is committed to a positive performance culture where all employees understand the expectations of their role and receive useful feedback to support their career goals and ongoing professional development. Treasury also provides ongoing support for employees to develop their management and leadership skills.

During the 2021–22 year, we delivered a tailored Executive Development Program for 16 of our leaders.



Four Directors-General and 12 deputy leaders across the Queensland public sector volunteered their time to mentor our participants through formal and informal activities to provoke insights, encourage new behaviours and fine-tune leadership effectiveness.

In addition, 27 Treasury managers attended the People Matters Program that provides practical training for effectively and confidently managing people, performance and change.

Support for mental and physical wellbeing

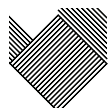
Treasury is committed to the government's *Be healthy, be safe, be well* framework and our approach aims to support all aspects of employee health and wellbeing.

We strive to continually improve employee health and wellbeing across our organisation through our leadership commitment and engagement, best practice systems and review, and capability development. We also encourage our employees to take a proactive approach to their health and wellbeing with the department delivering programs on a range of topics including respectful relationships, resilience coaching and psychological health.

Employee safety is paramount at Treasury. Throughout 2021–22, Treasury maintained a COVIDsafe workplace that aligned with current public health advice as we continued to manage our response to the risks of COVID-19.

Industrial relations

Treasury and Together Queensland, Industrial Union of Employees maintain a productive relationship, meeting quarterly in a consultative committee, and as needed, to discuss industrial relations matters. The department continued to meet its obligations in the management of employment and industrial matters, and reports to the Public Service Commission, Queensland Ombudsman and Crime and Corruption Commission.



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Our workforce profile

In 2021–22, Treasury maintained its focus on core deliverables and sustaining frontline services through efficient and effective administration.

	FTE ¹
Total FTE for Queensland Treasury	1195.2

During the period, 5 employees received voluntary medical retirement packages at a cost of \$325,285.27. No redundancy or retrenchment packages were paid during this period.

¹ FTE includes Treasury employees providing services to Motor Accident Insurance Commission and Nominal Defendant based on MOHRI FTE data for fortnight ending 17 June 2022.

Workforce profile data¹

Gender	Number (Headcount)	% of workforce (Calculated on headcount)
Men	545	43%
Women	716	57%
Non-binary	<5	<5
Diversity group	Number (Headcount)	% of workforce (Calculated on headcount)
Women	716	57%
Aboriginal peoples and Torres Strait Islander peoples	23	1.82%
People with disability	80	6.32%
Culturally and linguistically diverse – born overseas	138	10.91%
Culturally and linguistically diverse – speak a language at home other than English including Aboriginal and Torres Strait Islander languages or Australian South Sea Islander languages	177	13.99%
	Number (Headcount)	% of leadership cohort (Calculated on headcount)
Women in leadership roles ²	73	47%

¹ Data source: MOHRI FTE data for fortnight ending 17 June 2022.

² Women in leadership roles are considered those positions that are Senior Officer and equivalent and above.

