

Queensland Treasury Strategic Workforce Plan 2022-26

Our vision

A strong economy for all Queenslanders

Our purpose

To drive government priorities through our expert advice and services

Strategic objectives

From Queensland Treasury Strategic Plan 2021–2025

Equip our workforce for the future

- Embed a performance culture that builds capability, fosters accountability, and empowers our people to be the best they can be.
- Support wellbeing and develop a diverse and inclusive workplace reflective of the communities we serve.
- Support and encourage diversity of skillsets to enhance Treasury activities, including leadership and management capability and skills.
- Equip our people with modern and effective data, analytic systems, processes and tools, and provide the support and policies to use them.

Our commitments

5 key shifts

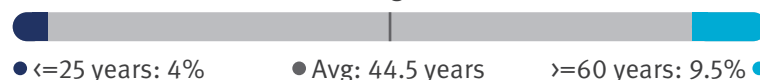


Our workforce

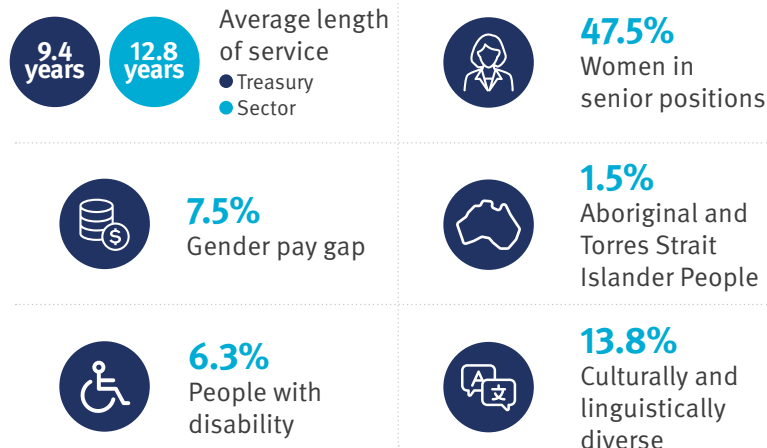
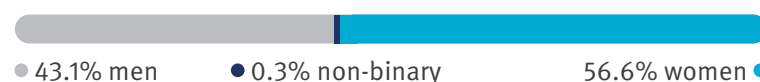
Employees (1,255 total)



Age



Gender



Our values

Customers first Ideas into action Unleash potential Be courageous Empower people

Risks and opportunities

Culture – providing a healthy, safe, equitable, diverse and inclusive workplace to deliver on expectations

Capability – identifying and developing required capabilities

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

Integrity and accountability – preventing systemic or significant non-compliance or mismanagement

Strategic levers

Talent acquisition
Leadership and capability
New ways of working
Culture



Queensland Government

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Talent acquisition

Talent shortages, changing workforce expectations, and the rise of technologies means we need to lift our talent attraction and retention strategies

Actions

- Enhance Treasury's employer brand as *A great place to work*
- Continue to modernise and enhance our recruitment and selection practices and attraction and retention strategies
- Understand and promote the total rewards package to improve attraction and retention

Leadership and capability

Grow and develop management, leadership, data and digital capabilities – embrace modern approaches to learning – develop frameworks for the management of leadership pipelines – embed training needs analysis to drive learning and development strategies

Actions

- Develop a learning and development strategy for Queensland Treasury and refresh annually
- Develop our future leaders and enhance our succession and knowledge management practices
- Build organisational capability in the assessment of current and required workforce capabilities

New ways of working

To be effective in an increasingly complex and connected world we need to act differently, embrace flexibility and operate in more agile, collaborative ways, and recognise that relationships are a key to success

Actions

- Embrace flexibility, collaboration and connection
- Utilise technology to enhance the employee experience and realise efficiencies
- Embed a whole-of-department approach to resource management and workforce planning practices

Culture

Technological change, along with shifting expectations of customers, community and employees requires a culture that supports and rewards our people to – foster inclusiveness, harness diversity, and enhance wellbeing for greater innovation and performance

Actions

- Continue to embed Treasury's 5 key shifts
- Increase our understanding of the experience of diversity target groups in order to develop effective strategies to increase their representation
- Continue to support a healthy and safe workplace for all staff
- Reinforce our core integrity and accountability values

Measures of success



Increased diversity and progress towards equity and diversity targets



Improved employee opinions about flexibility, workload, wellbeing, leadership and Treasury as a great place to work



Vacancy rate \leq 5%



Increased capability in coaching, managing change, digital literacy and the use of data