

Chief executive performance objectives 2023-24

Performance Objective 1: Whole-of-government leadership and collaboration; stewardship of the sector		<i>Sector-wide leadership, stewardship and collaboration to deliver on government and Leadership Board priorities</i>
What: <ul style="list-style-type: none"> • Providing stewardship of the public sector by actively participating in collective and collaborative leadership and implementing public sector-wide policies. • Commitment to consult and collaborate on cross-cutting initiatives or actions particularly to support the government's objectives for the community. • Purposeful public sector leadership consistent with the Leadership Board Charter. • Support the government in reframing its relationship with Aboriginal peoples and Torres Strait Islander peoples, being Australia's first peoples. • Build and support a public sector culture that respects, protects and promotes human rights. 	Evidence of your performance as a sector leader may include: <ul style="list-style-type: none"> • Sponsorship of and participation in Leadership Board commitments and priorities. • Evidence of the creation of opportunities for staff to contribute across the sector, outside portfolio responsibilities and/or disciplines to solve priority policy and service delivery problems, including through the regional leadership networks. • Demonstrated agency contribution to cross-cutting initiatives or actions particularly to support the government's objectives for the community. • Examples of co-designed, co-produced and co-delivered services with senior leaders from across the sector, external experts and stakeholders, including through collaborative and place-based approaches. • Contributions towards sector-wide plans, for example the Disability Plan 2022-27 and Queensland's Reconciliation Action Plan. 	
Performance Objective 2: Organisational priorities		<i>Delivery of priorities in line with agreed vision, strategy and planning</i>
What: <ul style="list-style-type: none"> • Delivery of government election commitments and Ministerial Charter letter commitments, demonstrating timely and effective delivery. • Delivery of strategic priorities, as set out in the strategic plan, workforce plan and equity and diversity plan. • Contribution to government's objectives for the community. • Key projects delivered. • Work collaboratively across the Queensland Government and with games delivery partners to help plan and prepare for the successful delivery of the Brisbane 2032 Olympic and Paralympic Games. 	Evidence of your performance as a results focused leader may include: <ul style="list-style-type: none"> • Progress and/or delivery of government commitments (election and Ministerial Charter letter) and key priorities. • Progress against strategic plan performance indicators, specific purpose and long term delivery plans. • Alignment of resources and services to deliver on priorities. • Use of innovation, continuous improvement and digitally savvy approaches to enhance service options. • Stakeholder, customer and community feedback regarding stakeholder satisfaction and relationships. 	
Performance Objective 3: Organisational financial and resource management		<i>Agency specific sustainable financial outcomes and maximised public value</i>
What: <ul style="list-style-type: none"> • Managing the department in a way that promotes the effective, efficient and appropriate management of public resources while ensuring appropriate accountability for ethical standards and effective management and leadership of human resources. • Establishing and implementing workforce and human resources planning and practices linked to the organisation's strategic plan. • Services delivered within overall budget appropriation, including revenue, operating expenses and funded, controlled FTE positions – Budget Paper 2. • Capital budgets expended. • A high standard of practice through governance and risk management. • Level of business continuity resilience focusing on responding and adapting to the complex and changing environment. • Respond to Queensland Audit Office (QAO) audit recommendations. • Collaborative approach to optimise delivery of outcomes sought in the Queensland Procurement Policy overall value for money in departmental procurement spend and robust accounting of benefits from consultancies. 	Evidence of your performance as a corporate leader may include: <ul style="list-style-type: none"> • Best practice corporate governance, risk management driving transparency and accountability. • Streamlined internal business operations and reduce red tape. • Demonstrates fiscal and business management discipline through budget, FTE and indirect workforce reporting. • Use of data to ensure evidence based workforce planning and management. • Demonstrated achievement of annual agency savings adjustments. • Business continuity planning, disaster preparedness, cyber security readiness and participation in scenario exercises. • Unqualified QAO audited financial statements (31 August). • Contribution to procurement outcomes in line with the government's agency led, centrally enabled operating model for procurement (Cabinet required content). • Ensuring the employment in the department of persons on a temporary basis for a fixed term or on a casual basis happens only if there is a reason for the basis of employment under the <i>Public Sector Act 2022</i>. 	
Performance Objective 4: Organisational leadership and culture		<i>Safe, supported, high performing workforce with an ethical and healthy workplace culture that reinforces trust in the sector</i>
What: <ul style="list-style-type: none"> • Foster a respectful and inclusive workplace culture in which all employees feel safe, valued, accepted and supported at work and can participate equally and free from unlawful discrimination. • Ensure the organisation's training programs, policies and practices specifically promote and support a culture of respect and inclusion. • Develop the cultural capability of the organisation. • Develop a diverse workforce that represents and reflects the diverse views, experiences and backgrounds of the people of Queensland. • Build a strong leadership talent pipeline, enabling equity and diversity. • Drive a culture of integrity by championing the highest standards of ethical behaviour. • Positive performance management principles integrated into management practices and policies at all levels of the organisation. • Demonstrate a visible and proactive commitment to health, safety and workplace wellbeing. 	Evidence of your performance as a workforce leader may include: <ul style="list-style-type: none"> • Commitment to domestic and family violence prevention including training to increase awareness of available support and confidence in responding appropriately (Working for Queensland data). • Creation, implementation and active steps taken towards: <ul style="list-style-type: none"> ○ a Reframing the Relationship Plan, and Path to Treaty Plan that identifies the measures for developing the cultural capability of the organisation ○ an equity and diversity plan, that identifies the measures for improving equity and diversity in the entity in relation to employment matters. • Identification of cultural capability gaps and development of cultural capability within the organisation, including opportunities for truth-telling, treaty readiness and further cultural capability development. • Performance against agency employment targets for diversity target groups, including in senior leadership roles as evidenced by, for example, Working for Queensland survey disclosure about disability. • Participating in and promoting sector-wide leadership development offerings, including supporting the sector's Australia and New Zealand School of Government (ANZSOG) investment. • Ensure all leaders demonstrate their commitment to the positive performance management principles, and all managers integrate the positive performance management principles into their practices. • Strategies and plans for workplace health and safety including the identification, mitigation and reduction of psychosocial hazard in the workplace. 	