

Queensland public sector

State of the sector

2018



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Published by the State of Queensland (Public Service Commission), 2019.

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Contents

Foreword	1
About this report	2
Workforce numbers and locations	3
Health and wellbeing	5
Promoting health, safety and wellbeing	8
Finding flexible ways of working	8
Diversity, culture and engagement	9
Empowering disability confidence	12
Supporting LGBTIQ+ employees	12
Building career pathways for Aboriginal and Torres Strait Islander employees	12
Workplace responses to domestic and family violence	13
Reinvigorating public purpose work through IPAA Queensland	13
Executive leadership and capability	14
Central delivery of leadership assessment, development and capability-building	17
Leading together through collaborative governance	17
Performance and accountability	18
Looking ahead	20
Readiness for changing nature of work	20
What's next?	20
Appendix 1: Full list of included agencies	21
Appendix 2: Sector employee numbers by region	22
References	23





Foreword

The Queensland public sector (the sector) aspires to be high-performing and future-focused to ensure that its work benefits the people and communities of Queensland.

Most Queenslanders interact with the sector every day and in many ways, through:

- essential services in schools and hospitals
- public infrastructure such as roads, trains, parks and waterways
- driver licenses and birth registrations
- grants for sporting clubs and small businesses
- living and working under the legal and regulatory frameworks of the state.

The sector is focused on ensuring that public services operate as efficiently and effectively as they possibly can, to serve the government of the day, and the people of Queensland.

In its role as a central agency of government, the Public Service Commission (the Commission), reports from time to time on the characteristics of the sector through a State of the sector report.

This report takes a point in time, whole-of-workforce view to inform our progress towards:

- a diverse, high-performing workforce
- inspiring leaders that deliver great outcomes
- modern workplaces that employees can be proud of
- a collaborative culture which celebrates performance and accountability.

The sector is continuously improving and strives for excellence.

Robert Setter
Commission Chief Executive
Public Service Commission



About this report

This report is a point in time snapshot of the profile, performance and behaviour of public sector agencies and employees.

This report is divided into five key areas of focus:

- workforce numbers and locations
- health and wellbeing
- diversity, culture and engagement
- executive leadership and capability
- performance and accountability.

The report documents system variations since the last report published in 2015.

For the purpose of this report, and the majority of other workforce reports published by the Commission, the public sector refers to all public service departments, health and hospital services and a number of other entities. The full list of included agencies is in Appendix 1.

Importantly, this report does not seek to reproduce already published workforce data sets, rather it draws on selected components of:

- quarterly Minimum Obligatory Human Resource Information (MOHRI) data
- annual Working for Queensland employee opinion survey data
- annual conduct and performance data.

Other data sets referenced include Australian Bureau of Statistics labour force and population data, and the *Queensland Health Adult Preventative Health Survey 2018*.

For readers interested in a more fulsome analysis, links to released data sets and reports are provided (see References).