



Workforce culture in Queensland public sector

Positive and healthy workplace cultures

A work in progress

The Queensland Government's intent is to develop a high-performing, future-focused public sector workforce that puts customers, the people of Queensland, first.

Queensland Government leaders are expected to take responsibility to foster a constructive, creative and inclusive workplace culture within workplaces across the state. They are expected to commit to lead, develop and empower a workforce that is high-performing, productive and delivering ever better services to customers.

Queensland's five public sector values are the building blocks to creating positive and healthy workplace cultures:

- Customers first
- Ideas into action
- Unleash potential
- Be courageous
- Empower people

High-levels of motivation, teamwork, inclusion and service quality will ensure the Queensland public sector is able to achieve full potential. All employees should be encouraged to take initiative and think independently, in balance with consensus decision-making and power sharing.

They should increasingly value and prioritise quality, inclusion, diversity, creativity and productive collaboration each, and everyday

- must share with their workforce a clear and compelling vision for the future aligned to the priorities of the government of the day
- must ensure performance objectives for all employees are transparent, monitored, measured and reviewed as part of everyday business.

The *Public Service Act 2008* sets out the purpose of the Chief Executive Service in the Queensland public service. This includes responsibility for effectiveness and efficiency, collaboration and partnerships, performance management, and the delivery of services in line with government priorities. These are part of individual Chief Executive's annual performance review and assessment.

There is a strong focus on Chief Executives' personal leadership, both in terms of what is achieved, and 'how' they lead to achieve business success. This is both in terms of their individual agency and as a contributing member of the Chief Executive Leadership Board.