

# Our CHDE, our People

Our priorities are to:

## Serve with **purpose**



We make a difference by supporting Queenslanders' wellbeing and belonging through the delivery of services and outcomes. #BeHere4Qld

**Success looks like:** Being recognised for achieving our objectives.

## Achieve our **potential**



We motivate and transform by developing skills and creating a sense of fulfilment.

**Success looks like:** Working in empowered and capable teams.

## Operationalise the **Path to Treaty**



We enable transformational change with First Nations Queenslanders by truth telling and healing of the past, for a thriving future for all Queenslanders.

**Success looks like:** Sustaining strong relationships with First Nations peoples, through enabling self-determination and cultural safety.

## Work in **partnership**



We achieve better outcomes together by embracing diverse actionable insights.

**Success looks like:** Being inclusive and collaborative.

**Our people** are central to achieving these priorities, which were developed **by us for us.**

## Develop **perspective**



We work in contemporary ways by being adaptable, transparent and compassionate.

**Success looks like:** Fostering trust, fairness and whole-person wellbeing.

### Our leaders commit to:

- Connecting our people to our vision, purpose and successes.
- Investing in learning and development opportunities for mutual benefit.
- Uniting for the advancement of our people and Queenslanders.
- Prioritising health, safety and wellbeing.
- Valuing the strengths and experiences of Aboriginal and Torres Strait Islander peoples and cultures.

**Measured by:** Working for Qld survey; pulse surveys; program evaluations/maturity assessments; workforce data

**Strategic Plan 2022-26: Objective 5** – Adhere to the highest standards of professional conduct and integrity and embed best practices in everything we do

### Related strategies and frameworks



**People Value Proposition and Employer Branding Strategy** to communicate the benefits and value that working for us offers

**Recognition and Awards Framework** to enhance our workplace culture and engagement

**Internal Communication Framework** to foster cohesion and trust



**Future of Work Strategy** to evolve with technological advancements and changing employee expectations

**Healthy and Safe Workforce Framework** to improve employee wellbeing

**Respect@Work Framework** to cultivate positive and productive workplaces

**Integrity Framework** to build an ethical and accountable culture



**First Nations Strategy and Aboriginal and Torres Strait Islander Cultural Capability Action Plan** to enhance cultural safety, workforce development, and communication and engagement



**Strategic and Operational Workforce Plans** to identify and respond to workforce risks

**Learning and Development Strategy** to identify and respond to leadership, professional and technical capability development requirements



**Diversity and Inclusion Strategy** to provide equitable access to opportunities and reflect the Queensland community

**Strategic Talent Management Framework** to optimise employee lifecycle experiences

