



# Queensland Police Service Strategic Workforce Plan 2024 - 2028

## Our vision

A safer and more resilient Queensland.

## Strategic context

Together we **keep the people, places and communities of Queensland safe** through excellence in policing and community safety services. This plan links to the Queensland Government Even Better Public Sector for Queensland Strategy 2024-2028. It supports the Queensland Police Service Strategic Plan to develop a healthy and engaged workforce to serve the people of Queensland.

The Queensland Police Service is responsible for the functions of:

- Policing and community safety
- State Emergency Service
- Marine Rescue Queensland



## Opportunities

- Embracing technology to optimise new and better ways of working.
- Building a highly skilled, resilient workforce enhancing our capabilities to meet future demand.
- Fostering diverse talent and expertise to improve our resilience and sustainability.
- Optimising recommendations to drive reform and build an inclusive and diverse culture.

## Risks

- Addressing complex issues impacting our workforce including safety, wellbeing and mental health matters.
- Building and aligning capacity and capability to meet future demand and promote fiscal sustainability.
- Attracting and retaining talent in a highly competitive labour market and declining volunteerism.
- Declining community trust and confidence in the integrity and professionalism of police.

## Our values



### INTEGRITY

We are honest, trustworthy and serve the community with the highest standards of professional conduct at all times.



### RESPECT

We treat everyone fairly and with dignity, embrace diversity, and consider and value all perspectives.

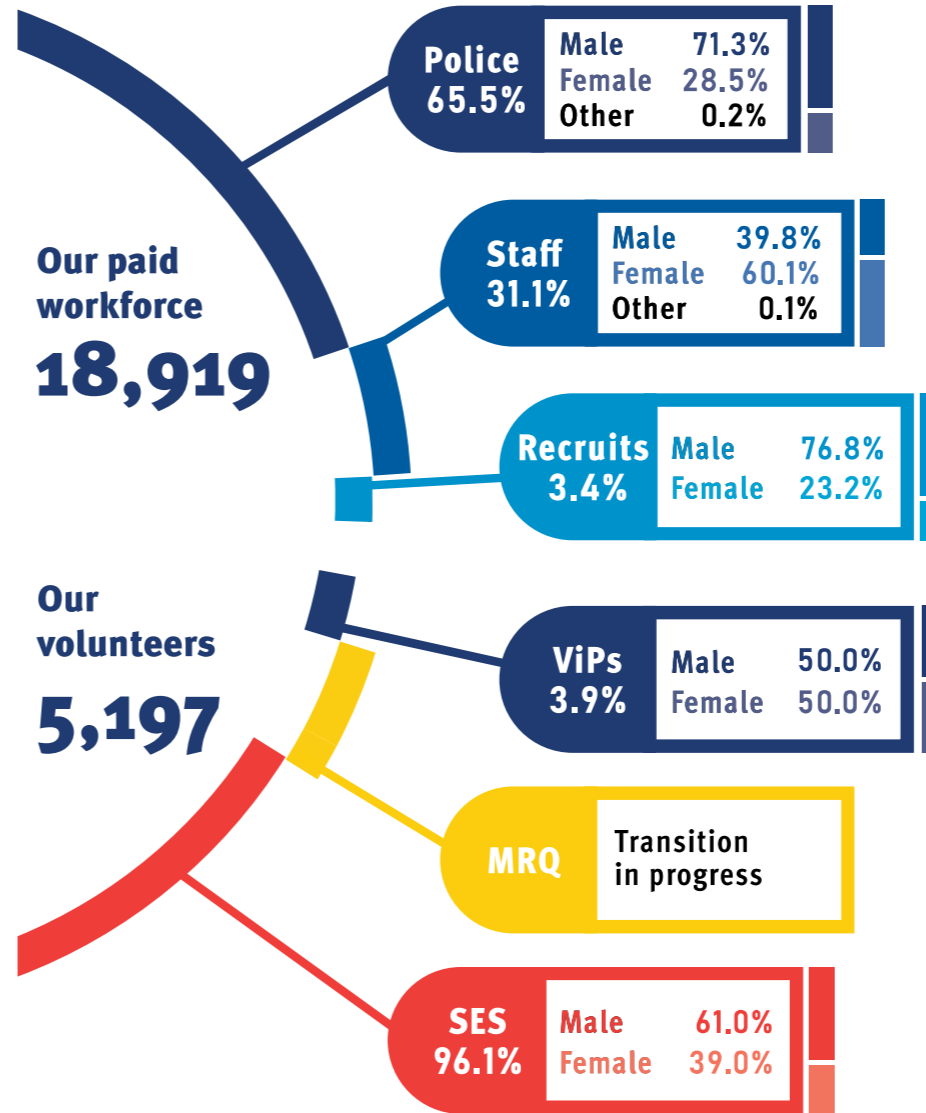


### COURAGE

We hold each other to account and serve in the face of adversity.

## Our profile

Note: Workforce data as at 30 June 2024



Our paid workforce  
**18,919**

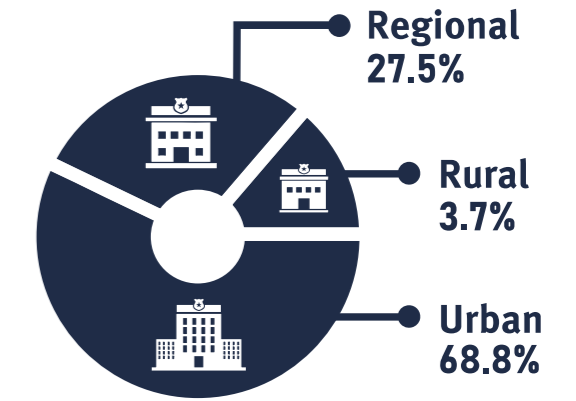
Our volunteers  
**5,197**

Note: Our paid workforce for Police includes Special Constables (Headcount - 46)  
Definitions: SES - State Emergency Service, MRQ - Marine Rescue Queensland, ViPs - Volunteers in Policing

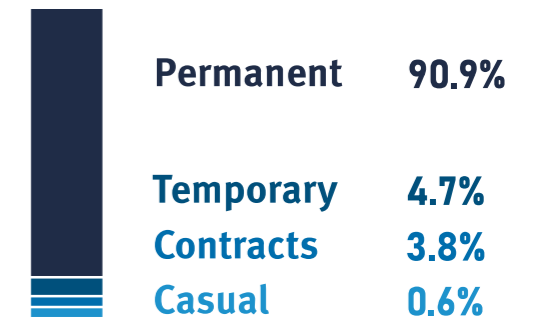
## Diversity

	Our target	Our profile	WfQ 2023
First Nations	4%	2.5%	3.7%
Non-operational staff members with a disability	6%	4.8%	11.8%
Culturally and linguistically diverse	8%	6.3%	8.0%
Women in leadership	30%	30.5%	-

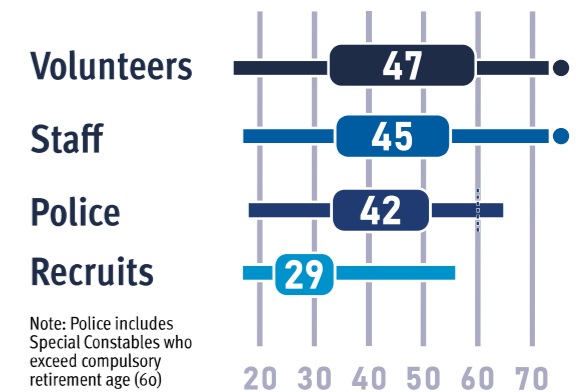
## Location



## Employment status



## Average age



## Attrition rate



## Acknowledgement of Country

The Queensland Police Service respectfully acknowledges First Nations peoples as the Traditional Owners and Custodians of Queensland. We recognise their connection to land, sea and community. We pay our respects to them, their cultures, and to their Elders past, present and emerging.

## Our Human Rights Commitment

The Queensland Police Service is committed to respecting, protecting and promoting human rights in our decision-making and actions.

# Our objectives



## Healthy and engaged workforce

Build an engaged and capable workforce with health, safety and wellbeing of our people a priority.

- Keep our people safe and feeling supported.
- Grow a capable workforce that represents and understands the community we serve.
- Develop authentic leaders who empower and engage our people.
- Support a connected workforce who are collaborative, innovative and resilient.
- Strengthen our culture to better reflect our values.

# How we will support delivery of our objectives



## Our work

Our ways of working inspire trust in government by ensuring we are equipped to respond to complex challenges and connected to our community.

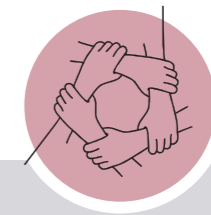
- Building our capability to deliver better services.
- Strengthening partnerships across the Queensland Police Service, other government agencies, the private sector and the community.
- Leveraging opportunities and emerging technology to redesign the way we serve the community.
- Enhancing our knowledge and understanding through better use of research, analytics and intelligence.



## Our workforce

Our people are ready to meet any challenge enabled through building expertise, identifying future leaders and growing diverse potential.

- Developing authentic leadership that reflects the community we serve.
- Empowering our people with opportunities to embrace continual learning.
- Strengthening our recruitment and retention strategies to attract and support diverse talent and expertise.
- Enhancing our performance management framework to improve engagement on performance and development.



## Our workplace

Our workplaces support our people to serve their community by providing opportunities for them to perform at their best and make decisions that serve the interests of Queenslanders.

- Prioritising the health, safety and wellbeing of our people and cultivating supportive workplaces.
- Growing our workforce planning capability to prepare for the future.
- Building a culturally capable, inclusive and healthy workplace culture.
- Supporting the integration of the State Emergency Service and Marine Rescue Queensland.

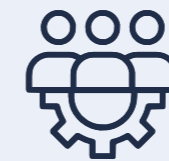
## Performance measures



Employee engagement



Volunteer engagement



Delivery of police personnel



Outcomes & initiatives delivered



Workforce data & analytics

