

Our people

The core public service values—customers first, ideas into action, unleash potential, be courageous and empower people—continued to underpin the activities and aspirations of our workforce.

This year, as in past years, DPC staff embraced the opportunity to voice their opinions in the annual Employee Opinion Survey with staff participation rates, engagement and employee satisfaction once again exceeding Queensland public sector averages.

In the spirit of empowering people and putting ideas into action, employee opinions and perceptions provided a central plank for the development and implementation of strategic business and action planning during the year.

DPC's workforce 2015–16

The following is a snapshot of DPC's workforce profile:

- employed 644.11 full-time equivalent employees (FTEs), including 55.8 FTEs in the Office of the Queensland Parliamentary Counsel, 124.6 FTEs in Arts Queensland and 68.74 FTEs in the Corporate Administration Agency
- comprised a workforce in which 66.67 per cent were women and in which 55.84 per cent of all Senior Executive and Senior Officer roles were occupied by women
- maintained a workforce with an average age of 41.15 years compared with the service-wide average of 44.08 years
- provided part-time work opportunities to 16.87 per cent of our staff
- contributed five FTEs to deliver corporate services to our client agencies and to the Public Service Commission
- experienced an annual separation rate for permanent staff of 4.46 per cent
- a redundancy package for one employee at a total cost of \$237,717. No early retirement or retrenchment packages were paid during this period.

Key achievements 2015–16

- Launched our Aboriginal and Torres Strait Islander Cultural Capability Action Plan 2015–16 and implemented actions to raise awareness and increase workplace participation of Indigenous Australians in our workforce. This initiative saw the recruitment of two Indigenous graduates through the Policy Futures Graduate Program.
- Developed a leadership program designed to strengthen connections, conversations and collaboration for DPC's leaders with implementation to occur during 2016–17.
- Introduced a suite of mandatory training programs accessed by DPC staff through the iLearn portal to strengthen integrity and accountability across the department.
- Delivered initiatives from our Corporate Social Responsibility Plan '*DPC Gives*' raising awareness around important social issues, developing partnerships with not-for-profit and non-government organisations and improving employee wellbeing.
- Actively supported the department's Health and Wellbeing Committee and delivered a health and wellbeing program designed to engage employees and create a safer and healthier working environment by providing practical support to help improve employee health, morale and motivation.
- Conducted inclusion and diversity workshops to inform the development of an organisational culture that recognises and values inclusion and diversity in the workplace.

Future directions for 2016–17

- Drive a development framework that is based on the best practical learning model of experiential (70 per cent), social (20 per cent) and formal learning (10 per cent), and motivates an agile, innovative and modern workplace culture.
- Build employee capability by leveraging opportunities created by our move to 1 William Street, with a focus on maximising DPC's capacity to work more flexibly.
- Implement a DPC leadership program.

Public Sector Ethics Act 1994

DPC continued to support the principles identified under the *Public Sector Ethics Act 1994* by delivering Code of Conduct training to 105 employees during 2015–16. The training focused on integrity and accountability and was delivered online through the DPC iLearn system.