






Our CHDE, our People

At CHDE, our priorities are to:

	 <p>Serve with purpose</p>	 <p>Achieve our potential</p>	 <p>Work in partnership</p>	 <p>Develop perspective</p>	 <p>Operationalise the Path to Treaty</p>
These priorities matter because ...	We make a difference by supporting Queenslanders' wellbeing and belonging through the delivery of services and outcomes. #BeHere4Qld	We motivate and transform by developing skills and creating a sense of fulfilment.	We achieve better outcomes together by embracing diverse actionable insights.	We work in contemporary ways by being adaptable, transparent and compassionate.	We enable transformational change with First Nations Queenslanders by truth telling and healing of the past, for a thriving future for all Queenslanders.
Success look like ...	Being recognised for achieving our objectives.	Working in empowered and capable teams.	Being inclusive and collaborative.	Fostering trust, fairness and whole-person wellbeing.	Sustaining strong relationships with First Nations peoples, through enabling self-determination and cultural safety.
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 ...	<p>People Value Proposition and Employer Branding Strategy to communicate the benefits and value that working for us offers</p> <p>Recognition and Awards Framework to enhance our workplace culture and engagement</p> <p>Internal Communication Framework to foster cohesion and trust</p>	<p>Strategic and Operational Workforce Plans to identify and respond to workforce risks</p> <p>Learning and Development Strategy to identify and respond to leadership, professional and technical capability development requirements</p>	<p>Diversity and Inclusion Strategy to provide equitable access to opportunities and reflect the Queensland community</p> <p>Strategic Talent Management Framework to optimise employee lifecycle experiences</p>	<p>Future of Work Strategy to evolve with technological advancements and changing employee expectations</p> <p>Healthy and Safe Workforce Framework to improve employee wellbeing</p> <p>Respect@Work Framework to cultivate positive and productive workplaces</p> <p>Integrity Framework to build an ethical and accountable culture</p>	<p>First Nations Strategy and Aboriginal and Torres Strait Islander Cultural Capability Action Plan to enhance cultural safety, workforce development, and communication and engagement</p>
Progress will be measured by ...	<p>New starter turnover data and pulse survey</p> <p>Job application data</p> <p>Awards evaluation survey</p> <p>Communication channels pulse survey</p>	<p>Workforce plan and achievement and development plan completions and maturity assessment</p> <p>Program participation data and evaluation outcomes</p> <p>Higher duties and secondment data</p>	<p>Mandatory and optional online training data</p> <p>Program participation data and evaluation outcomes</p> <p>Diversity data</p>	<p>Program participation data and evaluation outcomes</p> <p>Employee complaints data</p> <p>Employee health and safety data</p>	<p>Mandatory and optional online training data</p> <p>Program participation data and evaluation outcomes</p> <p>Diversity data</p>
Working for Queensland Survey					
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.

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