

Strategic Plan 2026–2030

We respect, protect and promote human rights in everything we do.



Vision: A Public Sector Commission (PSC) built on integrity that supports the sector to deliver valued outcomes for Queenslanders.



Purpose: We support public sector agencies to continually improve their workforce and workplaces.



Strategic objective	Deliver outcomes that support a culture of performance and integrity across the sector.	Support agencies to deliver government priorities.	Build the foundations and capabilities the PSC needs to better support the sector.
Strategies	- Work with agencies to support the consistent application of the <i>Public Sector Act 2022</i> and the <i>Public Sector Ethics Act 1994</i>. - Provide data and insights that inform workforce planning decisions, practices and outcomes. - Promote and embed integrity, ethical conduct and the public sector principles to ensure consistent application across agencies and their workforces. - Strengthen leadership capability by brokering tailored solutions, and through targeted development and mobility programs for priority cohorts.	- Deliver contemporary employment frameworks, advice, policies and resources that meet the needs of the sector. - Enable coordinated, cross-agency approaches to workforce and capability challenges that support delivery of government priorities. - Facilitate sector-wide connection on priority issues through key networks and forums. - Advance equity, diversity, respect and inclusion across the sector.	- Implement and evolve the PSC engagement framework, using insights to ensure our priorities and services deliver the right outcomes for the sector. - Strengthen workforce capability and embed a continuous improvement and learning approach to deliver better outcomes for the sector. - Build a high-performance, values-based workplace culture that fosters integrity, customer focus, accountability and ownership of outcomes. - Implement improved governance across the PSC to drive performance, collaboration, innovation and customer-focussed service delivery.
Measures	Overall participant satisfaction with the PSC leadership development offerings.	- Overall client satisfaction with specialist workforce services advice. - Overall stakeholder satisfaction with the PSC.	PSC employee engagement (Working for Queensland).

Enablers

Strong internal capabilities

Practical service delivery

Productive and trusted partnerships

Actionable data and insights

Purposeful stakeholder engagement

Risks

- Not having trusted relationships that enable us to understand agency and sector needs and support continuous improvement.
- Our tools and advice do not build sector capability and trust in the PSC.
- Our operating model and internal resources do not support scalable delivery and insight-led decisions to meet our obligations and sector demand.
- Our culture and capability do not support the delivery of PSC, agency or government priorities.



Opportunities

- Strengthen agency relationships to position the PSC as a trusted partner.
- Mature the use of data and insights to guide decisions and identify capability gaps.
- Support sector capability by connecting agencies to services that meet their needs.
- Leverage digital platforms to scale services and share knowledge.
- Foster a learning culture to drive continuous improvement at the PSC.



The PSC supports agencies to deliver the Queensland Government objectives for the community.

 Safety where you live

 A better lifestyle through a stronger community

 Health services when you need them

 A plan for Queensland's future