

# Organisational Sustainability

To achieve its goals, the department acknowledges the need to be a capable and accountable organisation. DEIR has a strong focus on its people with an emphasis on:

- attracting and retaining a diverse and skilled workforce
- developing our skills and knowledge
- increasing our understanding and application of the organisation's values.

Another important element of sustainability is systems – in particular we are working to strengthen our frameworks and systems for knowledge and information management, business improvement and resource management.

## People

Under the department's workforce management planning, DEIR seeks to be:

- an attractive workplace – able to attract and retain the right people
- a capable workplace – where staff have the capacity to meet client demands
- a safe and healthy workplace – to be a fair and sustainable organisation
- a productive workplace – where employees can make a difference.

As at 30 June 2008, the department employed 1010.63 staff (full-time equivalents) with temporary employees (excluding trainees) accounting for 7.9% of staff.

## People Capability Program

This year DEIR commenced its People Capability Program. This integrated program focuses on attracting and developing a workforce that ensures that the department is a sustainable and accountable organisation. A key element of the program is developing capability frameworks to cover all levels of staff including: the Executive Business Team (EBT); managers of managers; managers of others; and managers of self. The frameworks will explicitly support the department's values and strategic direction. Competencies applicable to each role are being identified and will be matched to developmental programs, which will commence with a comprehensive induction process. The capability framework will be reflected in position descriptions and will form the basis for selection and performance appraisal. Managers will be coached in using the framework to improve performance.

The People Capability Program includes a strong focus on attraction and retention. Activities to improve attraction and retention during 2007-08 include:

- completion of research to identify key factors influencing attraction and retention of Workplace Health and Safety Queensland (WHSQ) and Electrical Safety Office (ESO) staff (this information will be used to enhance future recruitment and retention strategies)
- implementation of the Work and Life by Design program to encourage DEIR's experienced staff to continue working for the department, this initiative includes:
  - workshops with managers
  - phased retirement workshops for staff over 54 years of age
  - a series of health initiatives including health seminars and health assessments
  - financial planning workshops
- a comprehensive review of the department's recruitment and selection processes.

