

# Our purpose

The Office of the Queensland Parliamentary Counsel is an independent statutory office that supports Queensland's democracy and the rule of law by delivering Queensland legislation that is effective, accessible and consistent with fundamental legislative principles.

# Our vision

# **Excellent legislation for Queensland**

# We realise our vision by pursuing our strategic priorities—



# And by acting in accordance with our core values—

### People

We foster a diverse, inclusive workplace and prioritise the well-being of our employees. We invest in our people's professional development. We maintain strong, collaborative relationships with our partners.

### Quality

We are committed to accuracy and precision in producing legislation, and to maintaining the highest standards in drafting and access to legislation.

# Responsibility

We perform our statutory functions with integrity and dedication. We operate transparently and use resources efficiently to serve the public. We respect, protect and promote human rights in our decision-making and actions.

#### Freedom

We embrace technological advances and innovation to inform future practice.
We empower our employees by giving them the ability to take risks and lead change.
We operate independently and impartially.

#### Our measures of success—

# Excellence in legislative drafting and access

- client satisfaction with drafting services.
- client satisfaction with access to legislation.
- consolidations published within 3 days of commencement.

# A skilled, flexible and resilient workforce

 maintenance of high overall employee satisfaction in the Working for Queensland survey.

#### A healthy and inclusive workplace

 maintenance of high overall employee satisfaction in the Working for Queensland survey.

# Stewardship of innovation and change

- client satisfaction with access to legislation.
- consolidations published within 3 days of commencement.

# Strategic engagement with partners

- client satisfaction with drafting services.
- client satisfaction with access to legislation.

### Our strategies—

Excellence in legislative drafting and access

A skilled, flexible and resilient workforce

A healthy and inclusive workplace

Stewardship of innovation and change

Strategic engagement with partners

#### Consciously embed our values in everything we do

- Identify and adopt best practice in drafting Bills, amendments to Bills, and subordinate legislation, having regard to fundamental legislative principles and compatibility with human rights.
- Identify and adopt best practice in making Queensland legislation easy to find, easy to understand, and easy to use.
- Ensure timely access to Bills, legislation, and related information and maintain open data arrangements.

- Maintain a highly skilled and highperforming workforce.
- Provide our people with a range of opportunities for ongoing professional and personal development.
- Improve the effectiveness of our performance development processes.
- Encourage and facilitate the sharing of learnings within and between teams

- Further develop a workplace culture that fosters the health, happiness, flexibility and fulfilment of our people.
- Improve regular internal communication with a pro-disclosure bias, for example by seeking views, listening to staff, clearly communicating and explaining management decisions, and openly discussing issues as they arise.
- Encourage greater office-wide cohesion, for example by having regular office events and encouraging cross-team projects.
- Continue supporting flexible work arrangements.

- Identify and adopt best practice in making Queensland legislation easy to find, easy to understand, and easy to use.
- Make effective use of our technological resources and explore future drafting and publishing solutions to enhance the services we provide.
- Build stronger functional relationships and open channels of communication with the Department of the Premier and Cabinet, Table Office, client departments and other partners.
- Continue to work with key partners towards a process for the clear ordering of priorities within the government's legislative program.
- Work with stakeholders to continuously improve the quality of access to Queensland legislation.

# Strategic risks and opportunities—

Key risks and opportunities to address those risks over the life of this plan are—

#### Strategic risks **Opportunities** challenges in planning the annual legislative program • build stronger relationships with key partners towards a process for the clear ordering of and competing expectations among clients and other whole-of-government legislative priorities stakeholders • engage with clients about individual departments' legislative priorities challenges in filling key OQPC roles and misaligned • improve staff retention and professional development by implementing our strategies in organisational capacity and capability pursuit of our strategic priorities cybersecurity threats to the Queensland legislation website • actively participate in Information Standard 18 Information Security compliance activities and OQPC's network infrastructure and data repositories and reporting through to Queensland Government Customer and Digital Group significant disruption of business operations as a result of keep business continuity planning processes under review major external events • learn from past business continuity experience and be open to innovation in our business practices

# Government objectives for the community—

We support all the **Queensland Government's** objectives for the community by deploying our uniquely qualified, experienced and highly skilled workforce—

- to deliver Queensland legislation of the highest standard and
- to make legislation and related data and information readily accessible.

The government's objectives for the community are built around Unite & Recover - Queensland's Economic Recovery Plan





Making it for Queensland



**Investing** in skills

the skills they need to find meaningful jobs and set up



Supporting



Building



**Backing our** 

services in key areas such as health, education and



small business



Growing our regions

Help Queensland's regions grow by attracting people,



**Protecting** 

The Office of the Queensland Parliamentary Counsel is a statutory office that is taken, for strategic planning purposes, to be part of the Department of the Premier and Cabinet. While it is not required by law, for good governance reasons, the Office prepares its own strategic plan. View the Department's strategic plan at < https://www.premiers.qld.gov.au/publications/categories/plans/strategic-plan.aspx >.