



Our vision

Excellent legislation for Queensland



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 legislation that is effective, accessible and consistent with fundamental legislative principles.

We realise our vision by acting in accordance with our core values:



People

We foster a diverse, inclusive workplace and prioritise the wellbeing 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 of 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.



Independence

We operate independently and impartially.

We empower our employees by giving them the ability to take risks and lead change.

We embrace technological advances and innovation to inform future practice.

Our opportunities

Legislative program

- Build stronger relationships with key partners towards a process for the clear ordering of whole-of-government legislative priorities.
- Engage with clients about individual departments' legislative priorities.

Internal capability

- Continuously review the OQPC-specific strategic workforce plan to identify measures to better align establishment and capability with medium-long term legislative program demand.

Client capability

- Better communicate to DPC and the Government risks to quality and effectiveness of legislation due to shortcomings in quality and timeliness of submissions and instructions.
- Brief actively, early and consistently on under-developed legislative submissions.
- Collaborate with instructors to improve understanding, communication and trust between instructors and OQPC.

Information technology

- Proactively identify and address potential cybersecurity threats (e.g. participate in cyber exercises, audits etc).

Our challenges

Legislative Program

- Challenges in planning the annual legislative program and competing expectations among clients and other stakeholders.
- Delays in authority to draft/prepare legislation.

Internal capability

- Challenges in resourcing, attracting and retaining suitably expert and experienced staff.

Client capability

- Pressure on drafters to develop policy due to long-term diminution of policy skills and corporate knowledge in client base.
- Limited policy development, drafting instructions and instructing capacity during drafting process.

Information technology

- Cybersecurity threats to the Queensland legislation website, network infrastructure and data repositories.

The Office of the Queensland Parliamentary Counsel contributes to the Queensland Government's objectives for the community by drafting, editing and publishing legislation that delivers all of the objectives.



Safety where you live



A better lifestyle through a stronger economy



A plan for Queensland's future



Health services when you need them

Excellence in legislative drafting and access

Our strategies

- Identify and adopt best practice in drafting Bills, amendments of Bills and proposed 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.

Our measures of success

- Client satisfaction with drafting services
- Client satisfaction with access to legislation
- Reprints published within 3 days of commencement

A skilled, adaptable and resilient workforce

Our strategies

- Continuously review and refine the OQPC-specific strategic workforce plan to attract, develop and retain a highly skilled, high-performing and future-ready workforce.
- Strengthen the alignment of establishment, workforce capacity and resources with the evolving priorities of the legislative program.
- Offer diverse opportunities for continuous professional growth and personal development to empower our people.
- Maintain and enhance initiatives that prioritise mental health, wellbeing and resilience across our workforce.
- Enhance the efficiency and impact of performance development processes drive individual and organisational success.
- Foster a culture of collaboration by promoting the exchange of knowledge and best practices across teams.

Our measures of success

- Annual review and refinement of the strategic workforce plan
- Enhanced identification of, and allocation of resources to support, career growth and professional development opportunities
- Enhanced identification of, and allocation of resources to support, learning and development opportunities
- Overall employee satisfaction in the building my future metrics in the Working for Queensland survey

A thriving and inclusive workplace

Our strategies

- Strengthen a workplace culture that fosters the health, happiness, flexibility and fulfilment of our people.
- Maintain regular internal communications to raise awareness, improve access to support services and normalise conversations around mental health in the workplace.
- Continue to deliver the cultural capability action plan and disability service plan.
- Enhance internal communication with a pro-disclosure bias by fostering transparency, seeking employee input, clearly communicating and explaining management decisions, and addressing issues openly and promptly.
- Promote office-wide cohesion through the delivery of office events and collaborative cross-team initiatives.
- Leverage our well-established flexible work arrangements to continue meeting the evolving needs of our workforce.

Our measures of success

- Employees trained as first aid officers
- Compliance with occupational health and safety best practice
- Ensure employees have completed cultural capability training
- Overall employee satisfaction in the demands and keeping you well metrics in the Working for Queensland survey
- Maintenance of high overall employee satisfaction in the Working for Queensland survey

Strategic and sustainable engagement with partners

Our strategies

- Build stronger functional relationships and open channels of communication with DPC, the 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.
- Support departments and agencies as they build policy and legislative development capacity.
- Partner with stakeholders to enhance access to Queensland legislation through initiatives such as instructor training and legislation website training.

Our measures of success

- Ongoing delivery of instructor training sessions
- Ongoing delivery of legislation website training sessions
- Facilitation of meaningful engagement with partners and stakeholders through diverse and collaborative approaches

Empowering innovation and navigating change

Our strategies

- 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.
- Use the Technology Advisory Group (TAG) to generate, review and recommend current and future system enhancements.
- Continually review existing, emerging and future technological trends and systems to advance OQPC business systems.

Our measures of success

- Regular meetings of TAG
- Tracking of system enhancements recommended by TAG
- Ongoing engagement with national and international peers in relation to other relevant cross-jurisdictional developments and innovations