Office of Industrial Relations

Strategic Plan
2018–2022

Our future state –
creative, connected, engaged

Building Queensland’s future by giving all children a
great start, engaging young people in learning, and
creating safe, fair workplaces and communities.

Our world is changing

Digital disruption

- The Internet of Things: everything connected all the time
- By 2021 we will consume 278 exabytes of information every month
- More than 20% of global energy will be renewable with Australia investing $8.8 billion in 2017
- More than 20% of Australians will experience a mental health condition in a 12-month period
- Up to 44% of current jobs may be automated
- More than 40% of the workforce will be employed in the gig economy by 2020
- More than 5 million Queensland residents spread across over 1.7 million km²
- People today will have up to 5 careers

Environment

Globalisation

Social changes

Emerging markets

Safe, fair and productive workplaces and communities

Capable and confident people delivering responsive services

Give all our children a great start

Create jobs in a strong economy

Keep Queenslanders healthy

Keep communities safe

Protect the Great Barrier Reef

Be a responsive government
Safe, fair and productive workplaces and communities

Safe workplaces and homes
We will make sure Queenslanders are safe at work and home by:

- providing practical solutions to current and emerging trends that impact health and safety
- monitoring and improving physical and psychological work environments
- using directed compliance and sanctions to enforce work health and safety and electrical safety laws
- driving safety leadership and culture through education and engagement
- raising awareness of working and living safely around electricity.

All workplaces are fair and productive
We will make sure all workplaces are fair and productive by:

- providing a fair and efficient workers’ compensation scheme and return to work practices that better serve industry and injured workers
- engaging with workers and industry to provide analysis and advice on industrial relations issues
- ensuring compliance with Queensland’s industrial relations laws
- providing advice to government as a partner in the Fair Work system.

Capable and confident people delivering responsive services

A responsive and capable workforce
We will support our people to make a difference by:

- continuing to focus on health, safety and wellbeing in every workplace
- promoting a diverse, inclusive and high-performing service delivery culture through continual improvement
- developing the skills of leaders across service delivery, regulation and business support areas to create a culture of innovation and continual improvement.

Transforming the way we do our business
We will transform our delivery by:

- leveraging innovation, digital technologies and tools to improve our services, and being responsive to community needs and expectations
- using governance to design and align the direction of our work, deliver our purpose and improve our performance
- continuing to mature contemporary regulation to monitor the safety, legislative compliance and quality of services.