



# Queensland Police Service Strategic Workforce Plan 2025 - 2029

## Our values



### INTEGRITY

We are honest, trustworthy and serve the community with the highest standards of professional conduct at all times.



### RESPECT

We treat everyone fairly and with dignity, embrace diversity, and consider and value all perspectives.



### COURAGE

We serve in the face of adversity and lead by example.

## Our vision

A safer, more resilient Queensland.

## Our purpose

Keeping our community safe and feeling safe.

The Queensland Police Service is responsible for the functions of:

- Policing and community safety
- State Emergency Service (SES)
- Marine Rescue Queensland (MRQ)



## Opportunities

- Harnessing the talent and expertise of our workforce to enhance our resilience and meet future demand.
- Embracing technology to optimise new and better ways of working.
- Leveraging changes in how we work to maximise our workforce potential.
- Implementing recommendations to drive reform and build a more inclusive workplace culture.

## Risks

- Addressing complex issues impacting our workforce, including safety, wellbeing and psychological health.
- Building and aligning capacity and capability to meet demand aligned with government fiscal priorities.
- Attracting and retaining talent in a highly competitive labour market and declining volunteerism.
- Declining community trust and confidence in the integrity and professionalism of policing.

## Our people

Our paid workforce  
**19,579**

Police  
12,697

Male	71.8%
Female	28.2%
Other	<0.1%

Staff  
6,151

Male	39.0%
Female	61.0%
Other	<0.1%

Recruits  
731

Male	67.7%
Female	32.3%

Our volunteer workforce  
**6,226**

SES  
5,404

Male	60.5%
Female	39.4%
Other	<0.1%

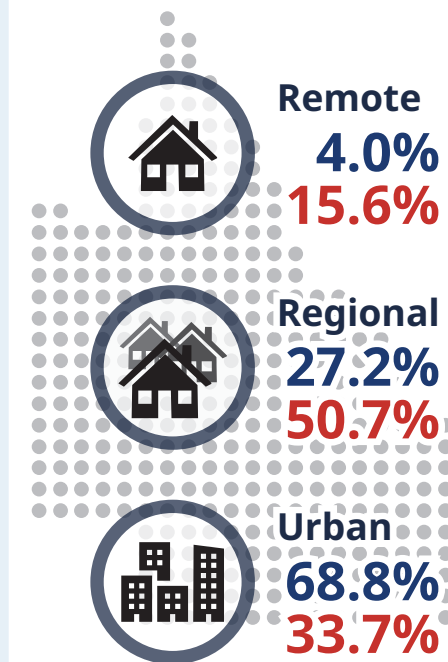
MRQ  
629

Male	78.1%
Female	21.3%
Other	0.6%

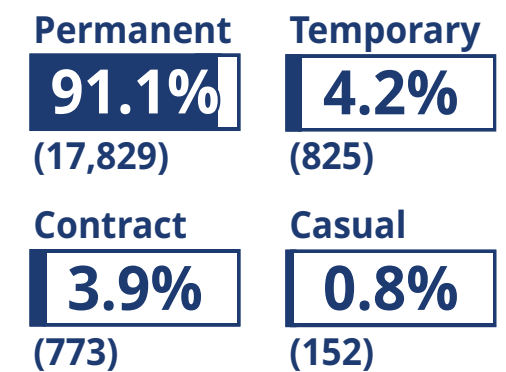
ViPs  
193

Male	47.2%
Female	52.8%

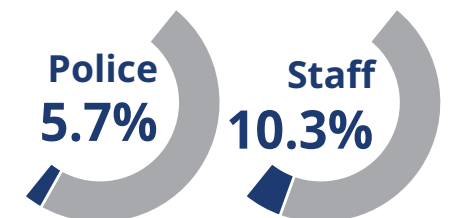
## Location



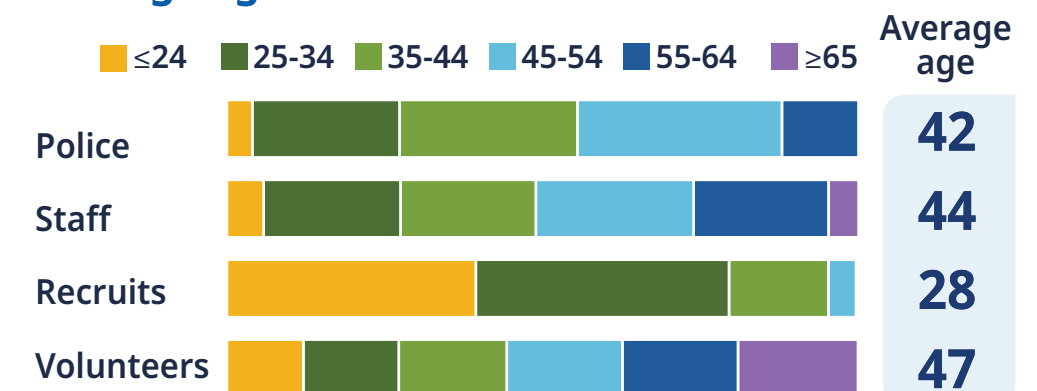
## Employment status



## Attrition rate



## Average age and distribution



Diversity (our paid workforce)	Our target	Our HR data	WfQ 2024
First Nations	4%	2.7%	3.6%
Non-operational staff members with disability	6%	4.8%	11.3%
Culturally and linguistically diverse	8%	8.0%	19.1%
Women in leadership	30%	32.3%	

Note: Workforce data as at 30 June 2025 | Definitions: ViPs - Volunteers in Policing; WfQ - Working for Queensland

## Acknowledgement of Country

The Queensland Police Service respectfully acknowledges First Nations peoples as the Traditional Owners and Custodians of Queensland. We recognise their connection to land, sea and community. We pay our respects to them, their cultures, and to their Elders past, present and emerging.

## Our Human Rights Commitment

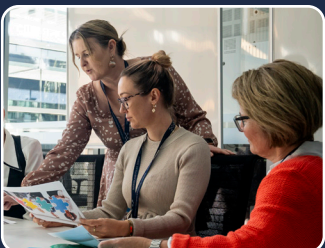
The Queensland Police Service is committed to respecting, protecting and promoting human rights in our decision-making and actions.



## Healthy and engaged workforce

Build an engaged and capable workforce with health, safety and wellbeing of our people a priority.

- Keep our people safe and feeling supported, embedding a shared responsibility for prioritising wellbeing.
- Grow a capable workforce that represents and understands the community we serve.
- Develop authentic leaders who empower and engage our people.
- Build a more connected and inclusive workplace that reflects our values.



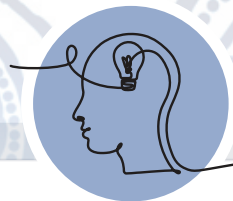
# How we will support delivery of our objectives



## Our work

Our ways of working inspire trust.

- A1.** Building our capability to deliver better services.
- A2.** Strengthening partnerships across government, private sector and community.
- A3.** Leveraging opportunities and emerging technology.
- A4.** Developing insights through smarter use of research, analytics and intelligence.



## Our workforce

Our people are ready to meet any challenge.

- B1.** Developing authentic leadership that reflects the community we serve.
- B2.** Empowering our people with opportunities to embrace continual learning.
- B3.** Strengthening our recruitment and retention strategies to attract and support diverse talent and expertise.
- B4.** Enhancing our development and performance management framework.



## Our workplace

Our workplaces support our people to serve their community.

- C1.** Prioritising the health, safety and wellbeing of our people.
- C2.** Fostering a respectful, inclusive and culturally safe workplace that reflects our values.
- C3.** Growing our workforce planning capability to prepare for the future.
- C4.** Embracing opportunities to increase flexibility and drive more innovative approaches to how we work.

## Performance measures



Employee engagement



Volunteer engagement



Delivery of police personnel



Outcomes & initiatives delivered



Workforce data & analytics