



# Queensland Police Service STRATEGIC PLAN 2026–30

## 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.

The Queensland Police Service is responsible for the functions of:

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



We value and respect Aboriginal and Torres Strait Islander cultures in all that we do. We respect, protect and promote human rights in our decision-making and actions.

## Our Objectives:



### Supported Workforce

A safe, capable and inclusive workforce supported and equipped to deliver effective frontline and specialist services for our community.



### Safer Communities

People and places are safer, with policing, emergency and rescue services that are responsive, victim-centred, locally informed and delivered.



### Trusted Relationships

Connected partnerships, open engagement and accountable services that strengthen public safety and confidence.



### Modern Services

Resources, reform, technology and innovation are aligned to strengthen frontline and specialist capability, evolve service delivery and support responsible stewardship of public resources.

## Opportunities

Strengthening trust and legitimacy through transparency and community engagement.

Harnessing technology and data insights to enhance policing capability and effectiveness.

Driving workforce transformation, promoting inclusion and prioritising health and wellbeing.

Expanding interagency and international partnerships to improve community safety outcomes.

Building resilience to environmental impacts and major events.

Enhancing financial sustainability and driving service innovation based on evidence and impact.

## Risks

Accelerating societal fragmentation and erosion of trust and confidence in police.

Rapid technological change outpacing law enforcement capability.

Workforce health, safety and wellbeing gaps undermining organisational capability and continuity.

Escalating social pressures and system challenges risk overwhelming frontline capacity.

Emerging cyber and technology-driven harms undermining community safety.

Delivering critical services amid tightening fiscal constraints.



# How we plan to deliver our objectives:



## Supported Workforce

A safe, capable and inclusive workforce supported and equipped to deliver effective frontline and specialist services for our community.



### Strategies

- Prioritise the health, safety and wellbeing of our people.
- Strengthen workforce recruitment, retention and development.
- Develop values-based and future-ready leaders at every level.
- Build a culture of belonging and inclusion.

### Performance indicators

- Percentage of employee and SES and MRQ volunteer levels of agency engagement in relation to motivation, inspiration and pride.
- Percentage of employees who have a positive perception of leadership and workplace culture.
- Percentage of our workforce in with QPS diversity targets.
- Percentage of employees who feel the organisation places a value on their health, safety and wellbeing.
- Rate of unplanned police office attrition.



## Safer Communities

People and places are safer, with policing, emergency and rescue services that are responsive, victim-centred, locally informed and delivered.



### Strategies

- Support victims with action, safety, and dignity.
- Reduce crime and prevent harm.
- Build our services around local community needs.
- Target complex and emerging threats.

### Performance indicators

- Rate of crime victims and repeat crime victimisation.
- Percentage of offences against the person, offences against property and good order offences cleared within 30 days.
- Rate of road crash fatalities and hospitalisations.
- Rate of domestic and family violence related offences.
- Proportion of young offenders subject to a diversion who do not reoffend within the following 24 months.
- Percentage of successful prosecutions.



## Trusted Relationships

Connected partnerships, open engagement and accountable services that strengthen public safety and confidence.



### Strategies

- Work with partners to deliver community safety together.
- Deliver coordinated services with strong governance, transparency and accountability.
- Communicate, educate and engage with communities.

### Performance indicators

- Rate of complaints against police.
- Percentage of employees who have a positive perception of leadership that models ethical behaviour and promotes innovation.



## Modern Services

Resources, reform, technology and innovation are aligned to strengthen frontline and specialist capability, evolve service delivery and support responsible stewardship of public resources.



### Strategies

- Ensure the right resources are in the right place, at the right time.
- Leverage digital, data and trusted artificial intelligence to serve smarter.
- Continually optimise our systems through evidence-informed investment.

### Performance indicators

- Percentage of code 1 and 2 incidents attended within 12 minutes (Triple Zero calls only).
- Percentage of disaster management training participants with enhanced capability.
- Percentage of statewide SES and MRQ volunteers that meet minimum operational training requirements.
- Cost of police services per person.

