

RSHQ Equity and Diversity Action Plan 2024 - 2025

RSHQ's vision is for zero serious harm in the resources sector in Queensland. Our purpose is to regulate, educate and assist industry in meeting its obligations to protect and promote the safety and health of persons from risks associated with mining, quarrying, explosives, and petroleum and gas.

To be an effective regulator, RSHQ recognises that we need a high level of professional competence in our workforce, which is strengthened by attracting, developing, and retaining the best people. Across RSHQ, this involves building and supporting a strong, diverse workforce with a broad range of qualifications, experience, knowledge, and skills that is representative of the community of Queensland that we serve.

RSHQ is committed to building a safe, healthy, supportive, and inclusive workplace for our own people, where we invest, retain, and grow our people. As a Queensland public sector agency, RSHQ adopts the sector targets for a more diverse and equitable workforce into the future. We have five key focus areas to contribute to this:

- **Wellbeing, Health, and Safety:** Workplace safety and wellbeing is a shared responsibility and prioritising psychological, physical, and social wellbeing is a key accountability of all of our people.
- **Leadership:** Leaders at all levels role model and demonstrate behaviours that encourage a culture of equity, respect and belonging, healthy work-life balance and wellbeing strategies.
- **Cultural Capability:** Programs and capability development plans ensure awareness and understanding of equity and diversity in the workplace and the benefits that arise from actions in this area are identified and discussed.
- **Employee Lifecycle:** We value our people throughout their employee lifecycle and demonstrate efficient and effective practises that enhance the equity and diversity of our workforce.
- **Workforce Composition:** Greater workforce representation and participation of identified diversity groups.

Equity and Diversity Report



RSHQ has completed its first Equity and Diversity Audit and Report. This action plan outlines how we plan to address our findings. This action plan will be reviewed and refreshed annually to ensure it remains relevant and appropriate to the changing needs of the Agency.

Key findings from our report can be summarised into three elements to drive cultural change:

- **Habits.** We foster ways, methods and systems of functioning that encourage people to work together and contribute to a respectful and inclusive workplace that values and celebrates diverse views, experiences and backgrounds.
- **Priorities.** We build and encourage workforce capability that educate on and support inclusive cultures, address skills gaps and embeds behavioural change.
- **Systems.** We integrate our vision and goals into systems and process across our agency and our workforce to inform decision making and strategies to target key focus areas.

RSHQ workforce representation across identified target groups	MOHRI	Working for Queensland 2023	RSHQ and sector target
Women in leadership roles (SO)	31.25%	N/A	50%
Women in leadership roles (Executive)	37.5%	N/A	50%
Aboriginal peoples and Torres Strait Islander peoples	0%	0%	4%
Cultural and Linguistically Diverse (CALD) 2 – speak a language at home other than English	1.65%	15%	12%
People with a disability	2.2%	11%	12%

Data has been collected across RSHQ to substantiate the findings in this report. Primary sources of workforce data include the *Mandatory Obligatory Human Resource Information (MOHR)I data set (September 2022 and September 2023) provided by the PSC, which has RSHQ staff classifications represented based on their equivalence to the Administration Officer (AO) scale. Results from the 2022 and 2023 **WfQ surveys, the Public Sector employee engagement survey, also provide a rich source of qualitative and quantitative information.

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Focus area	Habits	Priorities	Systems	Measure	Timeframe
Wellbeing Health and Safety	Identify for all employees and candidates the workplace adjustments available and generate confidence to access them.	Develop employee capability in identifying and responding to problematic behaviour in the workplace that minimises equity and inclusion.	Design and develop a Wellbeing, Health and Safety ecosystem that demonstrates clear linkage to all facets of wellbeing, health, and safety across and within RSHQ providing clear line of sight between individual programs and strategic objectives.	<ul style="list-style-type: none"> Working for Queensland responses from people identifying with disability. Working for Queensland agency specific question responses. Participation in capability development program. Design and develop Wellbeing, Health and Safety ecosystem. 	<ul style="list-style-type: none"> 2024 2024 2024 2024 - 25
Leadership	Progress Queensland Government obligations on demonstrating positive duty to prevent and address sexual harassment in the Queensland public sector as part of providing healthy and safe workplaces for all employees, visitors, and contractors.	Demonstrate respect, protection and promotion of human rights in our decision-making and actions.	Produce contemporary approaches to Workplace Adjustment that provides for inclusion and success in the workplace.	<ul style="list-style-type: none"> Key Performance Indicators for all Executive, leaders and staff to meet the deliverable in the E&D action plan. Working for Queensland responses on safety and inclusion. Participation in capability development programs. Actively promote and educate on the Human Rights Act and promote AHRS programs and initiatives. Actively promote and educate positive duty obligations of Preventing and responding to workplace sexual harassment (Directive 12/23) by meeting the activities and actions outlined in the training plan. Actively promote and educate Workplace Adjustment Policy, Procedure and Guidelines for managers and staff. Assign an RSHQ Equity and Diversity Champion to sponsor initiatives, events, and key messaging. 	<ul style="list-style-type: none"> 2024 - 25 2024 2024 2024 2024 - 25 2024 2024
Cultural Capability	Participate in capability development programs available that raise awareness on inclusion and diversity and identified ways to reinforce positive interactions and ways to respectfully address problematic behaviour.	Create an organisation-wide consolidated strategic People Capability Framework for leadership, capability, performance, and wellbeing to enable and enhance an expert exemplar regulator.	Produce communication and awareness methods that promote equity and diversity, targets, reporting and data capture including the purpose and process for the diversity census.	<ul style="list-style-type: none"> Working for Queensland responses on safety and inclusion. Participation in capability development programs. People Capability Framework designed. Increased data available in both the E&D Census and Working for Queensland. Stand up an Equity and Diversity Employee Reference Group. 	<ul style="list-style-type: none"> 2024 2024 2024 - 25 2024 - 25 2024
Employee Lifecycle	Demonstrate application of recruitment and selection principles in line with the Public Sector Act 22 and Recruitment and Selection (Directive 07/23).	Develop a current and future focussed approach for RSHQ to build a pipeline that feeds and supports a diverse and experienced workforce.	Design capability development resources, key messaging and supporting collateral that exemplars equity, diversity and inclusion incorporated into stages of employee lifecycles.	<ul style="list-style-type: none"> Working for Queensland responses on recruitment and selection processes. Design Pilot pipeline program for Inspector roles. Number and success of targeted recruitment activities. Increased data available in both the E&D Census and Working for Queensland. Implement a diversity and inclusion module to be included in induction and onboarding processes. 	<ul style="list-style-type: none"> 2024 2025 2024 - 25 2024 -25 2024-25
Workforce Composition	Recognise diversity groups and the benefits of inclusion by providing opportunities to acknowledge and celebrate days of significance and campaigns.	Develop cultural capability development programs and plans that educate and raise awareness on safety and inclusion of identified diversity groups.	Design a suite of metrics and reporting for Executive Leaders to support accountability for achievement of diversity targets across all business groups and agency.	<ul style="list-style-type: none"> Calendar of days of significance, campaigns and opportunities to engage provided and promoted. Participation in events and activities. Working for Queensland responses from identified diversity groups. Develop HR Dashboard. Develop and deliver on actions in detailed E&D implementation and action plan. 	<ul style="list-style-type: none"> 2024 2024 2024 2025 2024 - 25