

# Department of Energy and Public Works Strategic Plan 2022–2026

## OUR VISION

Generating and building a sustainable future for all Queenslanders

## OUR PURPOSE

Power. Build. Buy. Together. For Queensland.

We are playing a significant role in Queensland's future



**Employment** – create more job opportunities for industries and local business, especially in regional areas



**Emissions reduction** – help achieve a greener, more sustainable future



**Brisbane 2032** – contribute to a successful carbon neutral Olympic and Paralympic Games



### Human rights

We are committed to respecting, protecting and promoting human rights in all that we do and the decisions that we make.



### Acknowledgement of Country

We pay our respects to the First Peoples – the Traditional Owners of the lands, their spirits and their legacy. We recognise their continuing connection to land, water and community. We pay respect to the Elders and acknowledge the hope, strength, inspiration and courage of current and future generations in creating a better Queensland.



## OUR STRONG FOUNDATIONS TO ENABLE DELIVERY

### Objective: EPW working together

Build a capable workforce with fit-for-purpose systems, and establish our department as an employer of choice with a strong and trusted brand.

#### Our performance indicators

- Increase in staff completing human rights training
- Improvement in Working for Queensland survey results – leadership, learning and development, health and wellbeing
- Critical information assets with a current threat and risk assessment

#### Target

Improved performance  
Improved performance  
75%

### Our strategies

#### Capable workforce

- Understand our future workforce needs so we recruit, grow and retain our people with the capabilities and skills we need

#### Positive culture

- Build a positive culture that protects and promotes human rights, diversity and the health, safety and wellbeing of our people

#### Fit-for-purpose systems

- Create digital roadmaps to support our long-term objectives, ensuring contemporary systems and processes are in place and our information is secure, protected and trusted

#### Better connections

- Build on our proud history as an agency trusted by stakeholders and customers alike to communicate effectively with Queenslanders

#### Good governance

- Ensure our governance structures enable effective oversight by accountable leaders, and we perform well and behave ethically to achieve our objectives

### Our values



Customers first



Empower people



Ideas into action



Unleash potential



Be courageous



Healthy and safe workplace

The agency supports Government's objectives for the community



**Good jobs:** Good, secure jobs in our traditional and emerging industries



**Better services:** Deliver even better services right across Queensland



**Great lifestyle:** Protect and enhance our Queensland lifestyle as we grow



**Queensland  
Government**

# OUR OBJECTIVES AND STRATEGIES



## Objective: An affordable, cleaner energy future

Strategic drivers:  
Energy Plan  
Hydrogen Strategy

Ensure reliable, sustainable and affordable energy services are delivered to Queenslanders and support the growth of the hydrogen industry

### Our strategies

#### Set the foundations

- Deliver an Energy Plan to transform Queensland's supply, grid and storage, and ensure we progress towards our renewable energy and whole-of-government emissions targets

#### Energy system of the future

- Establish three renewable energy zones with a pipeline of renewable energy projects works
- Power Queensland by ensuring investment in supply, storage and transmission networks

#### Opportunities for communities and industries

- Promote and manage the opportunities and benefits arising through energy system investment and transformation

#### Empowered customers

- Promote and empower customers to be part of Queensland's energy transformation in their homes and businesses, and support the switch to small-scale renewable energy options

#### Hydrogen leader

- Grow a competitive hydrogen industry through infrastructure development and renewable hydrogen production to achieve greater domestic demand and establish new export markets
- Establish the right regulatory environment to support infrastructure development and growth of the hydrogen industry

### Our performance indicators

- |                                                                         |                      |               |
|-------------------------------------------------------------------------|----------------------|---------------|
| Renewable energy as a percentage of total energy consumed in Queensland | 23%                  | <b>Target</b> |
| Average time of energy (electricity and gas) licensing assessment       | <120 days            |               |
| Increased investment in renewable energy in Queensland                  | Improved performance |               |



## Objective: Building for Queensland's future

Strategic driver:  
Queensland  
Building Plan

Be the trusted experts to government and industry for excellence in building and design, industry regulatory reform, and government building and accommodation

### Our strategies

#### Building and design

- Lead contemporary and innovative building policy, design, project management and investment for government
- Work with industry to address challenges in the building and construction sector and advance future opportunities
- Support major project pipelines, including infrastructure for Brisbane 2032 Olympic and Paralympic Games and prioritise local workers and content
- Continue to build whole-of-government guidance documentation and training programs for project and contract management consistent with contemporary practices

#### Rebuilding QBuild

- Leverage a strong and skilled workforce for whole-of-life asset management of government buildings, especially in regional and remote areas

#### Building sustainability and resilient homes

- Improve sustainable building practices, including emissions reduction initiatives
- Create more resilience in Queensland homes and communities through the Resilient Homes Fund

#### Greater diversity

- Attract and retain people of diverse backgrounds, and as an employer of choice, lead by example to influence industry employment behaviours

#### Building regulation

- Embed policy and legislative reforms to improve the safety and fairness of the building and construction industry, give security of payment to subcontractors, and protect the health and safety of Queenslanders

### Our performance indicators

- |                                                                                   |     |               |
|-----------------------------------------------------------------------------------|-----|---------------|
| Energy performance of government office accommodation                             | 80% | <b>Target</b> |
| Client satisfaction with QBuild                                                   | 70% |               |
| Outsourced maintenance spend on QBuild's clients' facilities with local suppliers | 80% |               |
| QBuild apprentice completions                                                     | 60% |               |
| Local workers inducted on major project sites                                     | 85% |               |



## Objective: Nation-leading procurement

Strategic driver:  
Buy Queensland

Prioritise Queensland businesses and jobs through leading-edge procurement practices that consider environmental, social and governance factors

### Our strategies

#### Government procurement leader

- Embed the *Buy Queensland* approach by maturing the procurement capabilities of government agencies
- Increase the transition of government electricity arrangements to renewable sources
- Create a framework to drive sound governance for Brisbane 2032 Olympic and Paralympic Games procurement

#### QFleet - Fleet management leader

- Identify future mobility opportunities in government service delivery and transform the government's fleet to low emission options
- Deliver value for money, fit-for-purpose, safe vehicles
- Provide government advisory and reporting services to optimise fleet efficiency and utilisation

#### Strong industry

- Build supplier capacity to do business with government, and provide forward procurement pipelines
- Deliver the *Buy Queensland* approach so government continues to do business with ethical, environmentally and socially responsible suppliers

### Our performance indicators

- |                                                                 |      |               |
|-----------------------------------------------------------------|------|---------------|
| Eligible QFleet passenger vehicles to be zero emissions by 2026 | 100% | <b>Target</b> |
| Overall customer (agency) satisfaction with enabling activities | 90%  |               |



## Opportunities to pursue

- Sustainability** – in an increasingly socially conscious world, integrate environmental, social and governance factors into how we do our business to support our economy and advance the sustainable development of our regions
- Organisational resilience** – use lessons learned through the pandemic and severe disaster events to evolve our operating models, enhance our ability to respond to change, and build confidence in government services
- Analytics and insights** – harness the power of research, data analytics and insights and the use of new technologies to innovate and improve decision-making
- Investment** – position Queensland to attract investments, encourage public and private collaborations in emerging industries to create jobs, and support industries to produce and use innovative technologies

## How we manage our strategic risks

- Lack of capacity and capability** – invest in our people to build capacity and the right capabilities
- Failure to consider safety and wellbeing** – provide a safe and healthy work environment that considers the physical, psychological, social and financial wellbeing of our people
- Inadequate or ineffective ICT and business systems** – invest in our ICT framework and digital roadmaps to leverage technologies, build capability for contemporary work practices, and ensure secure, effective systems
- Failure to address emissions** – formulate decarbonisation activities with an understanding of systemic interdependencies, to stimulate market solutions and jobs for the future, while building consumer and investor confidence

