

# Our people

## *Workforce profile*

The total number of Full-Time Equivalent (FTE) employees for IGEM was 19.85 as at 30 June 2021.

IGEM's separation rate for permanent employees (excludes contract employees) for the period 1 July 2020 to 30 June 2021 was 15.8%.

## Strategic workforce planning and performance

### *Planning*

IGEM's strategic, operational and performance planning processes continued to be aligned.

A draft Strategic Workforce Plan was prepared in line with the Public Service Commission's 10-year human capital outlook and 3-year human capital strategic roadmap. Executive management and IGEM employees were consulted about the plan and work to progress it will continue into the 2021–22 financial year.

### *Performance management and development*

IGEM remained committed to developing its employees and enhancing workforce capability by encouraging a learning culture.

IGEM continued to implement the Leadership Competencies for Queensland and supported two employees to participate in the Executive Challenge Academy course.

New employees were inducted into IGEM. Induction covered issues such as performance expectations. New employees also received information about programs such as those that promote diversity and equity, ethics and risk management, prevention of domestic and family violence, and health and safety support.

### *Inclusion and diversity*

IGEM remained committed to ensuring a focus on inclusion and diversity in the workplace and its work program. During 2020–21, IGEM's key achievements included:

- delivery of the Aboriginal and Torres Strait Islander Cultural Capability Plan 2019–21 through participation in the Culture and Reconciliation Working Group and COVID-19 working groups of the SDCG including the COVID-19 Remote Community Working Group

- co-designing First Nations consultation for the K'gari (Fraser Island) Bushfire Review with the Butchulla Aboriginal Corporation to ensure the consultation was inclusive and respectful, and contributed to review findings and recommendations

- participated in the Leading Women: the Public Safety and Integrity Agencies Network, including the Art of Resilience event in August 2020 and the Rise and Define event in May 2021

- presenting IGEM awards for the International Women's Day Champion of Change and participating in a live panel discussion in March 2021.

- promoting a culture of respect, gender equity and equality and support for those affected by domestic and family violence.

### *Health, safety and employee wellbeing*

IGEM's employee health and wellbeing continued to be an important part of the COVID-19 response. IGEM delivered its work program while supporting employees to work flexibly.

Access to professional, confidential and independent counselling through the Employee Assistance Program was promoted and made available to IGEM's employees and their immediate family members.

The PSBA assisted IGEM to support the early and safe return of ill and injured employees to meaningful and productive work as required.

### **Early retirement, redundancy and retrenchment**

No early retirement, redundancy or retrenchment packages were paid to employees of IGEM during the period 1 July 2020 to 30 June 2021.