

we are **RESOURCES**

#makeadifference



Are you ready to #makeadifference?



When you join the public sector,
you do it because you want to make
an impact, to make a change.

Being part of the
Department of Resources means
access to a broad range of benefits
and opportunities.

This information guide will give you a
better understanding of what we do,
our culture, and what we have to offer.

Resources is a major contributor to economic opportunities for Queensland.

We are a 1500 strong, passionate and skilled workforce spread over 41 locations across Queensland.

We help the government and community make the best use of our renewable and non-renewable land, mineral and energy resources. We play a lead role in shaping a sustainable and positive future for Queensland.

We do this by delivering a broad range of services across Land and Property, Mining and Exploration, as well as Data and Mapping.

Our work is important, and we are proud of the positive impact we have on the lives of Queenslanders.

We work collaboratively toward a shared vision and purpose.



OUR VISION

We will be an influential economic department that advocates in the public interest



OUR PURPOSE

To capitalise on Queensland's resources for sustainable economic prosperity and just outcomes

How we **WORK**

We offer a broad range of benefits.

From flexible work arrangements, health and wellness programs, leave options and tax saving salary packaging options.

These benefits contribute to fostering a healthy, fun and successful work culture.

Work-life balance at Resources

Our standard work-week is 36.25 hours, Monday to Friday.

Salaries are paid fortnightly, providing flexibility for effectively managing your personal time and financial commitments.

Flexibility is fundamental...

In creating an innovative and diverse workforce, one that can respond to emerging priorities and meet the needs of our customers.

At Resources, the Queensland public sector flex-connect framework provides options for how to best balance work and life.

We encourage and support:

- Flexible start and finish times
- Compressed working hours
- Work from home / telecommuting
- Part-time or job share opportunities

Comprehensive leave entitlements

Our staff are entitled to legislated leave. Your leave is calculated proportionally depending on whether you are full-time or part-time.

These leave options are available to public service employees:

- Parental leave: Receive 14 weeks of paid maternity/adoption leave after 12 months of continuous service. (No waiting period for unpaid parental leave)
- Long service leave: Accrue up to 1.3 weeks per year after 7 years of continuous service.
- Purchased leave: Option to purchase up to 6 extra weeks of leave annually.
- Recreational leave: Enjoy 4 weeks of annual leave with 5 weeks in select regional locations.
- Sick leave: receive 10 working days per completed year, proportional for incomplete years.
- Special leave: various categories are available including blood or platelet donations, volunteering, emergency and bereavement leave.

What's in it for **YOU?**

Our remuneration structures, [Awards](#), [Certified Agreements](#) and [Employment Security policies](#) are regularly reviewed and offer generous annual pay increments and increases.

Relocation assistance

With over 40 work centres, our opportunities are state-wide. We offer a range of support options which may include assistance with relocation costs such as temporary accommodation, storage and vehicle uplift.

Additional allowance for regional locations

Additional fortnightly locality allowance and designated rural and remote community bonus payments, are available across many of our regional based work centres.



Life-long **LEARNING**

We are committed to creating a contemporary workforce set apart by its expertise, innovation, collaboration and leadership.

We commit to supporting your individual development and career aspirations by continuing to invest in a range of learning platforms, support services and practical resources.

We offer a range of specialised learning and development programs to help reach your full potential.

LeadR

Our strengths-based leadership program.

Unique in its design, LeadR is a flexible journey of foundation modules, workshops, masterclasses and small group coaching sessions. The program focuses on the skills you need to know to drive performance, build a courageous culture, and empower you as a leader. With these skills you'll be able to inspire, innovate and advocate with integrity.

GROW coaching

Designed to help staff improve the impact of day-to-day conversations, driving greater accountability and engagement.

Business acumen

Focusing not only on the skills you need as a leader, giving you the practical knowledge and understanding of how to most effectively engage, collaborate and operate across Resources.

Develop performance with



My PDA

Unlock learning opportunities with

LinkedIn Learning

Navigate mandatory and technical content using

iLearn

Your **health** and **wellbeing** matters

Healthy and happy employees lead to a more productive culture. We will support your wellbeing journey.

Employee Assistance Programs (EAP)

We recognise that at certain times, everyone faces difficulties and demands that impact both personal and professional life. To support our staff during these times, we offer access to our Employee Assistance Program. This is a free, confidential service from an external provider, that connects Resources employees and their families with experienced counselling professionals.

All employees and their immediate family members are entitled to use up to four free sessions per issue per calendar year. Additional sessions may be accessed if required.

Managers can seek specialised advice, coaching and support through MyCoach for People Leaders and MyCoach for Executives. These services are resourced by the most senior consultants, who have extensive experience in staff and organisational issues.

EAP for First Nations

Recognising unique needs, we have partnered with **Gallang Place** EAP to offer an enhanced Employee Assistance Program for Aboriginal and Torres Strait Islander peoples. This specialised program supplements our existing EAP support and provides targeted assistance through confidential counselling services.

Fitness Passport

To support your fitness goals, we offer the 'Your Fitness Passport' Membership.

This grants access to various gyms and pools at a discounted rate. This benefits also extends to your family members too!

Together, we are **RESOURCES**

Resources is committed to championing an inclusive culture that promotes diversity, dignity and respect.

Our commitment to inclusion, equity and diversity is not only the right thing to do but is fundamental to the success of our business.

Our Equity and Diversity Strategy, Cultural Capability Action Plan and Walk the Talk plan will give you a detailed understanding of how we are bringing this commitment to life, the work we are doing on our journey, and achievements we are proud of, and the continued work that guides our journey.

Employee Networks

Employees are encouraged to participate in a range of activities and networks that champion Inclusion, Equity and Diversity. Our employee networks play a crucial role in ensuring that lived-experience, insights, advice, and co-design are incorporated into the development and implementation of our strategies and plans.

In everything we do and decide, we respect, protect and promote human rights in our workplace and work for enduring cultural change in the Queensland public sector and self-determination for First Nations peoples

Help make change

We want you to play a role in creating meaningful change in both your personal and professional communities. There are many options available for you to contribute.

- Volunteer for charities (with access to paid leave)
- Support community disaster recovery through Ready Reserves and Community Recovery
- Contribute to our Staff Alliance – a fund established to provide support to our colleagues affected by tragedy or facing difficult times.

Want to know **MORE?**

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