OUR PEOPLE MATTER

Consultation Outcomes

Mount Isa Workshop

31 May 2017

From May – September 2017 the Queensland Police Service, together with all Unions, undertook a formal consultation process with employees and their family members to inform the development of the Our People Matter Strategy.

Healthy Bodies

- Time to exercise during rostered hours
- Subsidised gym memberships
- Health checks
- Ergonomic work stations (e.g. stand up work desks)
- Mandatory fitness testing
- Fatigue management education
- Gym equipment in stations
- Nutritional information and advice
- Education on shift work preparation (e.g. sleep, diet, exercise)
- Education on internal health and fitness services already available

Healthy Minds

- Pre-retirement support and preparation
- Access to support options post-retirement
- Education on support options available
- Debrief, support and follow up after a major incident or workplace/home injury
- Employ a HSO for Mount Isa District
- Appropriate selection of PSOs
- Management of disengaged/disgruntled employees
- Family access to QPS support services
- All ranks included in decision making
- Mental health ‘check ups’

Safer Workplaces

- Climate appropriate and suitable equipment, uniforms and vehicles
- First aid kits in police vehicles
- Improved station security
- QLiTE issued to all officers
- Rifles in police vehicles
- More computers
- More training and development opportunities in remote locations
- Body worn cameras issued to all officers
- Review of police housing standards
- Timely maintenance of stations and police housing

Fair and Positive Workplaces

- Review of compulsory age retirement
- Financial advice and assistance
- Option to complete higher duties remotely where direct supervision not required
- Greater access to career breaks
- Increased marketing of country service
- Flexible work arrangements and rostering
- Subsides for housing and flights
- Career planning and leadership courses
- Tax free Remote Locality Incentive Payment
- Discourage unpaid overtime
- Better access to child care options
- Flexible and equitable rostering
- Family support when transferred remotely

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