

QRIDA workforce profile

The multitude of schemes QRIDA administers require a highly flexible and agile workforce.

QRIDA maintains a core permanent workforce which is supplemented by temporary officers and contract staff when required. This allows QRIDA to ensure staffing levels and resources are highly flexible and maintained at optimal levels, appropriate to organisational requirements.

The QRIDA workforce profile as at 30 June 2026 is as follows:

Table 1a: QRIDA employees by employment type as at 30 June 2026

	2024-25	2025-26	Movement
Permanent	142.20	143.26	↑
Temporary	47.90	47.98	↑
Total (FTE)	190.10	191.24	↑

Table 1b: QRIDA employees by level as at 30 June 2026

	2024-25	2025-26	Movement
Management (A07 and above)	38.27	45.13	↑
Professional (A05/6)	94.46	92.86	↓
Administrative (to A04)	57.37	53.25	↓
Total (FTE)	190.10	191.24	↑

Table 2: Workforce diversity data

Gender	Number ¹ (headcount)	Percentage of total workforce (calculated on headcount)
Women	114	56.71%
Men	87	43.29%
Non-binary	0	0%
Diversity groups	Number (headcount)	Percentage of total workforce (calculated on headcount) ²
Women	114	56.71%
Aboriginal Peoples and Torres Strait Islander Peoples	<5	2.49% ³
People with disability	<5	2.49% ³
Culturally and Linguistically Diverse – Speak a language at home other than English [^]	5	2.49%
Women in leadership roles	Women (headcount)	Woman as percentage of total leadership cohort (calculated on headcount)
Senior Officers (Classified and s122 equivalent combined)	0	0%
Senior Executive Service and Chief Executives (Classified and s122 equivalent combined)	1	20%

¹ To ensure privacy, in tables where there are less than 5 respondents in a category, specific numbers should be replaced by <5

² Only voluntary declared responses expressed as percentage of total headcount

³ Percentage based on a rounded-up figure of 5 for privacy purposes

[^] This includes Aboriginal and Torres Strait Islander languages or Australian South Sea Islander languages spoken at home

Engagement

QRIDA achieved an engagement score of 75 per cent favourable in the 2025 WfQ Survey. The result continues a year-on-year increase trend, reflecting a 3 per cent increase on the 2024 survey result, 8 per cent increase since 2023 and 12 per cent increase since 2022.

The WfQ Survey is conducted annually by the Queensland Public Sector Commission (QPSC) to collect confidential attitude and opinion information from public sector employees. The employee engagement measure is established by the QPSC and incorporates five questions capturing employee experiences of pride, advocacy, discretionary effort and personal attachment.

QRIDA is committed to prioritising positive workplace change, creating safe, respectful workplace environments, and enabling employees to thrive and deliver for the Queensland community. The survey plays a critical role in guiding the development of activities and initiatives to enable and support our people to provide better outcomes for Queenslanders through accountability, transparency and performance.

In 2025-2026, QRIDA again recognised staff who reached key tenure milestones and acknowledged their contributions to the organisation. In total, 42 staff were recognised for service ranging from five to 30 years.

Recruitment

QRIDA undertook a number of recruitment campaigns spanning multiple disciplines to ensure effective service delivery. This included both permanent and temporary employees in order to service program outcomes and effective support services.

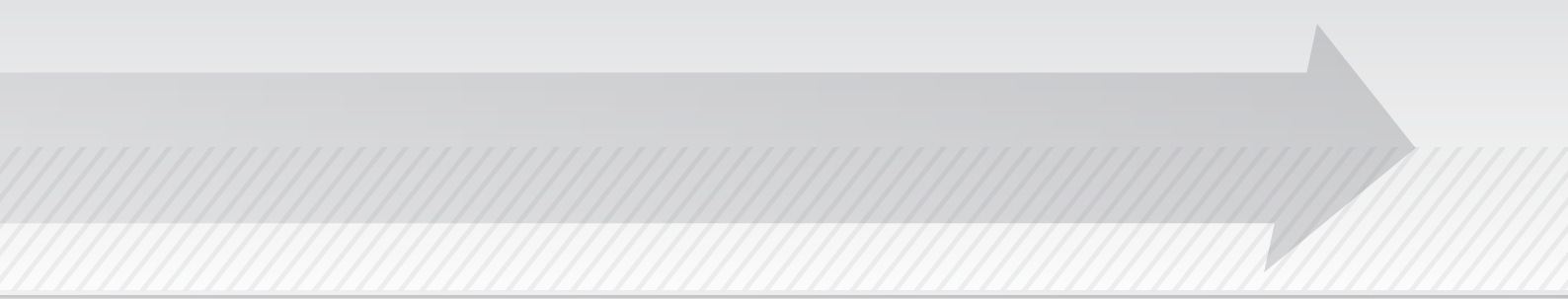
Early retirement, redundancy and retrenchment

There were no redundancy, early retirement or retrenchment packages paid during the 2025-2026 period.

Professional development

QRIDA continues to support the workforce with a variety of professional development opportunities via a range of learning methods. These include the following:

- online induction with over 96 per cent completion rate
- online core (compliance) annual training with over 91 per cent completion rate
- targeted, role specific training where required – via virtual, face-to-face or hybrid delivery
- a bespoke Graduate and Emerging Leadership program – face to face delivery
- ASPIRE study assistance for those studying tertiary education.



In addition, QRIDA's Career and Performance Development Plan (C&PDP) process commences in July each year. During 2025-2026 QRIDA continued to use an online platform to record the C&PDP, which supports both formal and informal performance conversations. It also provides a mechanism to support the identification of both career and role specific development opportunities.

QRIDA recognises the importance of on-the-job learning and continued to support and implement a considerable number of staff rotations, relief arrangements and secondment opportunities.

Diversity and inclusion

QRIDA's 2025-2026 Equity and Diversity Plan focused on a number of initiatives aligned to five focus areas to cultivate a diverse workforce representing and reflecting the varied perspectives, experiences and backgrounds of the people of Queensland.

Industrial and employee relations

A suite of QRIDA resources support employee conditions, industrial entitlements and information on how employees can resolve workplace issues. A very small caseload of staff performance matters was successfully resolved during the 2025-2026 financial year period.

New and amended Public Sector Commission directives aligned to the *Public Sector Act 2022* continue to be released. QRIDA continually strives to update all relevant policies, guidelines and materials to ensure consistency and compliance with the required changes.

Agile, flexible and healthy workforce

In the 2025-2026 financial year, QRIDA continued to offer a flexible working arrangements approach that achieved a consistent office attendance pattern with a further ability to manage exceptional circumstances. This attendance pattern is adjusted in accordance with Queensland Government health advice and to accommodate personal circumstances on a case-by-case basis.

QRIDA values its staff and strives to support quality work-life balance, with a suite of available options for staff to alter their working arrangements while maintaining a high level of service. Formal flexible working arrangements, including working from home, part-time, job share, transition to retirement strategies, and flexitime arrangements have been successfully embedded into QRIDA's workplace practices.

Strategic workforce planning

QRIDA seeks to provide a pathway toward a flexible and agile workforce that will meet current and future work demands with regards to program management and QRIDA's changing operational environment. During the reporting period, QRIDA again undertook a multi-channel recruitment approach to rapidly deliver a diverse and capable temporary workforce. The organisation redeployed internal resources, attracted Queensland Government and public candidates through targeted advertising, deployed additional Queensland Government employees through mobility arrangements and engaged further resources from specialist temporary employment agencies. QRIDA continues to refine recruitment and onboarding practices to meet the capability challenges associated with schemes delivery.

Looking ahead

QRIDA remains focused on organisational wide improvement activities and initiatives, as well as continuing to review employment arrangements, capability building strategies, workforce planning, succession strategies and staff engagement.