





# Strategic Plan

2025–2029

The Board of Professional Engineers of Queensland (Board) was established in 1930 to administer the *Professional Engineers Act 2002 (Qld)* and the Registered Professional Engineer of Queensland (RPEQ) system. The Board is an independent statutory body responsible for regulating the vast and multi-faceted engineering profession across the state, through a fair and consistent set of standards, designed to uphold the highest engineering conduct.

The Board supports the Queensland Government's objectives for the community:

-  **Safety where you live**
-  **Health services when you need them**
-  **A better lifestyle through a stronger economy**
-  **A plan for Queensland's future**



## Our vision

Driving a higher standard of professionalism of engineers for a safer tomorrow







## Our purpose

To protect the public and maintain confidence in the profession by upholding the highest standard of engineering



## Our principles

-  **Professionalism:** we drive a high standard of professionalism and pursue opportunities to continuously improve
-  **Accountability:** we make informed and objective decisions in a transparent manner and we are accountable for our actions
-  **Respect:** we are honest and ethical and treat everyone reasonably, equally, and with respect
-  **Collaboration:** we work as a unified team to create effective outcomes and build relationships with our stakeholders

We work consistently with the Queensland public service values



## Our objectives



Drive a high standard of professionalism in engineering

Leadership through collaborative engagement



Strong corporate governance



### Acknowledgement of Country

We acknowledge Aboriginal and Torres Strait Islander Traditional Custodians of Country, who hold ongoing responsibilities for caring for lands, water and communities throughout Australia.

We pay our respect to Aboriginal and Torres Strait Islander Elders past and present and give thanks in celebrating the world's oldest continuing cultures of this ancient southern land

### Human Rights

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

Our objectives	Our strategies	Our measures
<b>Drive a high standard of professionalism in engineering</b> <hr/>	<ul style="list-style-type: none"> <li>• Maintain a high standard of engineering in and for Queensland</li> <li>• Deliver strong regulatory responses</li> <li>• Respond to current issues that impact on engineering in and for Queensland and the operations of the Board</li> </ul>	<ul style="list-style-type: none"> <li>• Review of the Board's continuing registration requirements</li> <li>• Percentage of complaints finalised by the Board</li> <li>• Percentage of external policies and resources reviewed and published</li> </ul>
<b>Leadership through collaborative engagement</b> <hr/>	<ul style="list-style-type: none"> <li>• Create, maintain and improve partnerships with our stakeholders</li> <li>• Provide effective communications and engagement channels to increase the number of RPEQs</li> <li>• Collaborate with our stakeholders to address emerging issues</li> </ul>	<ul style="list-style-type: none"> <li>• Number of proactive engagements with our stakeholders</li> <li>• Percentage increase in engagement via communication channels</li> <li>• Percentage of RPEQ surveys completed</li> </ul>
<b>Strong corporate governance</b> <hr/>	<ul style="list-style-type: none"> <li>• Embed best practice policies, procedures and processes to ensure alignment with the Queensland Government legislative framework</li> <li>• Attract, engage and invest in a professional, diverse and capable workforce</li> <li>• Optimise organisational performance as a professional, effective and accountable regulator</li> </ul>	<ul style="list-style-type: none"> <li>• Percentage of internal plans, policies and resources reviewed and maintained</li> <li>• Percentage of employee engagement and wellbeing surveys completed</li> <li>• Percentage of member attendance at Board meetings</li> </ul>

*Our workforce: is respectful, accountable, professional and collaborative*

*Our work: is purposeful, rewarding and stakeholder focussed*

*Our workplace: is supportive, flexible and safe*

*We contribute to the Queensland Government's objectives for the community:*



*A better lifestyle through a stronger economy*



*A plan for Queensland's future*



## OUR STRATEGIC RISKS AND HOW WE MANAGE THEM

- **Strategic engagement** – ensure we build strong, collaborative stakeholder relationships to drive a high standard of professionalism in engineering; adapt to emerging innovations and challenges; and keep pace with change
- **Lack of capability, capacity and culture** – invest in our staff and organisational capability and maintain government accountability through strong corporate governance to deliver effective outcomes for the public and our registrants
- **Failure to consider safety and wellbeing** – provide a healthy and safe work environment that considers all aspects of wellbeing of our people
- **Ineffective regulatory and business practices, systems and cyber security** – adopt fit for purpose policies, processes and procedures and build capability to ensure secure and effective organisational practices and systems



## OUR STRATEGIC OPPORTUNITIES AND HOW WE EMBRACE THEM

- **Strategic engagement** – build and maintain strategic relationships that drive a high standard of engineering
- **Organisational resilience** – implement policies and procedures that develop organisational resilience and position the Board to effectively respond to and manage emerging issues and external factors
- **Queensland's growing economy** – lead effective communications and engagement that increase the number of RPEQs as Queensland's economy grows
- **Analytics and insights** – utilise digital solutions to improve our systems and deliver more responsive and effective services to our stakeholders and registrants