

OFFICE OF THE GOVERNOR

Strategic Plan 2026 – 2030



OUR VISION

To enable the Governor of Queensland to be an outstanding advocate for the Constitution, to unify Queenslanders, and to promote all that is Queensland.

OUR PURPOSE

As an independent entity, the Office of the Governor provides best practice, quality advice and support to the role of the Governor and provides efficient and effective stewardship of the Government House Estate.

OUR VALUES

Flexibility

We strive for continuous improvement, innovation, learn from experience and are agile and resilient.

Leadership

We will assume responsibility and foster participation.

Teamwork

We achieve more, and better results when we work as a team.

Integrity

We value honesty, authenticity, diligence and discretion in all our activities.

Respect

We value diversity and what it can contribute.

Communication

We communicate effectively and share knowledge to promote harmony and trust.

We are *Collaborative* with each other, *Committed* to each other, and *Courageous* in our thoughts and actions.
We will *Respect, Protect* and *Promote* human rights in our decision-making and actions.

OUR OBJECTIVES



Governor for all Queensland

Support the Governor to perform the constitutional, ceremonial and civic responsibilities of their role.



Government House and Estate Stewardship

Promote, preserve, develop and protect the Fernberg Estate.



People and Culture

Retain and attract a collaborate, committed and capable workforce.



Governance

Accountable, transparent and effective decision making.

OUR STRATEGIES

- ❖ Support the Governor to fulfil their constitutional and legal duties as a representative of the Monarch, to ensure Queensland enjoys continuity and stability of government.
- ❖ Deliver a strategic engagement program to unify, uplift, support and authentically engage with Queenslanders and patronage organisations across the state.
- ❖ Build public understanding of the role of the Governor of Queensland.
- ❖ Position the Governor as an advocate for Queensland, promoting our state's interests, capabilities and potential.
- ❖ Actively support Queensland producers and local industries through the sourcing of local goods, services and suppliers.

- ❖ Promote opportunities for Queenslanders and visitors to access, learn about and enjoy the Estate.
- ❖ Deliver exemplary stewardship of Government House and the Fernberg Estate.
- ❖ Enhance Government House and the Fernberg Estate's significant heritage value for future generations.
- ❖ Deliver seamless, professional and sustainable operational services.

- ❖ Embed a culture where people are supported and empowered to be collaborative, committed and capable.
- ❖ Build a workforce that has a focus on health, safety and wellbeing.
- ❖ Build a connected and inclusive workplace that reflects our values.
- ❖ Strengthen workforce capability to deliver high level support to the Governor.
- ❖ Promote and action a commitment to learning and development.

- ❖ Continually improve the corporate governance framework to provide clear decision-making pathways.
- ❖ Optimise business processes and systems to support the delivery of quality services.
- ❖ Embed information management and information security into business practices.
- ❖ Promote communication, collaboration and effective engagement to ensure compliance and accountability.

OUR MEASURES

- ❖ Governor satisfaction with Office support.
- ❖ Delivery of the Governor's Commitments.
- ❖ Meaningful engagement with Vice-Regal patronage organisations.
- ❖ Attendee satisfaction with Investiture Ceremonies.
- ❖ Increased youth engagement through targeted educational outreach.
- ❖ Increased public engagement in the Governor's program.
- ❖ Government House menu items featuring Queensland produce as its main element.

- ❖ Visitor satisfaction with presentation of the Government House Estate.
- ❖ Number of visitors to the Estate.
- ❖ Delivery of the Conservation Management Plan and Bushland Plan.
- ❖ Development of five-year capital works and maintenance plan.
- ❖ Governor's satisfaction with support provided by operations functions.

- ❖ Delivery of a Workforce Plan.
- ❖ People satisfaction with leadership, culture and wellbeing.
- ❖ Increased workforce capability and sustainability practices.
- ❖ Increased access to learning and development opportunities.

- ❖ Monthly and quarterly reporting.
- ❖ Published suite of governance documentation.
- ❖ Business processes promote compliance.
- ❖ Action plans and audit recommendations implemented within defined timeframes.

OUR OPPORTUNITIES

- ❖ Proactively drive engagement with stakeholders and communities.
- ❖ Develop a forward-facing program of work with key stakeholders to preserve the Fernberg Estate.
- ❖ Embed sustainable processes to strengthen decision making through defined business practices.
- ❖ Finalise workforce planning to enhance organisational culture and workforce capability.

OUR RISKS

- ❖ Reduced capability to support the Governor may erode service delivery and confidence.
- ❖ Changes in the external operating environment may impact on the continuity of operations and the Office's ability to effectively support the Governor.
- ❖ Challenges in attracting and retaining a collaborative, committed and capable workforce may impact on staff wellbeing and the retention of organisational knowledge.
- ❖ Insufficient or inconsistently applied governance practices may result in reduced compliance and organisational assurance.



GOVERNMENT HOUSE
QUEENSLAND