**Our Vision**
Forensic science excellence serving the Queensland justice system

**Our Purpose**
To provide high quality, timely and innovative forensic services supporting the integrity of the justice system and the Queensland Community

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**Queensland Public Sector Values**
- Customers First
- Ideas into Action
- Unleash Potential
- Be Courageous
- Empower People

**Forensic Science Queensland Values**
- Excellence
- Innovation
- Integrity
- Respect
- Collaboration

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**Our Commitment with First Nations Peoples**
We deeply respect Aboriginal and Torres Strait Islander peoples and cultures. We commit to partnering with First Nations people, as outcomes built on strong relationships create a positive shared future for all Queenslanders

**Our Commitment to Human Rights**
We respect, protect, and promote human rights in all that we do and put people first in our actions and decisions

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**People and Culture**
Create a collaborative culture of professional, motivated, and empowered people

**Process Foundation**
Deliver valid, reliable, high-quality services

**Infrastructure**
Build fit for purpose infrastructure and systems

**Science Innovation**
Embrace science and technology to meet our future needs

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**Strategies**
1. Develop strong and transparent leadership
2. Build a resilient and agile workforce
3. Foster professionalism and collaboration
4. Cultivate a robust and skilled workforce empowered to meet future needs

**Performance Indicators**
- Delivery of a leadership development program
- Provision of increased learning and development opportunities though Career Success Plans and a transparent process
- Improved staff feedback on learning and development opportunities, leadership, inclusion and diversity, wellbeing, organisational culture, and teamwork.
- Increased core staffing numbers to match resource requirements
- Enhanced skills and competency of staff creating responsive, productive, and agile teams
- Improved stakeholder satisfaction in the timeliness and quality of our services
- Improved quality system implemented, and accreditation maintained
- Accreditation scope increased to include ISO 21043 standards
- Improved engagement and collaboration with key stakeholders
- Framework and system for regular performance and budget reporting delivered
- Improvements made to laboratory and accommodation and plans developed for future needs
- Forensic Register upgrade project commenced, and regular sprints deliver improvements to users
- Short- and medium-term recommendations from the Commission of Inquiry into DNA testing in Queensland implemented and reported
- Ongoing review and optimisation of existing capabilities to facilitate continuous improvement
- Medium to long term innovation plan developed to identify and harness innovative opportunities
- We are recognised and renowned for quality research in collaboration with academia
- We embraced and utilised emerging technology and innovative methods

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**Our Strategic Objectives Support the Following Queensland Government’s Objectives for the Community:**

**Good jobs**
Good, secure jobs in our traditional and emerging industries

**Better services**
Deliver even better services right across Queensland

**Great lifestyle**
Protect and enhance our Queensland lifestyle as we grow

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**Our Role**
- Provide a quality and timely service to police and the criminal justice system
- Provide quality forensic services to improve justice and social outcomes
- Invest in Forensic Science Queensland to realise benefits for a better and safer community

**Our Risks**
- Rebuilding trust and confidence and meeting the expectations of the community and the criminal justice system
- Future workforce capacity and capability challenges
- Infrastructure issues

**Our Opportunities**
- Strengthen stakeholder engagement, communication, and transparency of FSQ methods, systems, and services
- Enhance strategic planning and recruitment processes to realise future service delivery and workforce models
- Develop and deliver world class facilities, systems, and processes