

# Valuing Diversity

*Experience*

*Lifestyle*

*Mentoring*

*Development*

*Flexibility*





*Diversity*

*Stronger  
Support*

## Diversity - Our asset

Diversity is not a stand alone initiative at Main Roads – it is a part of everything we do.

We are committed to building a diverse culture that is inclusive and supportive of people from different backgrounds. We recognise that diverse skills and talents make for a stronger workforce and bring about better business outcomes.

Our Diversity Management Program (DMP) shapes our work practices to better support employees, ensures our department's continuing commitment to social justice issues, and cultivates a culture that values diversity.

Through initiatives such as flexible work practices, internal support networks, training and development, multicultural events, and award and scholarship programs, we strive to attract and support a diverse workforce.

This booklet is designed to give an overview of Main Roads' diverse workforce and how we actively develop inclusive strategies to recruit and retain the best employees we can.

**For more information about our diversity initiatives, please visit our career website at [www.thinkdifferent.qld.gov.au](http://www.thinkdifferent.qld.gov.au)**

*Commitment  
Strength*



## **Message from the Director-General**

At Main Roads, we recognise that our workforce diversity is our strength. That's why we're committed to creating an inclusive work environment that embraces a wide range of people, ideas and actions in everything we do. In this way, we give ourselves the best opportunity to develop a strong and capable organisation for the future.

I am personally committed to working with the department to strengthen the diversity of our workforce to achieve quality outcomes for staff, community, stakeholders and suppliers. To understand our commitment, I encourage you to explore the Main Roads' Diversity Management Program on the following pages, which outlines our strategies to ensure an equitable workplace.

We are continually shaping this program to ensure we are meeting your needs. So, I urge you to provide feedback or seek further information about any elements of Main Roads' Diversity Management Program.

The role you will play in our department is vital - together, every employee across the state contributes to achieving our vision of 'Connecting Queensland'. I look forward to the success a diverse, capable organisation can deliver.

*Alan Tesch  
Director-General*



*Awareness*

## **We actively support people with a disability**

Main Roads recognises that people with disabilities are dependable, efficient and self-reliant in the workplace and we support them by putting the people before their disability.

**“Developing limb girdle muscular dystrophy did not stop me from achieving my career goals. With the commitment and support of Main Roads employees and after a few adjustments to my workplace, I have been able to continue employment within my chosen profession.”**

*Sid Cotter, Acting Principal Advisor (Roads Programs), Toowoomba*

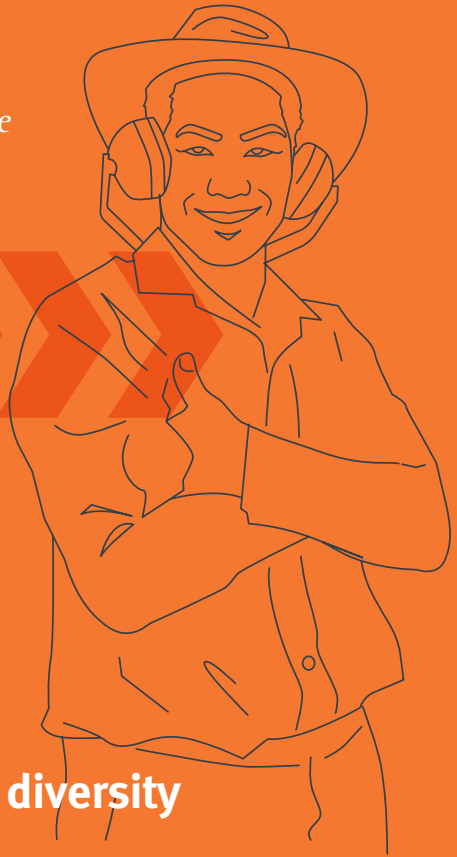
To do this, we developed the **Main Roads' Disability Services Plan** and are continuing to implement a number of initiatives, including:

- a **Disability Reference Network** for employees with a disability and carers of people with a disability to guide the department on disability-related workplace initiatives and events
- liaison with disability employment agencies to recruit people with a disability
- participation and support of disability-related events, including **Disability Action Week**
- a commitment to ensuring workplace facilities are comfortable and accessible for employees with a disability
- distributing **disability awareness material** and developing **local division action plans** to encourage effective consultation with employees with a disability.

## Acceptance Communication

“I am really happy about the initiatives taken by the department to raise the capability of employees from different ethnic backgrounds to give them an opportunity to contribute their best for the department. I also feel fortunate to make my little contribution towards this valuable task.”

*Sam Fernando, Senior Advisor (Delivery Systems Improvement), Brisbane*



## We embrace cultural diversity

Main Roads employs people from many diverse cultural backgrounds and countries including Africa, Asia, Europe and the Americas.

We understand the transition to work in Australia is not always easy and the **Main Roads' Multicultural Action Plan** maps a number of strategies to support our employees, including:

- case management and assistance for international candidates through the onboarding process including relocation, and cultural and technical transition into the department
- the **Multicultural and Multilingual Reference Group** to assist with the development of, and consultation about, multicultural initiatives and practices
- participation in the **Migrant Work Experience Program** to provide recent migrants with meaningful work experience that may lead to a sustainable employment outcome
- participation, promotion and support for local community events, festivals and fundraising activities, such as Harmony Day.



## Leadership

### We encourage women's leadership in the workplace

Women play a central role in Main Roads' business. We strive to create an environment where women's leadership and careers can flourish, and provide the flexibility that enables women to develop a successful career while managing personal and family commitments.

**"The department has offered me coaching, mentoring, development and promotion opportunities regardless of my gender, but with a flexibility that affords the work/life balance I aspire to as a working mother."**

*Jenny McMillan, Manager (Infrastructure Delivery), Metropolitan District*

Specific examples of initiatives implemented include:

- **Women to Leadership Mentoring Program**, which links women from across public service agencies and assists their leadership and skills development
- **support of the Smart Women – Smart State Awards**, which recognise women and girls who are leading the way in science, engineering and information and communication technology
- **functions and seminars, including the Australian Women and Leadership Forum** designed to support individual leadership development and increase the presence of women in leadership roles across all sectors
- **flexible work options**
- **consultation** with senior women (and men) throughout the department about 'best practice' initiatives and work practices.

## *Development Opportunity*

**“The A&TSI Education to Employment Scheme scholarship gave me a chance to be something and to look beyond the negativity that can result from poverty and lack of opportunity.”**

*Josh Pryor, A&TSI Education to Employment Scheme Scholarship Recipient*



## **We are committed to Indigenous education and employment programs**

Main Roads operates in many communities throughout Queensland and has a number of education, training and employment programs for Aboriginal and Torres Strait Islander (A&TSI) people across the State.

These initiatives respect the cultural values of A&TSI people and aim to improve education and career prospects for people within these communities.

- **The A&TSI Education to Employment Scheme** provides scholarships for secondary school students to encourage them to complete Year 12 and provides development and employment opportunities.
- **The Remote Communities Services Unit (RCSU)** is a unique civil construction and maintenance training unit based in Cairns. RCSU delivers nationally accredited training in the construction and maintenance of transport-related infrastructure.
- Alliances between Main Roads, industry and indigenous communities ensure that we continue to provide training and employment opportunities which foster strong and sustainable benefits for the local communities.



*Lifestyle*  
*Balance*

*Experience*

*Mentoring*

*Flexibility*

## We help to create a work/life balance

### We value the diversity of generations

Experienced employees are an asset to an organisation and Main Roads recognises the contribution and value a diverse range of generations can bring.

Our flexible work options aim to create an environment that supports all experienced employees to balance lifestyle and work, providing us with the benefit of their experience and knowledge. In particular, we offer a number of **phased retirement options** and **mentoring opportunities** prior to retirement and returning to the workforce after retirement.

At Main Roads, we want to create the most attractive employment option for you. We recognise that achieving balance between work and a personal life is an essential component of this.

Through our **Flexible Work Practices Program**, we aim to provide a range of flexible work practices including:

- flexible working hours
- part-time work and job-sharing
- telecommuting
- parental leave (including maternity, paternity and adoption leave)
- leave without pay
- special leave (for family and community responsibilities)
- extra leave for proportionate pay
- phased retirement options.

**“Working a four-day week gives me the balance I need to do my best at work and home - giving me the best of both worlds.”**

*Megan Brand, Principal Advisor (Leadership & Management Development), Brisbane*

**For more information about career opportunities with Main Roads, please:**

Visit: [www.thinkdifferent.qld.gov.au](http://www.thinkdifferent.qld.gov.au) Email: [yourcareer@mainroads.qld.gov.au](mailto:yourcareer@mainroads.qld.gov.au)

**You can view current job openings and apply online at our careers website:**

[www.thinkdifferent.qld.gov.au](http://www.thinkdifferent.qld.gov.au)