The Queensland Government is committed to improving the safety and wellbeing of Queensland’s children and young people. Expanding and enabling the Department of Communities, Child Safety and Disability Services Child Safety (DCCSDS) workforce is a priority in the *Supporting Families Changing Futures* reforms.

**Child Safety Workforce Strategy: 292 extra staff**

Child protection is complex, challenging and rewarding work. The demand and complexity of this critical work is increasing. Our staff are skilled, committed and passionate about making a positive difference.

A key initiative of the Queensland Government’s 2017-18 State Budget is the investment of a further $200 million over the next four years to strengthen Queensland’s child protection system. This includes the employment of an additional 292 Child Safety Services staff over the next 2 years, including 236 in 2017-18.

Staff who work directly with children, young people and families in the child safety system, or to support those that do, need to have great skills and a broad range of knowledge and experience. DCCSDS is committed to attracting and retaining skilled and experienced staff, developing our entry level, graduate and new recruits, and providing the best possible working conditions, environments and pathways.

DCCSDS has a comprehensive suite of tools and supports for high quality learning and development, professional supervision, practice leadership and quality customer service. DCCSDS will continue to engage staff and unions to keep improving these enablers to recruit, support and retain staff.

The extra funding announced as part of the 2017-18 State Budget will enable a number of initiatives to progress over the coming years.

## New PO4 Child Safety Officers

DCCSDS will create 50 new PO4 Child Safety Officer positions across the state. This helps create better career pathways and enables experienced staff to continue to work directly with children, young people and families. These staff will work in Ongoing Intervention.

## New PO3 Child Safety Officers

68 new PO3 level Child Safety Officers will be recruited to work in DCCSDS’ Investigation and Assessment and Ongoing Intervention teams. This will provide employment opportunities for people with relevant experience in and outside DCCSDS.

## New AO4 Child Safety Support Officers

40 new AO4 Child Safety Support Officers will be recruited, with a new Role Profile being created. This will provide progression opportunities for experienced Child Safety Support Officers currently employed at an AO3 level. To support greater inclusion and diversity amongst staff, some positions may be specifically targeted at recruiting Aboriginal and Torres Strait Islander peoples.

## Progression of AO2 Child Safety Support Officers to AO3

In recognition of the critical work undertaken by Child Safety Support Officers, all current AO2 roles will be upgraded to AO3. This provides direct progression for staff currently in those roles without the need to apply for the position.

## Other new additional positions

To support the new CSOs and CSSOs, 20 additional Team Leaders, 40 additional Administration Officers and a Relief Team of 20 officers at various levels will be recruited across the state.

To deliver the new DCCSDS’ Child Safety Service Quality Improvement Program, 33 officers will be recruited in central and regional teams. This will leverage off existing capabilities and bring new resources, focus and an integrated approach to strengthening practice and management.

A mobile Specialist Practice Team comprising seven experienced staff will work closely with the Quality Improvement Program and regional leadership to respond quickly to areas that are experiencing unexpected demand and/or facing emerging issues.

New positions will be advertised on the Queensland Government [SmartJobs website](https://smartjobs.qld.gov.au/) over the coming months. Check out [www.communities.qld.gov.au/gateway/about-us/careers/career-choices/child-safety-officer-careers](http://www.communities.qld.gov.au/gateway/about-us/careers/career-choices/child-safety-officer-careers) for updates.