

About this action plan

This plan supports the objectives of the *Public Sector Act 2022* by fostering a diverse workforce that represents the varied views, experiences and backgrounds of Queenslanders.

It aligns with West Moreton Health’s commitment to inclusivity, enabling every individual to thrive and feel valued within our organisation.

The Equity and Diversity Sub-Committee formed as a key action in this plan has completed the 2025 Review of the Action Plan. This Sub-Committee will be leading the implementation of identified actions with the support of the Executive Leadership Committee.

Our vision

A thriving West Moreton community in which people achieve their best possible health and wellbeing.


Our purpose

To provide safe, quality care for the West Moreton community.





Our values

Connect. Respect. Excel.

Our action plan

Focus area	Objective	Actions	Timeframe for action
Intersectional diversity 	Increase workforce trust and understanding of the confidential collection and use of diversity data at WMH to ensure accurate representation of staff belonging to priority diversity groups.	Review and analyse annual Equal Employment Opportunity data including when this data is collected and how it is being utilised.	January 2026
		Quarterly communications encouraging staff to update their Equal Employment Opportunity (EEO) census data via myHR.	March 2026
	Foster a culture that celebrates diversity in all its forms by empowering staff to recognise and embrace differences.	Develop, launch and promote a calendar and key events that celebrates our diverse communities, which includes encouraging staff to actively participate.	September 2025
		Develop resources that showcase staff diversity within our workforce to support employee onboarding.	December 2025
		Promote training opportunities and resources to leaders across WMH on how to support and empower diverse employees.	December 2025
	Enhance recruitment strategies to attract and engage candidates from diverse groups, ensuring a more inclusive workforce.	Conduct a comprehensive review of WMHs recruitment processes to identify and eliminate barriers to diversity and inclusion.	June 2026
		Work with local providers to build a strong pipeline of qualified and diverse candidates.	December 2026

Our action plan continued

Focus area	Objective	Actions	Timeframe for action
People living with disability 	Collaborate with employees living with disabilities to create an inclusive workplace that supports and meets the needs of a diverse workforce.	Establish an employee network group for staff living with disabilities to provide input and guidance on the development, implementation, and evaluation of strategies, policies, and procedures, ensuring their perspectives shape an inclusive workplace.	March 2026
First Nations 	Create an environment where our First Nations workforce thrive and feel valued.	Implement the First Nations Health Equity Strategy 2025–2028: <ul style="list-style-type: none"> eliminating racial discrimination and institutional racism increasing access to healthcare services influence, social, cultural, and economic determinants strengthen the workforce. 	December 2026
	Actively support our First Nations Workforce by reducing the cultural load.	Develop a First Nations Reference Guide to address common questions from the organisation.	December 2025
Late stage career professionals 	Provide support for West Moreton Health’s ageing workforce by offering guidance on retirement options while implementing strategies to retain and leverage their valuable skills and organisational knowledge.	Review internal transition to retirement practices.	December 2025
		Develop resources to support employees and leaders along the transition to retirement process.	March 2026
		Develop a network for employees preparing for or going through the transition to retirement to enable peer learning and support.	March 2026
		Establish a mentoring structure to enable professionals transitioning to retirement to share organisational knowledge and skills.	December 2026
People who identify as LGBTQIA+ 	Foster an inclusive and supportive environment where individuals who identify as LGBTQIA+ can thrive, feel valued, and contribute meaningfully to the organisation.	Support the LGBTQIA+ network to develop implement and evaluate strategies, policies, and procedures - ensuring their perspectives shape an inclusive workplace.	Ongoing

West Moreton Health will maintain ongoing engagement with staff and stakeholders to ensure this plan remains relevant, actionable and impactful. This will be achieved through annual diversity and equity data audits and transparent reporting to the Executive Leadership Committee (ELC) and staff.



Acknowledgement of Traditional Owners

West Moreton Health acknowledges the Jagera, Yuggera and Ugarapul peoples, Traditional Custodians of the land. We recognise their continuing connection to land, waters and community and we pay our respect to Elders past and present, and those who follow their path.

