

## Why research matters

Research helps us deliver care that is connected, compassionate, and based on evidence.

West Moreton Health provides opportunities for all staff to be involved in research in their everyday work.

By asking questions, testing ideas, and putting what we learn into practice, we make care safer, more effective and more responsive to the needs of our community.

Research also builds staff skills, attracts passionate people to the health service, and strengthens our partnerships with consumers and the community.

At its heart, research is about learning, improving, and working together to improve health outcomes.

## Our key objectives

Our key research objectives align with the pillars of our Strategic Plan 2025–2029:

**With communities, for communities:** We’re building strong partnerships to focus our research on the priority health needs of our communities and creating a positive environment for research across our region.

**Reducing barriers, improving care:** We’re turning research into action by using what we learn to improve clinical care, service delivery, policies, and models of care.

**Great people, great work:** We’re ensuring our staff have the skills and support to do research as part of their everyday work and that our leaders play an active role in encouraging research and sharing outcomes.

**Building the right foundations:** We’re designing systems and tools that grow with us to make it easier for staff to get involved in research.

## Our capabilities and strengths

We have built strong foundations to enable meaningful research and drive real improvements in care across our health service.

### Support and leadership

We’ve developed flexible systems and support to help staff get involved, and benefit from expert partners like Health Translation Queensland and the Queensland Centre for Mental Health Research who help guide our research.

### Communities with big opportunities

Our diverse, growing population, many who live with chronic health conditions, offers opportunities to develop better treatments, new ideas and improve care.

### Working with partners and communities

We team up with universities and the West Moreton Health Foundation to share ideas and secure research funding. We make sure research involves consumers, patients, carers, and community members.

### Clinical trials and safe, ethical research

Our clinical leaders are committed to growing clinical trials and giving patients access to new and emerging treatments. All research follows clear ethical and safety processes.

### 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.



## Our vision

West Moreton, where everyone’s health matters.

## Our purpose

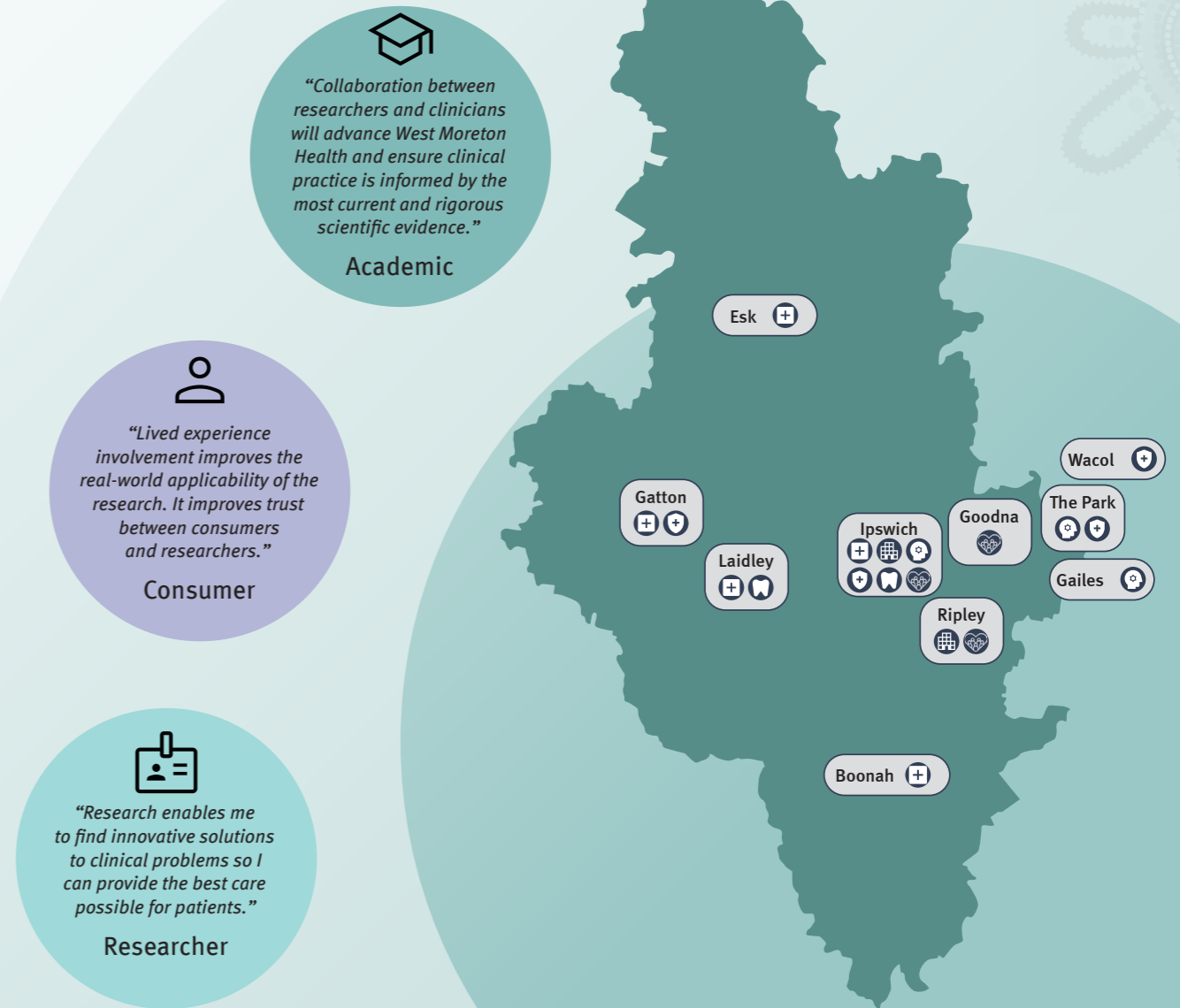
Creating healthier communities, through connected, compassionate care.

## Our values





Connect. Respect. Excel.

### Our health service

- Hospital
- Health centre
- Mental health facility
- Oral health
- Community health
- Correctional health centre



## Our plan

Focus area	Key objectives	How we will do it	How we know we've succeeded
 <p><b>With communities, for communities</b></p>	<p>We're building strong partnerships to focus our research on the priority health needs of our communities and creating a positive environment for research across our region.</p>	<p><b>Support research programs that meet community needs:</b> Ensure research programs focus on the needs of priority groups including First Nations peoples, those who are culturally and linguistically diverse, people living with disability, chronic disease and mental illness, and consider social disadvantage, rural, early intervention, and access to care.</p> <p><b>Involve consumers:</b> Co-design research, empower consumers to propose research ideas, integrate their insights, and support communication throughout the research lifecycle.</p> <p><b>Work closely with universities:</b> Partner with universities to apply for research grants, offer learning opportunities, support PhD students and explore joint roles.</p> <p><b>Strengthen partnerships and collaborations:</b> Build and strengthen relationships with key research partners and commercial sponsors.</p>	<ul style="list-style-type: none"> <li>• Increased research output in priority research programs.</li> <li>• Increase in consumer involvement across the whole research lifecycle.</li> <li>• Increase in academic partnerships, joint appointments, PhD candidates and staff affiliations resulting in increased grant submissions, research projects and publications.</li> <li>• Increase in grant funding in partnership with West Moreton Health Foundation.</li> <li>• Relationships developed with new research partners.</li> <li>• Improved points of references to showcase West Moreton health as a research partner.</li> </ul>
 <p><b>Reducing barriers, improving care</b></p>	<p>We're turning research into action by using what we learn to improve clinical care, service delivery, policies and models of care.</p>	<p><b>Put research into practice:</b> Use implementation science to create a clear process for turning research into real-world practice.</p> <p><b>Make decisions based on evidence:</b> Use the latest research, innovation, data, and evidence to guide clinical and operational decisions.</p> <p><b>Measure what matters:</b> Regularly review models of care for clinical and economic outcomes.</p>	<ul style="list-style-type: none"> <li>• A research translation framework is developed.</li> <li>• Increase in number of research translation projects.</li> <li>• Evidence of research translation impact is reported.</li> <li>• Health service evaluation is integrated into clinical planning and service development.</li> </ul>
 <p><b>Great people, great work</b></p>	<p>We're ensuring our staff have the skills and support to do research as part of their everyday work and that our leaders play an active role in encouraging research and sharing outcomes.</p>	<p><b>Grow our clinical trials team:</b> Expand our clinical trials workforce to open new career pathways and make sure staff have the skills they need to lead and support clinical trials.</p> <p><b>Support leadership and skills in research:</b> Give leaders the tools to champion research and track progress. Support staff with training, resources and career development, especially in growing areas like artificial intelligence (AI).</p> <p><b>Celebrate and share research success:</b> Promote research achievements through communication, events and recognition programs.</p>	<ul style="list-style-type: none"> <li>• Increase in the number of clinical trials and staffing in the Clinical Trials Unit (full-time equivalent), and develop a clinical trials workforce plan.</li> <li>• Research topics are included in staff onboarding activities.</li> <li>• Leaders are empowered to support and report on research.</li> <li>• Increase in research skills delivery and improved research skills inventory, leverage the research opportunities offered by AI.</li> <li>• Increase in identified research mentors across West Moreton Health.</li> <li>• Research achievements are recognised through West Moreton Health acknowledgement mechanisms.</li> <li>• Increase in research communication metrics.</li> </ul>
 <p><b>Building the right foundations</b></p>	<p>We're designing systems and tools that grow with us to make it easier for staff to get involved.</p>	<p><b>Create spaces that support research:</b> Co-design physical spaces and infrastructure that make it easier to carry out research and run clinical trials.</p> <p><b>Create simple and supportive research processes:</b> Streamline ethics, governance and grant application processes so they are clear, responsive and easy to navigate.</p> <p><b>Improve access to data and reporting:</b> Ensure researchers have access to data. Make it easier to track, measure and share the impact of research.</p>	<ul style="list-style-type: none"> <li>• Master, clinical, and broader West Moreton Health planning reflects the importance of research and clinical trials.</li> <li>• Research key objectives are incorporated in operational plans.</li> <li>• Increase in grants applied for and received.</li> <li>• Improved research ethics and governance processes.</li> <li>• Enhanced access to research data.</li> <li>• Enhanced research reporting functionality.</li> </ul>

**Monitoring and reporting**

We will evaluate the plan through regular feedback, including staff surveys and research activity tracking. Annual reviews will ensure the plan remains responsive, with findings reported to the West Moreton Health Executive Leadership Committee and the Board Research Committee, allowing for continuous adaptation based on employee needs and feedback.

