

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.

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	Executive owner(s)	Responsible leads
All diverse groups 	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.	Quarterly communications encouraging staff to update their Equal Employment Opportunity (EEO) census data via myHR.	January 2025	Executive Director People and Culture	Manager Workforce Strategy and Development
		Review and analyse annual Equal Employment Opportunity data.	January 2025		Manager Human Resources
	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.	March 2025	Executive Director People and Culture Senior Director Strategy, Engagement and Communication	Manager Workforce Strategy and Development
		Deliver more training to leaders across WMH on how to support and empower diverse employees.	December 2025	Executive Director People and Culture	
	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	Executive Director People and Culture	Manager, Workforce Strategy and Development
		Work with local providers to build a strong pipeline of qualified and diverse candidates.	December 2026		
	Ensure that all current and future team members are consistently supported, valued, and empowered through proactive leadership, fostering a positive and inclusive workplace environment.	Establish an Equity and Diversity Sub-Committee under the Work Culture and Wellbeing Committee to provide executive oversight and strategic guidance for diversity and inclusion initiatives across West Moreton Health.	March 2025	Executive Director People and Culture	Manager Workforce Strategy and Development

Our action plan continued

Focus area	Objective	Actions	Timeframe for action	Executive owner(s)	Responsible leads
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.	June 2025	Executive Director People and Culture	Manager Workforce Strategy and Development
First Nations 	Create an environment where our First Nations workforce thrive and feel valued.	Implement the First Nations Health Equity Strategy 2022–25 <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 2025	Executive Leadership Committee	Senior Project Officer Health Equity
Employees aged over 55 years 	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. <hr/> Develop resources to support employees and leaders along the transition to retirement process.	June 2025 <hr/> September 2026	Executive Director People and Culture	Manager Workforce Strategy and Development
People who identify as LGBTIQ+ 	Foster an inclusive and supportive environment where individuals who identify as LGBTIQ+ can thrive, feel valued, and contribute meaningfully to the organisation.	Support the LGBTIQ+ network to develop implement and evaluate strategies, policies, and procedures - ensuring their perspectives shape an inclusive workplace.	March 2025	Executive Director Clinical Services	Chair WMH Employee LGTBQIA+ Network

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.

