

Diversity, Equity and Inclusion Action Plan

2024-2025

Central Queensland Hospital and Health Service

Central Queensland Hospital and Health Service (CQ Health) is committed to building inclusive and supportive workplaces and to developing a diverse workforce:

- that represents and reflects the views, experiences and backgrounds of the people of Central Queensland
- where employees are encouraged to be confident and comfortable at work, with a true sense of belonging and being valued.

Living our values - everyone, every day



This commitment supports the aims of the *Public Sector Act 2022* and aligns to the Queensland Health Workforce Strategy 2032.

Our plan also supports the intent of CQ Health strategies such as our Strategic Plan 2023-2027, Destination 2030: Great care for Central Queenslanders and Health Equity Strategy 2022-2025. The actions are reflective of the findings of the 2024 CQ Health Diversity Equity and Inclusion Audit Report and ideas proposed by our staff to build diverse and inclusive workplaces and establish CQ Health as an employer of choice within the healthcare industry.

Further, this plan supports other strategies and plans within the Queensland Government, Public Sector (PSC) and Queensland Health, focused on improving the work life of employees including:

- Even Better Public Sector for Queensland Action Plan 2024-2025
- PSC Inclusion and Diversity Strategy 2021-2025
- Queensland Health Workforce Mental Health and Wellbeing Framework 2023
- Aboriginal and Torres Strait Islander Workforce Strategic Framework 2016-2026
- Dept of Health Disability Services Plan 2022-2024
- Managing the risk of psychosocial hazards at work Code of Practice 2023.

Goal	Objectives	Actions	Date due	Accountable Officer
Attract and retain quality employees in every field to achieve outstanding healthcare services for Central Queenslanders.	Establish CQ Health as an employer of choice within Healthcare.	<ul style="list-style-type: none"> • Review and update recruitment processes, to remove possible barriers and simplify recruitment processes to attract a more diverse and equitable applicant pool. 	June 2026	Executive Director Workforce
Build workforce capability and empower individuals to grow and succeed.	Achieve a more accurate workforce diversity profile to guide future strategic direction and actions.	<ul style="list-style-type: none"> • Develop and implement strategies to increase staff completion rate of <i>myHR</i> Diversity data. 	December 2025	Chief Operating Officer



Goal	Objectives	Actions	Date due	Accountable Officer
Create inclusive and supportive workplace cultures, which instil a sense of belonging for all employees.	Increase the First Nations People representation within the professional workforce and enhance CQ Health's reputation with First Nation consumers.	<ul style="list-style-type: none"> Undertake a review of all vacancies to identify health professional positions for First Nations people including but not limited to: <ul style="list-style-type: none"> Nursing Midwifery Aboriginal and Torres Strait Islander Health Practitioners Medical Officers. 	June 2026	Executive Director First Nations
	Openly communicate CQ Health's commitment to diversity, equity and inclusion in its workplaces.	<ul style="list-style-type: none"> Approve and publish the annual CQ Health Diversity, Equity and Inclusion: <ul style="list-style-type: none"> Audit Report Action Plan Diversity targets. 	July 2024	Health Service Chief Executive
Develop leaders through leadership and career opportunities, with an inherent commitment to valuing diversity, equity and inclusion.	Build diversity, equity and inclusion (DEI) awareness and ensure leaders are embracing and promoting DEI at every opportunity.	<ul style="list-style-type: none"> Include diversity, equity and inclusion (DEI) items in Executive Performance agreements. Embed DEI content in Leadership development programs. 	March 2026	Executive Director Allied Health Services

“Diversity, equity and inclusion are central to building culturally safe, respectful and supportive workplaces for our employees. Research tells us that engagement of our employees, provided in a diverse and safe environment, will result in improved outcomes for our consumers and increase attraction and retention of our critical workforce. We believe this action plan, developed inclusive of input received from our employees, will be a vital step towards achieving the goals we see as so important to our success.

I encourage each of you to be actively involved at every opportunity. “

Lisa Blackler
Health Service Chief Executive
CQ Health

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