



Our people



Organisation division. This award, presented by the Australian Organisation for Quality, reflects QHPSS progress in implementing sound quality and management systems.

Towards a more equitable workplace

Balancing work and family life

Queensland Health has continued to implement flexible work arrangements to meet the challenge of balancing work commitments with family life. Special broadcasts were conducted for allied health staff throughout the year to ensure the further development of innovative and practical approaches to work-life balance in this area.

Following the September 2003 conclusion of the Queensland Health Telecommuting – Arrangements for Home-Based Work trial and its review, an agreed protocol was developed and is now available for eligible staff to access as a flexible work option.

The results from the Work and Family Survey are being analysed by the Employment Equity Advisory Committee with a view to developing strategies to address child and other carer needs.

During 2003-04, Queensland Health participated in the Intergovernmental Childcare Consultative Group conducting research into childcare issues facing shift workers. Queensland Health is making significant contributions to the development of a range of recommendations and potential solutions to childcare issues from a whole-of-government perspective.

Management development

The Queensland Health Management Development Program Scholarship Scheme was designed to promote under-represented groups in Queensland Health's management workforce.

Ten scholarships are offered each year to Aboriginal and Torres Strait Islander people, women, people from non-English speaking backgrounds and people from remote areas. Women have been offered 69 per cent of the scholarships and represent 74 per cent of the program's intake.

Women in management and on statutory bodies

As at June 2004, Queensland Health employed 42 women as senior executive staff, representing 43 per cent of senior executive personnel employed by the Department. It reflects Queensland Health's commitment to the representation of women within senior management.

There are 88 statutory bodies in the health portfolio, employing 909 people, 47 per cent, or 447 of whom are women. These bodies undertake a diverse range of tasks, including:

- registering health professionals;
- ensuring health standards and professional competence;
- ensuring and protection of patients rights;
- undertaking research;
- acquiring and managing funds; and
- providing independent advice to the Minister on a range of health related matters.

commitment to the representation of women within senior management