

# Equity and Diversity Plan

Department of Health 2024-2026

This Department of Health Equity and Diversity Plan (the Plan) supports the aim of the Public Sector Act 2022 to develop a diverse workforce that represents and reflects the diverse views, experiences and backgrounds of the people of Queensland.

In addition, the actions in the Plan align with the [Queensland Health Workforce Strategy 2032](#). The opportunities and actions will ensure the Department of Health continues to prioritise work to achieve the diversity employment targets for women in leadership, Aboriginal peoples and Torres Strait Islander peoples, culturally and linguistically diverse people and people with disability. Actions also support more equitable access to opportunities for other diversity groups such as younger and older people, people in late careers and veterans.

This plan supports other strategies and plans in place within Queensland Health that aim to advance and improve the experiences of Queensland Health employees including [the Aboriginal and Torres Strait Islander Workforce Strategic Framework, Reframing the Relationship Plan](#), [the Department of Health Disability Service Plan 2022-2024](#).

This plan will be reviewed with stakeholders and updated regularly to ensure it continues to meet the needs of the Department of Health workforce.

The following plan outlines the *high-level actions* for the Department of Health under the following themes:

- Fair and inclusive practices
- Valuing our people
- Visible leaders
- Capability development
- Gender Equity

## Fair and inclusive practices

Goal	Opportunity	Key actions	End date	Responsibility
Establish Queensland Health as an employer of choice and meet workforce expectations from attraction through to employment.	1. Review and update the department's recruitment processes to remove barriers for people in diversity target groups.	1.1 Implement changes to recruitment and selection policy and processes to align with the Public Sector Act 2022 and associated directives. 1.2 Provide training and awareness resources to hiring managers on updated recruitment and selection policy and processes. 1.3 Refresh Department of Health Career Entry Strategy.	December 2024  Ongoing  December 2024	Chief Human Resources Officer, Department of Health
	2. Implement simplified and contemporary attraction approaches including exploring non-traditional pipelines to access talent from diversity groups.	2.1 Diversity and inclusion statements in role description and job advertisement templates. 2.2 Promote Queensland Health as a diverse and inclusive employer through external websites and diversity networks.	December 2024  Ongoing	Chief Human Resources Officer Assistant Deputy Director-General Workforce Strategy, Department of Health
	3. Create new opportunities for the sustainable employment of people from diversity target groups.	3.1 Identify opportunities to align workforce initiatives with the Q32 First Nations First Strategy 2032.	July 2025	Chief Human Resources Officer, Department of Health

## Valuing our people

Goal	Opportunity	Key actions	End date	Responsibility
Build inclusive workplace cultures that support workforce flexibility and wellbeing	4. Develop and Implement initiatives to ensure employee health and wellbeing are prioritised.	4.1 Develop resources for employees and managers to support workplace adjustments. 4.2 Provide education for employees and managers to support workplace adjustments. 4.3 Policy progression on providing foster care leave. 4.4 Policy progression on providing gender affirmation leave.	July 2025  July 2026  July 2025 July 2025	Chief Human Resources Officer, Department of Health
	5. Build diversity, inclusion and respect in the workplace and improve the collection of diversity data.	5.1 Develop and deliver inclusive conversation guide aimed at managers, teams and individuals as a guide to building more inclusive workplace cultures. 5.2 Develop and deliver supporting accessible communications resources. 5.3 Review insights from employee engagement surveys to inform diversity and inclusion initiatives. 5.4 Implement a campaign to increase diversity data completion rates. 5.5 Provide all gendered bathroom facilities as part of workspace strategy.	December 2024  July 2025  Ongoing  July 2025  July 2025	Chief Human Resources Officer, Department of Health      Director Corporate Facilities

## Visible leaders

Goal	Opportunity	Key actions	End date	Responsibility
Strengthen leadership and career development opportunities.	6. Develop and grow leadership capability through leadership development programs.	6.1 Include inclusion and diversity content in leadership development programs.	Ongoing	Chief Human Resources Officer, Department of Health
Strengthen Queensland Health's commitment to Diversity and Inclusion	7. Create opportunities for the Executive Leadership Team to champion Diversity and Inclusion initiatives.	7.1 Develop and publish Queensland Health Diversity and Inclusion Strategy. 7.2 Deliver quarterly reporting on diversity and inclusion initiatives and targets. 7.3 Identify diversity portfolios and seek nominations from Executive Leadership Team for champion roles. 7.4 Create opportunities for the Executive Leadership Team to champion Diversity and Inclusion initiatives.	July 2025  Ongoing  December 2024  Ongoing	Chief Human Resources Officer, Department of Health

## Capability Development

Goal	Opportunity	Key actions	End date	Responsibility
Enhance workforce capability and support continuous learning and development.	8. Develop pathways for career development to increase workforce participation and engagement and ensure equitable access to these pathways.	8.1 Develop and deliver disability awareness campaign and training sessions. 8.2 Develop and deliver LGBTIQ+ awareness campaign and training sessions. 8.3 Explore options to provide creating respectful workplaces bystander training.	Ongoing  Ongoing  December 2024	Chief Human Resources Officer, Department of Health.

		8.4 Develop and roll out Domestic and Family Violence training and resources to help workers understand the unique ways domestic and family violence presents in LGBTQIA+ communities.	December 2025	Executive Director, System Policy Branch, Department of Health
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## Gender Equity

Goal	Opportunity	Key actions	End date	Responsibility
Strengthen workforce knowledge and capability to support equal access to opportunity	9. Provide training and support for leaders and managers on flexibility in the workplace.	9.1 Promote, deliver and review flexible work education sessions for staff and managers. 9.2 Review flexible work application process to identify the barriers to accessing flexible work. 9.3 Update flexible work application process to streamline and allow for data capturing and reporting. 9.4 Develop and publish flexible work supporting resources.	Ongoing  December 2024  July 2026  July 2026	Chief Human Resources Officer, Department of Health
	10. Explore and address the role the Department might play in reinforcing gender stereotypes.	10.1 Enhance opportunities for career development for women. 10.2 Promote secondary caregivers/spouses to take a greater role in caregiver responsibilities. 10.3 Highlight leadership team members who are engaging in flexible work. 10.4 Explore reasons people leave the Department of Health	June 2025  July 2026  Ongoing  July 2025	Chief Human Resources Officer, Department of Health

	11. Identify inequities that may contribute to the gender pay gap.	11.1 Review annual gender pay gap data and insights from employee engagement surveys to inform gender equity initiatives.	Ongoing	Chief Human Resources Officer, Department of Health
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