

Equity and Diversity Plan

2023-2024

This Queensland 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 draft *Queensland Health Workforce Strategy 2032* and the associated *Queensland Health Workforce Strategy Action Plan Horizon 1 – 2022 to 2024*. The opportunities and actions will ensure Queensland 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 will also be developed to enable more equitable access to opportunities for other diversity groups.

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](#), and the [Department of Health Disability Service Plan 2022-2024](#).

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

Focus area	Goal	Opportunity	Key actions	End date	Responsibility
Fair and inclusive practices	Establish Queensland Health as an employer of choice and meet workforce expectations from attraction through to employment.	Review and update the department's recruitment processes to remove barriers for people in diversity target groups.	• Review recruitment and selection processes to identify barriers such as accessibility issues and potential for bias.	December 2023	Chief Human Resources Officer, Department of Health
			• Provide recommendations to address identified barriers in recruitment and selection processes.	June 2024	
			• Implement changes to recruitment and selection policy and processes to align with Public Sector Act 2022 and associated directives.	June 2024	

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			<ul style="list-style-type: none"> Provide awareness resources to hiring managers on updated recruitment and selection policy and processes. 	June 2024	
		Implement simplified and contemporary attraction approaches including exploring non-traditional pipelines to access talent from diversity groups.	<ul style="list-style-type: none"> Promote Queensland Health as a diverse and inclusive employer through external websites and diversity networks. Diversity and inclusion statements in role description and job advertisement templates. 	December 2023 June 2024	Assistant Deputy Director-General Workforce Strategy, Department of Health
		Create new opportunities for the sustainable employment of people from diversity target groups.	<ul style="list-style-type: none"> Facilitate and support early career programs. Run national, international and targeted recruitment campaigns that reflect the Queensland Health Diversity and inclusion policy and Equity, diversity and inclusion statement of commitment. 	June 2024 June 2024	Chief Human Resources Officer, Department of Health
Valuing our people	Build inclusive workplace cultures that support workforce flexibility and wellbeing.	Develop and implement an employee health and wellbeing framework to ensure employee health and wellbeing is prioritised.	<ul style="list-style-type: none"> Publish a Mental Health and Wellbeing Framework. Update information, resources and education for employees and managers in relation to workplace adjustments. 	June 2024 June 2024	Chief Human Resources Officer, Department of Health
		Provide training and support for leaders and managers on flexibility in the workplace.	<ul style="list-style-type: none"> Review and update current Flexible work policy and resources to align with the Public Sector Commission's Flex-Connect framework. Review Special Leave policy and provide recommendations to include foster leave and gender affirmation leave 	June 2024 December 2023	Chief Human Resources Officer, Department of Health

Focus area	Goal	Opportunity	Key actions	End date	Responsibility
			<ul style="list-style-type: none"> Deliver Flexible work education sessions for staff and managers 	June 2024	
		Build diversity, inclusion and respect in the workplace and improve the collection of diversity data.	<ul style="list-style-type: none"> Develop and deliver inclusive conversation resources. Review insights from employee engagement surveys to inform diversity and inclusion initiatives. Implement a campaign to increase diversity data completion rates. Review current approach and develop future plan for Employee Reference groups. 	June 2024 December 2023 June 2024 June 2024	Chief Human Resources Officer, Department of Health
Visible leaders	Strengthen leadership and career development opportunities.	Develop and implement an Executive Development program for senior executives.	<ul style="list-style-type: none"> Include Diversity and Inclusion topics in executive development programs. Include Diversity and Inclusion items in Executive Performance agreements. 	December 2023 December 2023	Assistant Deputy Director-General Workforce Strategy, Department of Health
		Develop and grow leadership capability through the implementation of leadership development programs.	<ul style="list-style-type: none"> Include inclusion and diversity content in leadership development programs. 	December 2023	Chief Human Resources Officer, Department of Health
	Strengthen Queensland Health commitment to Diversity and Inclusion	Create a Diversity and Inclusion Executive Leadership Team steering committee	<ul style="list-style-type: none"> Develop plan and terms of reference for Diversity and Inclusion Executive Leadership Team steering committee. Publish Queensland Health Equity, Diversity and Inclusion Statement of Commitment and Diversity targets. 	December 2023 June 2024	Chief Human Resources Officer, Department of Health

Focus area	Goal	Opportunity	Key actions	End date	Responsibility
			<ul style="list-style-type: none"> Deliver quarterly reporting on diversity and inclusion initiatives and targets. 	June 2024	
Capability development	Enhance workforce capability and support continuous learning and development.	Develop pathways for career development to increase workforce participation and engagement and ensure equitable access to these pathways.	<ul style="list-style-type: none"> Deliver LGBTIQ+ and Disability awareness sessions. Publish online self-paced diversity and inclusion training modules. Publish online self-paced LGBTIQ+ training modules. 	June 2024 December 2023 June 2024	Chief Human Resources Officer, Department of Health

The Department of Health, Queensland Ambulance Service and Hospital and Health Services will support the delivery of the key actions through individual initiatives that are reflective of local needs, organisational requirements and maturity.