

The West Moreton Health *First Nations Health Equity Strategy 2025–28* builds respectful relationships, supports self-determination, and creates opportunities that align with First Nations values.

With strong leadership, the strategy aims to close gaps in healthcare by working closely with the community, staff and partners. Our vision is a health service where First Nations peoples feel safe, respected, and supported. Our model of care will honour culture and community, leading with excellence through innovation and collaboration to achieve equitable health and wellbeing outcomes.

Consultation

In accordance with the Hospital and Health Boards Regulation 2021, West Moreton Health engaged community members, health professionals, and partners across West Moreton to learn what is working well and where we need to improve. People recognised progress in areas such as cultural safety, workforce initiatives and partnerships. At the same time, they highlighted important gaps that need action to improve outcomes for First Nations peoples.

This feedback came from face-to-face sessions with 75 participants, survey responses, and input gathered through the development of the *West Moreton Health Strategic Plan 2025–29* providing over 110 responses and recommendations.

Our response

Our 2022–25 health equity strategy set the foundation and the direction for the health service to address systemic barriers that contribute to racial disparities in health outcomes for our First Nations consumers. We remain committed to making real improvements, including closing the gap in life expectancy, increasing the number of babies born at a healthy birthweight, and reducing the rate of suicide among First Nations peoples.

The key to a successful 2025–28 strategy is the contributions and valued support of our community members, stakeholders, and partner organisations to work together to design and deliver the actions needed to achieve these goals.

Areas of action

- Take stronger action and show clear accountability to eliminate institutional racism.
- Increase the number of First Nations staff in rural health services to reduce barriers and provide more consistent care.
- Expand First Nations programs that reduce barriers to accessing healthcare and strengthen health literacy, enabling consumers to make informed health decisions.
- Develop targeted strategies to meet the health needs of First Nations peoples in correctional centres.
- Enhance First Nations strategic governance to guide and support the service.
- Guiding and supporting the workforce so West Moreton Health becomes an employer of choice for First Nations peoples.
- Build stronger partnerships with other organisations and agencies.

Acknowledgement of Traditional Owners

West Moreton Health acknowledges the Jagera, Yuggera and Ugarapul peoples, Traditional Custodians of the land. We recognise their continuing connection to land, waters and community and we pay our respect to Elders past and present, and those who follow their path.

Child Safe Organisation commitment

West Moreton Health is committed to ensuring every child and young person is seen, heard, and feels safe by creating inclusive environments where their voices are valued, their needs are understood, and their safety is everyone's responsibility.



The vision of this strategy is that West Moreton Health is a health service where First Nations people feel safe, respected and supported. To support the *First Nations Health Equity Strategy 2025–28* West Moreton Health will develop an implementation plan detailing specific reportable actions to ensure we are aligned to the priorities of this strategy.

Priority area	What we heard	How we will do it	How we will know we’ve succeeded
Actively eliminate racial discrimination and institutional racism	<i>“We want real accountability; racism has to stop.”</i>	We will: • make cultural capability and safety training mandatory for all staff, supported by ongoing strategies that strengthen awareness, accountability and culturally responsive practice across the organisation • identify and remove systemic barriers that prevent First Nations peoples from getting the care they need • support all services with tools and knowledge to engage respectfully with First Nations consumers	We will see: • a workforce increasingly confident and culturally capable in supporting First Nations peoples • a strengthened culture of shared responsibility for equity and culturally safe care
Increase access to healthcare services	<i>“Lots of mob don’t even know what services are out there or how to use them.”</i>	• support the promotion and expansion of services within our community, with a focus on prisons and rural health serviceable areas • build stronger engagement models that show what real, collaborative care looks like • strengthen referral pathways so care is better connected with community health services	• First Nations peoples experiencing earlier and easier access to the care they need • increased trust and use of West Moreton Health services by First Nations communities • improved access to care measure for First Nations peoples
Influence the social, cultural, and economic determinants of health	<i>“Healthcare needs to be done differently; our mob can’t meet all the needs on our own.”</i>	• ensure services are accessible to everyone, no matter their background or circumstances • establish a First Nations engagement plan to build and strengthen stakeholder relationships, including with other government services, to influence the determinants of health	• stronger, culturally anchored care pathways that link hospitals, community services, child health programs, and cultural supports • effective collaboration with service providers that promote culturally safe cross sector access for First Nations people
Deliver sustainable, culturally safe, and responsive healthcare services	<i>“Cultural safety isn’t consistent, especially for those with complex health needs like mental health.”</i>	• listen to the voices of our staff, stakeholders and community to shape care that is culturally safe, responsive and informed • develop strategies that make sure every First Nations person receives culturally safe care, every time	• an increased instances of consumers reporting positive experiences of culturally safe, and respectful care that is in alignment with their needs • a decrease in discharge against medical advice for First Nations patients • improved health outcomes for First Nations communities
Work with First Nations peoples, communities, and organisations to design, deliver, monitor, and review health services	<i>“Stronger partnerships with health providers, councils, and community groups are vital to tackling inequities and building integrated care.”</i>	• review and strengthen governance so decisions support culturally safe care • co-design and co-develop programs with First Nations communities and service providers	• an increase in First Nations representation on key committees to enhance oversight and decision-making processes that embed culturally safe care principles • genuine and consistent co-design with First Nations partners shaping service planning and delivery
Strengthen the First Nations health workforce	<i>“There aren’t enough staff to do all the work. Health equity is everyone’s business, but too often it all falls back on the Aboriginal and Torres Strait Islander Health Unit.”</i>	• grow our workforce by investing in the First Nations Workforce Plan, with a focus on patient support roles • expand training and professional development so First Nations staff can build skills, deliver high-quality care, and step into leadership roles • become an employer of choice for First Nations community.	• a growing, sustainable, culturally supported First Nations workforce across diverse roles • services increasingly shaped by a workforce that reflects the communities and services which we serve.