

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

We spoke with 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 10 face-to-face sessions with 75 participants, survey responses, and input gathered through the development of the *West Moreton Health Strategic Plan 2025–29*.

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 are 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 success of this strategy depends on working together with community members, stakeholders, and partner organisations to design and deliver the actions needed to achieve these goals.

Opportunities

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



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.



Our plan

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>	<p>We will:</p> <ul style="list-style-type: none"> • 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 	<p>We will see:</p> <ul style="list-style-type: none"> • a workforce increasingly confident and culturally capable in supporting First Nations peoples • growing organisational capability for culturally informed guidance and practice • 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>	<ul style="list-style-type: none"> • support the promotion and expansion of services within our community • build stronger engagement models that show what real, collaborative care looks like 	<ul style="list-style-type: none"> • First Nations peoples experiencing earlier and easier access to the care they need • increasing trust and use of West Moreton Health services by First Nations communities
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>	<ul style="list-style-type: none"> • make sure services are accessible to everyone, no matter their background or circumstances • strengthen referral pathways so care is better connected with community health services 	<ul style="list-style-type: none"> • increased instances of consumers reporting positive experiences of culturally safe, and respectful care that is in alignment with their needs • increased coordination of care for smoother transitions between hospital, community and primary care
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>	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • stronger, culturally anchored care pathways that link hospitals, community services, and cultural supports • stronger mechanisms to capture and respond to the perspectives of staff, stakeholders, and 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>	<ul style="list-style-type: none"> • review and strengthen governance so decisions support culturally safe care • co-design and co-develop programs with First Nations communities and service providers 	<ul style="list-style-type: none"> • enhanced 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>	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • a growing, culturally supported First Nations workforce across diverse roles • services increasingly shaped by a workforce that reflects the communities we serve.

Monitoring and reporting

We will evaluate the strategy through regular feedback, including staff surveys and activity tracking. Annual reviews will ensure the strategy remains responsive, with findings reported to the West Moreton Health Executive Leadership Committee and Board Executive Committee, allowing for continuous adaption based on First Nations employee, community, and stakeholder needs and feedback. The indicators of success are measures underpinned available, reportable data. Performance reports will be developed annually to monitor progress. The West Moreton Health First Nations Health Equity Strategy will be reviewed every three years to ensure the strategy reflects contemporary data, policies, and opportunities.