



**Aboriginal and Torres
Strait Islander**
*Health Equity
Implementation Plan
2026-2028
Feedback Summary*

Sunshine Coast
Health



Queensland
Government

Acknowledgement of traditional custodians

Sunshine Coast Health respectfully acknowledges the Traditional Custodians, the Kabi Kabi (Gubbi Gubbi) and Jinibara (Yinie-Bara) people, on whose land we provide our services. We also pay respect to Elders past present and emerging. This land is rich with their stories, together as one we continue our role in caring for Country and each other.

Introduction

This report consolidates the feedback received from prescribed stakeholders on the Draft Health Equity Implementation Plan 2026–2028. Sunshine Coast Health distributed the draft for consultation on 16 December 2025 and invited submissions up to 31 January 2026.

Sunshine Coast Health highly values the voices, lived experience and insights of our partners and community. Their feedback plays a critical role in shaping a plan that is meaningful, culturally informed and responsive to local needs. The contributions received through this consultation process strengthen the direction of the Implementation Plan and ensure our commitments reflect shared priorities.

This document outlines the feedback provided and Sunshine Coast Health's formal response. For clarity and ease of reference, a summary table of accepted changes has been included at the end of the document.

Consultation and general feedback

Summary of Feedback	Response / Decision
The Implementation Plan is clearly structured and follows a consistent line of sight from consultation through to implementation actions and performance measures. This strengthens its alignment with the Sunshine Coast Hospital and Health Service Health Equity Strategy 2022-2031.	Agreed, no change required: Sunshine Coast Health acknowledges the importance of meaningful consultation and has ensured this Implementation Plan aligns with our overarching strategic directions.
Community voice is strongly embedded throughout the plan, demonstrated by the breadth of consultation undertaken and clear translation of these insights into themes and priority areas.	Agreed, no change required: Sunshine Coast Health undertook extensive engagement for the development of this Plan, facilitating 67 engagement opportunities and gathering 261 individual responses. Additional feedback received through the current consultation process continues to be collated and considered to ensure community voice remains central to our priorities and actions.
The inclusion of achievements from the previous implementation plan provides meaningful context, demonstrates progress to date and strengthens credibility with community and stakeholders.	Agreed, no change required: Sunshine Coast Health values the opportunity to acknowledge and celebrate our achievements from the previous Implementation Plan. Highlighting this progress provides important context for community and stakeholders and reinforces our ongoing commitment to building on these successes.
The addition of pictographs in the outlined sections will assist with readability.	Agreed change: Sunshine Coast Health will include pictographs in the outlined sections once the draft document is finalised.
The focus areas reflect priorities raised through consultation, including racism, culturally safe care, access, co-design, work-force development and youth engagement, showing responsiveness to community feedback.	Agreed, no change required: Sunshine Coast Health acknowledges the importance of ensuring community voices are clearly reflected in our priority focus areas for meaningful, community-led action.
This document is very clear and encompasses great information, it sets a clear path forward with achievable and realistic goals.	Agreed, no change required: Sunshine Coast Health appreciates this feedback and remains committed to presenting a clear and achievable path forward for improved health equity outcomes.
Under the <i>Our Journey</i> heading a notable achievement dot point reads as	Agreed change: The Senior Health Worker position provides professional leadership and guidance to all Health

<ul style="list-style-type: none"> <i>The health service successfully onboarded a Senior Health Worker to support professional leadership for Health Workers.</i> <p>Should this be leadership development?</p>	<p>Workers within the organisation and plays a key role in supporting leadership development across the workforce. Both statements are accurate; however, the wording will be updated to more clearly reflect the full scope of the role.</p> <p><i>A Senior Health Worker was successfully onboarded to lead the professional governance of Health Workers and strengthen leadership capability across the workforce.</i></p>
<p>Under the <i>Our Journey</i> heading a notable achievement dot point reads as</p> <ul style="list-style-type: none"> <i>Two (2) separate Elders Advisory Committees (EAC) in Gympie and the Sunshine Coast.</i> <p>Consider adding when they were formed?</p>	<p>Agreed change: The wording will be updated to include the establishment dates of the Elders Advisory Committees in Gympie and the Sunshine Coast, providing clearer context on their formation and development over time.</p> <p><i>Formation of two (2) Elders Advisory Committees: Sunshine Coast EAC (established May 2023) and Gympie EAC (established March 2023).</i></p>
<p>Under <i>Eliminating Racial Discrimination</i>, should this be <i>embed</i> rather than <i>adopt a zero tolerance workplace culture and actively address racism and discrimination</i>. This is not a new concept and more about how we move forward into the future.</p>	<p>Agreed change: The wording within the <i>Strategic Objective</i> section (page 18) has been intentionally retained to reflect the original language used in the <i>Aboriginal and Torres Strait Islander Health Equity Strategic Plan 2022–2031</i>. This section serves as a refresher of the foundational commitments outlined in the original plan, and the terminology has been kept consistent with the formally endorsed document. However, page 22 and future documents will include:</p> <ul style="list-style-type: none"> <i>Embed a zero-tolerance workplace culture and actively address racism and discrimination.</i>
<p>We congratulate Sunshine Coast Health’s (SCH) progress achieved under the <i>Health Equity Strategy 2022-2031</i> and the <i>Health Equity Implementation Plan 2022-2025</i>. We commend SCH on the <i>Health Equity Strategy Evaluation 2023-2024</i>, demonstrating significant commitment to action and accountability. The impact outlined has provided strong foundations and driven meaningful change across the organisation, creating a platform from which this next phase of work can confidently grow. We also acknowledge the robust nature of consultation in developing the draft <i>Health Equity Implementation Plan 2026-2028</i> and believe this will translate to positive impact over the forward years.</p>	<p>Agreed, no change required: Sunshine Coast Health values the recognition of progress achieved through the <i>Health Equity Strategy 2022–2031</i> and the <i>Health Equity Implementation Plan 2022–2025</i>. We appreciate the acknowledgement of our commitment to action, accountability, and comprehensive evaluation. These achievements have established strong foundations that continue to guide meaningful change across the organisation.</p>
<p>Is the plan based on calendar or financial years? Document refers to years 1-3, does this mean the plan is for three calendar years.</p>	<p>Agreed change: The Implementation Plan has been designed as a three-year plan, spanning 2026 to 2028. References to years 1–3 corresponds directly to the calendar years and outlines the phased implementation approach across the life of the plan. An update will be included under the <i>Our Journey</i> section (page 9-10) to provide clarity.</p> <p><i>Designed as a three-year plan, spanning 2026 to 2028 and combined with refreshed population and health needs data from the latest (2021) Census, the 2026–2028 Implementation Plan is both data-driven and informed by lived experiences. It supports a strategy that is targeted, transparent, and with a continued focus on equity and inclusion.</i></p>

Stakeholders and governance feedback

Summary of Feedback	Response / Decision
<p>The <i>Hospital and Health Boards Act 2011</i> sets out legislated Health Equity priorities and prescribes stakeholder obligations that HHSs must demonstrate alignment with. While a statement of commitment is not a requirement, including one helps clearly articulate these obligations and is a simple way to highlight SCHHS's commitments and obligations under the Act.</p>	<p>Agreed change: A statement of commitment outlining Sunshine Coast Health's legislated Health Equity priorities and stakeholder obligations, as prescribed under the <i>Hospital and Health Boards Act 2011</i>, will be included in the Sunshine Coast Health Equity Implementation Plan (2026–2028) (Page 6). This addition will support clarity and ensure our commitments are transparent to partners and community.</p>
<p>The current plan lacks commitment to working in partnership to deliver outcomes for the region. We would like to see some written commitment to working with partners and to build relationships.</p>	<p>Agreed change: A statement of commitment outlining Sunshine Coast Health's legislated Health Equity priorities and stakeholder obligations, as prescribed under the <i>Hospital and Health Boards Act 2011</i>, will be included in the Sunshine Coast Health Equity Implementation Plan (2026–2028) (Page 6). This statement will clearly articulate our commitment to working collaboratively with partners to deliver meaningful outcomes for the region.</p> <p>In addition, the Implementation Plan actions (pages 22-27) outline further steps designed to strengthen partnerships, enhance relationship-building, and support ongoing shared decision-making with community and stakeholders.</p>
<p>It is noted key themes include health education, preventative care, early screening and youth engagement Where does partners fit into this?</p>	<p>No change: Partners play an important role across the key themes identified in the plan. Each partner's level of involvement will vary depending on their business, values, and strategic priorities, which will determine how and where they can best support the actions within the plan. Sunshine Coast Health will continue to work with partners to co-design initiatives that extend service reach and meet community need.</p>
<p>As a prescribed stakeholder, we value our partnership with Sunshine Coast Health and look forward to continued collaboration in advancing health equity and improving the health and wellbeing of Aboriginal and Torres Strait Islander peoples across the region, particularly in the areas of physical activity and nutrition.</p>	<p>Agreed, no change required: Sunshine Coast Health is committed to ongoing collaboration with our partners to improve the health and wellbeing of our community. Working closely with stakeholders enables us to design and deliver services that have greater reach and impact, particularly in priority areas such as physical activity and nutrition. We value this partnership and look forward to continuing to work together to advance health equity across the region.</p>
<p>The plan identifies key governance structures and partnerships, with multiple committees and forums identified, but does not clearly outline reporting pathways, decision-making responsibilities or escalation points. Consider including a simple visual that demonstrates decision-making steps, escalation points, and how updates are shared with community would make the governance clearer.</p>	<p>Agreed change: A visual governance map will now be included in the Sunshine Coast Health Equity Implementation Plan (2026–2028) (pages 16-17). This visual will outline escalation pathways, and the mechanisms for sharing updates with community, strengthening the clarity and transparency of our governance approach.</p>
<p>In relation to the governance framework - consider a framework represented through graphics demonstrating the different tiers of governance and reporting.</p>	<p>Agreed change: A visual governance map will now be included in the Sunshine Coast Health Equity Implementation Plan (2026–2028) (pages 16-17). This visual will clearly illustrate the tiers of governance and reporting pathways, strengthening transparency and supporting partners and community to understand how decisions are made and escalated.</p>

<p>Consider including accountability for delivery of actions outlined in the plan.</p>	<p>No change: The Health Equity Implementation Plan is an organisation-wide strategy, and as such, accountability for delivering the actions sits collectively across Sunshine Coast Health. The governance structures outlined on pages 16-17 provide oversight, direction and monitoring to ensure progress remains aligned with our strategic objectives. Each division and service area is responsible for progressing the actions relevant to their scope, ensuring shared ownership, clear lines of accountability and integration into routine service delivery.</p> <p>Sunshine Coast Health also recognises the important role of partners within our governance processes, with their perspectives and participation helping to guide priorities, strengthen decision-making and support a coordinated approach to achieving health equity across the region.</p>
<p>Further discussion on opportunity for partners to form part of the organisational governance and oversight committee/s.</p>	<p>Agreed change: Sunshine Coast Health appreciates the suggestion and acknowledges the value of strong partner involvement in governance. While partners cannot be formal members of our statutory governance committees (such as Board or Executive committees), we are committed to making sure partner voices continue to guide planning and delivery.</p> <p>The <i>Governance and Oversight</i> section of the plan will be modified to provide greater clarity around our partners involvement in the governance process. (pages 16-17)</p>
<p>Clarify investment for resourcing attached to implementation actions.</p>	<p>No change: There is no separate or dedicated funding attached to this plan. Instead, actions are supported through existing operational resources, governance structures, and service planning processes. Any additional investment needs will continue to be identified and considered through standard organisational planning and prioritisation mechanisms.</p>

Key Performance Metrics (KPMs) and actions feedback

Summary of Feedback	Response / Decision
<p>The key priority outcome areas and associated actions are clearly structured and supported by a broad set of metrics across each objective. However, several key performance measures lack defined baselines and targets. Consider including a consolidated KPM table to support consistency, monitoring and ease of interpretation.</p>	<p>Agreed change: A separate Key Performance Metrics (KPM) table will be included in the Sunshine Coast Health Equity Implementation Plan (pages 19-21). This table will include defined baselines and targets to support clarity, consistency, and effective monitoring. It will remain separate from the actions section to support ease of reading and interpretation for partners and community.</p>
<p>Consider having Metrics that align to performance tracking, are their KPIs/targets and/or baseline data for each of these?</p>	<p>Agreed change: A separate Key Performance Metrics (KPM) table will be included in the Sunshine Coast Health Equity Implementation Plan (pages 19-21). This table will include defined baselines and targets to support clarity, consistency, and effective monitoring.</p>
<p>Consider removing <i>increased</i> from certain metrics to match the wording of others.</p>	<p>No change: The inclusion of a separate Key Performance Metrics (KPM) table, featuring clear baselines and targets, will provide the necessary clarity regarding the use of terms such as maintain, increase, and decrease for each metric.</p>
<p>Actions are quite broad – consider refining these to allow for more robust reporting and/or updates.</p>	<p>No change: Sunshine Coast Health acknowledges the feedback regarding the breadth of some actions. Some actions in the Implementation Plan have been intentionally</p>

	<p>written at a high level to ensure they remain flexible, achievable and responsive across the three-year implementation period. This approach also supports shared ownership across multiple services and partners.</p> <p>More detailed Key Performance Measures (KPMs) will be reported through our established governance and performance monitoring processes. These KPMs will support clear tracking of progress, strengthen transparency and enable robust reporting and updates over the life of the plan.</p>
<p>Would like to see a written commitment to not duplicate services.</p>	<p>No change: Sunshine Coast Health is committed to providing high-quality, cost-effective, innovative healthcare in collaboration with our communities and partners. This commitment, including the responsible use of resources, is already articulated in our Strategic Plan and underpins all service planning activities.</p> <p>To minimise duplication, Sunshine Coast Health maintains transparency regarding current service offerings, actively involves partners in service planning, and consults widely with stakeholders to identify service needs and gaps. While these strategies significantly reduce the likelihood of duplication, the development of similar services by external organisations remains outside the scope of Sunshine Coast Health's control.</p>
<p>Would like to see a written commitment to stay in the tertiary health care space.</p>	<p>No change: Sunshine Coast Health is funded to deliver services within the secondary care space. Secondary care provides specialist treatments and diagnostics, functioning as the bridge between primary care and tertiary hospital services. This includes specialist outpatient care, management of complex chronic conditions, early identification programs, and screening activities.</p> <p>Focusing efforts in this space has the greatest impact on reducing disease burden, is more cost-effective for the health system, and ensures patients receive timely care outside of inpatient hospital settings. The delivery of secondary care services prevents the need for more intensive tertiary-level interventions, supporting better health outcomes for our community.</p>
<p>We are not referenced (non-committal terminology is used) in key priorities that relate to primary health service delivery.</p>	<p>No change: The Implementation Plan intentionally avoids naming individual organisations within service delivery actions. Sunshine Coast Health works with multiple partners across the region and using non-specific terminology ensures the plan remains inclusive and accurately reflects the shared, system-wide nature of healthcare delivery. It also supports our partners to identify which actions align with their own business, values and strategic direction.</p>
<p>Within key priorities that relate to primary health service delivery, we have identified some actions are duplication of services already in place.</p>	<p>No change: Actions in the Implementation Plan have been intentionally written at a high level to ensure they remain flexible, responsive and support shared ownership with our partners. Sunshine Coast Health will continue to work closely with partners to avoid duplication and ensure activities delivered through the plan add value, enhance coordination and align with the strengths of existing services.</p>
<p>Addressing the broader determinants of health and investing in primary prevention is key to</p>	<p>Agreed, no change required: Sunshine Coast Health recognises that strengthening secondary and tertiary</p>

<p>reducing chronic disease over the long term. At the same time, increasing access to targeted secondary and tertiary prevention efforts can help ease immediate demand on the healthcare system. To support this, the <i>Strengthening Prevention in Integrated Care Systems Framework</i> was designed to build integrated care systems that collectively drive a more connected and coordinated approach to chronic disease prevention. This Framework could assist in delivering on strategic objectives <i>Improving Access to Healthcare</i> and <i>Achieving Health Parity</i>.</p>	<p>prevention plays a critical role in easing demand on the health system and improving long-term outcomes for our community.</p> <p>We note that the <i>Strengthening Prevention in Integrated Care Systems Framework</i> aligns closely with principles already embedded within our Health Equity Strategy, Implementation Plan, and broader Sunshine Coast Health strategic direction. Key components of the Framework that overlap with our current approaches include:</p> <ul style="list-style-type: none"> • Health Literacy and Activation: Empowering community members to understand and manage their health. • Workforce Capability: Building a skilled and culturally capable workforce equipped to deliver prevention across consumer journeys. • Shared Leadership: Supporting cross-sector governance and decision-making structures that advance the prevention agenda in partnership. • Service Reorientation: Integrating innovative and connected models of care to support seamless care pathways. • Data and Technology: Leveraging digital health capabilities and data insights to drive prevention-focused innovation. <p>Sunshine Coast Health looks forward to continuing to work with partners to explore these shared priorities and strengthen prevention efforts across the region.</p>
<p>There is further opportunity to strengthen the Implementation Plan and how the social determinants are incorporated across the objectives and actions. While social determinant concepts appear throughout the Plan, there is an opportunity to embed them more intentionally and explicitly. With that in mind, the feedback is focused on sharpening how the Plan recognises and articulates those contributions.</p> <p>To support this, the Implementation Plan could consider:</p> <ul style="list-style-type: none"> • Embedding or participating in cross sector initiatives that address housing stability, education pathways, transport access, economic participation and digital inclusion. The objectives under <i>Achieving Health Parity</i> would benefit most from this. • Aligning objectives and actions in <i>Strengthening Co-design and Partnerships</i> with place based, community driven priorities, engaging partners beyond the health sector such as local councils, housing organisations, youth services, employment agencies, and other community-controlled organisations. 	<p>Agreed change: Sunshine Coast Health acknowledges the importance of intentionally addressing the social determinants of health. Although we are not directly funded to deliver services such as housing or transport, we do recognise their critical impact on health outcomes. Within our scope, we are committed to:</p> <ul style="list-style-type: none"> • Implementing direct organisational improvements, including expanding outreach models, strengthening secondary prevention programs and enhancing workforce pathways. • Advocating for improved access to services that influence health outcomes. • Supporting and participating in cross-sector initiatives where appropriate. • Partnering with organisations responsible for these determinants to ensure coordinated care and shared priorities. <p>The following action will be added to the <i>Strengthening Co-Design and Partnerships</i> action table.</p> <ul style="list-style-type: none"> • <i>Explore opportunities to extend participation in joint planning and governance structures to additional partners, strengthening collaboration and coordinated regional responses. (Year 1-3)</i> <p>The following actions will be added to the <i>Achieving Health Parity</i> action table.</p>

<ul style="list-style-type: none"> Integrating and including measurable determinant-related outcomes into the metric component of the plan where feasible. For example, improved transport access, increased housing security connections, improved health literacy rates or participatory governance metrics. Under the section of Shared governance and partnerships, reflecting opportunities for joint planning and shared investment would reinforce that achieving health equity requires system-level collaboration, not isolated to health service delivery. 	<ul style="list-style-type: none"> <i>Work with cross-sector partners to support initiatives that address housing stability, education pathways, transport access, economic participation and other social determinants of health. (Year 1-3)</i> <i>Strengthen and expand secondary prevention initiatives to reduce disease progression and improve community wellbeing. (Year 1-3)</i>
<p>We strongly support the commitment to delivering sustainable, culturally safe and responsive healthcare services, and influencing the determinants of health, whilst strengthening the Aboriginal and Torres Strait Islander health workforce. This aligns with our own principles of culturally safe, co-designed, community-driven and evidence-informed action. Through our programs, initiatives and partnerships across Queensland, we are committed to enabling systems and structures that uphold the voices and leadership of Aboriginal and Torres Strait Islander peoples.</p>	<p>Agreed, no change required: Sunshine Coast Health values and shares this commitment to co-designed, community-driven and evidence-informed action. The <i>Health Equity Strategy 2022–2031</i> and plan are grounded in the same principles and guide our actions to ensure that our work remains aligned with community need and priorities.</p>
<p>The plan includes a range of access-related metrics and SCHHS performs better than statewide First Nations rates for Discharged Against Medical Advice (DAMA), Did Not Wait (DNW) and Missed Opportunity to Treat (MOTT). However, these indicators are not currently included under this objective. Consider including DAMA, DNW and MOTT metric under Improving Access to Healthcare to strengthen monitoring of culturally responsive care and accountability.</p>	<p>Agreed change: Suggested additional access metrics will now be included in the Sunshine Coast Health Equity Implementation Plan (2026–2028) (pages 19-20).</p>
<p>We recommend incorporating two additional deliverables listed under <i>Building a Culturally Diverse and Confident Workforce</i></p> <ul style="list-style-type: none"> Program for student placements in Certificate IV Aboriginal and Torres Strait Islander Primary Health Care Indigenous Work stars program (Job Placement Program) for operational services. 	<p>Agreed change: The following actions will be added to the <i>Building a Culturally Diverse and Confident Workforce</i> action table.</p> <ul style="list-style-type: none"> <i>Partner with organisations that deliver culturally appropriate job placements. (Year 1-3)</i> <i>Support student placements for community members completing a Certificate IV in Aboriginal and Torres Strait Islander Primary Health Care. (Year 1-3)</i>
<p>Under strategic objective <i>Strengthening Co-design and Partnership</i>, we have the following feedback:</p> <ul style="list-style-type: none"> <i>Action 1 - Co-host health education events with partner organisations at community venues:</i> We support Sunshine Coast Health’s plan to deliver health education initiatives in the community. Where appropriate, we may be able to support these activities. <i>Action 3 - Collaborate with partners on service delivery by leveraging Mob Pod, the Nyina Budja Health Equity Van, and</i> 	<p>Agreed change: Sunshine Coast Health appreciates the support and partnership demonstrated through this feedback. Strengthening co-design and collaboration is central to the successful implementation of our strategy.</p> <p>The following actions will be amended in the <i>Strengthening Co-Design and Partnerships</i> action table.</p> <ul style="list-style-type: none"> <i>Participate in the Health and Wellbeing Queensland Diet Affordability Project, aiming to collect a diverse sample of data that represents the different communities within the Sunshine Coast and Gympie regions. (Year 1)</i>

<p><i>other resources to expand service reach:</i> We will support this action through on-going representation at the Mob Pod Research Governance Group.</p> <ul style="list-style-type: none"> • Action 6 - Participate in Health and Wellbeing QLD diet affordability research project: We are highly supportive of inclusion of this action in the Health Equity Implementation Plan and greatly appreciate Sunshine Coast Health's willingness to participate in the diet affordability monitoring project. Diet affordability is a critical determinant of food security, and social determinant of health, with the potential to impact chronic disease and mental health amongst other health outcomes. In line with this, we suggest including a metric 'diet affordability data collected in at least two Sunshine Coast communities' if considered appropriate. 	
<p>Under strategic objective Achieving Health Parity, we have the following feedback:</p> <ul style="list-style-type: none"> • Action 1 - Co-host health education initiatives with partner organisations through community-based events and virtual platforms: Diabetes Australia delivers the My health for life (Mh4I) program statewide. Aboriginal and Torres Strait Islander people are automatically eligible for the program. A new statewide culturally tailored individual telephone health coaching program has just been developed for Aboriginal and Torres Strait Islander peoples. It will be delivered by identified health coaches. We would be open to discussing leveraging Mh4I to support in delivery of this action, if considered appropriate. • Action 4 - Empower young people through a rights-based campaign that builds awareness of healthcare access, confidentiality, and decision-making rights: We support Sunshine Coast Health's commitment to include young people in the development and delivery of health initiatives. We could support this action through connecting Sunshine Coast Health with the Queensland Government Office for Youth (OFY). • Action 5 - Use social media platforms to share health messages and youth stories: We frequently run campaigns with health messaging material and may be able to support delivery of this action. We would be open to discussing this further and providing materials on request. 	<p>Agreed, no change required: We welcome the opportunity to collaborate on health education initiatives with partner organisations. Partner involvement strengthens community reach, supports health literacy, and ensures locally relevant and culturally informed service delivery. Sunshine Coast Health will engage partners where appropriate as these initiatives progress.</p>

Summary of changes

<p>Under the <i>Our Journey</i> heading two notable achievements were rewritten to improve clarity. (pages 9-10)</p> <ul style="list-style-type: none">• <i>A Senior Health Worker was successfully onboarded to lead the professional governance of Health Workers and strengthen leadership capability across the workforce.</i>• <i>Formation of two (2) Elders Advisory Committees: Sunshine Coast EAC (established May 2023) and Gympie EAC (established March 2023).</i>
<p>Under the <i>Our Journey</i> heading, the below will now be included to provide clarity on the life span of the current plan. (pages 9-10)</p> <ul style="list-style-type: none">• <i>Designed as a three-year plan, spanning 2026 to 2028 and combined with refreshed population and health needs data from the latest (2021) Census, the 2026–2028 Implementation Plan is both data-driven and informed by lived experiences. It supports a strategy that is targeted, transparent, and with a continued focus on equity and inclusion.</i>
<p>Adopt a zero-tolerance workplace culture and actively address racism and discrimination will be updated to the below wording:</p> <ul style="list-style-type: none">• <i>Embed a zero-tolerance workplace culture and actively address racism and discrimination.</i>
<p>A statement of commitment outlining Sunshine Coast Health’s legislated Health Equity priorities and stakeholder obligations, as prescribed under the Hospital and Health Boards Act 2011, will now be included in the Sunshine Coast Health Equity Implementation Plan (2026–2028). (page 6)</p>
<p>A visual governance map will now be included in the Sunshine Coast Health Equity Implementation Plan (2026–2028) (Page 16-17)</p>
<p>The <i>Governance and Oversight</i> section of the plan will be modified to provide greater clarity around our partners involvement in the governance process. (pages 16-17)</p>
<p>A separate Key Performance Metrics (KPM) table will be included in the Sunshine Coast Health Equity Implementation Plan (2026–2028). (pages 19-21)</p>
<p>Discharged Against Medical Advice (DAMA), Did Not Wait (DNW) and Missed Opportunity to Treat (MOTT) metrics will now be included in the Sunshine Coast Health Equity Implementation Plan (2026–2028) (pages 19-20)</p>
<p>The following actions will be added to the <i>Building a Culturally Diverse and Confident Workforce</i> action table. (page 24)</p> <ul style="list-style-type: none">• <i>Partner with organisations that deliver culturally appropriate job placements. (Year 1-3)</i>• <i>Support student placements for community members completing a Certificate IV in Aboriginal and Torres Strait Islander Primary Health Care. (Year 1-3)</i>
<p>The following action will be added to the <i>Strengthening Co-Design and Partnerships</i> action table. (page 26)</p> <ul style="list-style-type: none">• <i>Explore opportunities to extend participation in joint planning and governance structures to additional partners, strengthening collaboration and coordinated regional responses. (Year 1-3)</i>• <i>Participate in the Health and Wellbeing Queensland Diet Affordability Project, aiming to collect a diverse sample of data that represents the different communities within the Sunshine Coast and Gympie regions. (Year 1)</i>
<p>The following actions will be added to the <i>Achieving Health Parity</i> action table. (page 27)</p> <ul style="list-style-type: none">• <i>Work with cross-sector partners to support initiatives that address housing stability, education pathways, transport access, economic participation and other social determinants of health. (Year 1-3)</i>• <i>Strengthen and expand secondary prevention initiatives to reduce disease progression and improve community wellbeing. (Year 1-3)</i>