

# Message from the ED, Aboriginal and Torres Strait Islander Health

Sherry Holzapfel



Adj. Prof. Sherry Holzapfel

April 2025

Dear Colleagues,

It was great to catch up with many of you at the recent Health Equity Community Consultation event held on Thursday 10 April at the HOPE Centre Moreton. Providing a platform for our Elders and community members to contribute to the development of our new Health Equity Strategy is vital in ensuring their voices and experiences are reflected throughout the strategy.

My team will be hosting a Metro North Health Staff Community Consultation event on Wednesday 30 April at the Brighton Health Campus Auditorium. This will be a culturally safe space for Aboriginal and Torres Strait Islander staff to share their feedback, and raise any challenges they may be experiencing in their role as we progress on the health equity journey. More details can be found below.

In May, the fourth bi-annual Metro North Have Your Say survey will open. This survey is an opportunity for Metro North Health staff to give feedback on what's working, what can we do better at as an employer, how can your leader help you with your career, and are you supported from a wellbeing perspective.

There is opportunity within the survey for staff to identify as Aboriginal and/or Torres Strait Islander. This is a positive. Your identification status will remain anonymous and can only be used in larger organisational/directorate reports, not in smaller service reports. The survey is conducted by external consultant, Best Practice Australia (BPA), who ensure staff identities remain anonymous when reports are provided to Metro North Health.

I encourage all Aboriginal and Torres Strait Islander staff to identify under the diversity section towards the end of the survey. By doing so, your feedback will help shape the organisation to support Aboriginal and Torres Strait Islander workforce initiatives and workplace culture. This is your opportunity to have your say.

The survey will open on 12 May 2025 and will remain available until 30 May 2025. Please keep an eye on Metro North Health communications to access the Have Your Say survey. For any concerns or queries please email [A\\_TSILT\\_MNHHS@health.qld.gov.au](mailto:A_TSILT_MNHHS@health.qld.gov.au).

Metro North Health have developed a partnership with the South Pacific Institute to deliver ongoing sessions to discuss unconscious bias and various forms of racism.

*Virtual Courageous Conversations: The Experience™* is an online interactive learning experience that provides Metro North Health with a way to talk about race, intentionally and effectively.

This training is timely with the upcoming launch of our Anti-racism campaign later this year. Metro North Health has zero tolerance towards racial discrimination within our hospitals and health services. All employees have a personal responsibility and duty of care to eliminate racial discrimination and institutional racism and addressing unconscious bias towards Aboriginal and Torres Strait Islander peoples.

I encourage all staff to undertake these training sessions. You can register your interest by searching 'Virtual Courageous Conversation' on [TMS](#).

As we approach the Easter holiday period, please remember take care on the roads when travelling. I hope you all have an opportunity to spend some time with your loved ones and to have a well-deserved break.

Until next time, stay safe and deadly.

Kind Regards,

Sherry Holzapfel

# Invitation

## Metro North Health's Journey to Health Equity *Staff Consultation*

The Metro North Health Equity Staff Consultation is an opportunity for Aboriginal and Torres Strait Islander staff to come together connect, network and provide feedback on the draft Health Equity Strategy 2025-2028.

**Wednesday  
30 April 2025**

**Brighton Health Campus  
Auditorium**  
(449 Hornibrook Hwy, Brighton QLD 4017)

**9am - 1pm**  
(8.30am arrival and registration)

RSVP by 25 April 2025 to [HealthEquityMNH@health.qld.gov.au](mailto:HealthEquityMNH@health.qld.gov.au)

**Click here to RSVP** 

### Meet Alintia!

Alintia is a proud Darumbal, Iman, and South Sea Islander woman who is working as a Senior Project Officer in the Workforce, People and Culture Programs.

Joining Metro North Health seven years ago, Alintia worked as an Indigenous Hospital Liaison Officer (After Hours) for five years, before moving to a Senior Project Officer role within the Deadly Start Program, which then led her to join the People and Culture team.

In her current role, Alintia coordinates the development and implementation of workforce capability and capacity initiatives to fulfil the People and Culture commitments outlined in the Metro North Health Equity Strategy.

“My favourite part of my role is collaborating across multiple teams to advocate for change in policies and practices at a strategic level to better inform suitable culturally appropriate services,



programs, and processes for our Aboriginal and Torres Strait Islander staff and communities within Metro North” said Alintia.

Outside of work, Alintia enjoys being around family, having big laughs with her mob, and listening to her Elders who help keep her humbled and culturally grounded.

## A course everyone should complete in 2025

# VIRTUAL COURAGEOUS CONVERSATION: THE EXPERIENCE™

**Virtual Courageous Conversation: The Experience™ (VCC)** is an online learning experience that provides participants with a way to talk about race, intentionally and effectively.

### Core workshop topics and concepts

- Courageous Conversation Protocol
- Racial Identity Development and Practice
- (De)Constructing Systemic Racism
- Decolonisation through Building Racial Consciousness

### How to Register

- Register through the Talent Management System (TMS)
- Search viz TMS “Virtual Courageous Conversation: The Experience” to enrol in a class
- 79 spots and 80 waitlist spots available

For additional information, please contact Andrew via [ATSILT-CapacityBuilding@health.qld.gov.au](mailto:ATSILT-CapacityBuilding@health.qld.gov.au)



## Register on TMS now

# Jobs for Mob!

Metro North Health have multiple positions available for Aboriginal and Torres Strait Islander people to apply. For list of current positions please see below:

Advertised position	Job link
Statewide Program Coordinator, Social and Emotional Wellbeing in Correctional Centres (Identified)	<b>HP5:</b> <a href="https://smartjobs.qld.gov.au/jobs/QLD-MH630874">https://smartjobs.qld.gov.au/jobs/QLD-MH630874</a> <b>NG7:</b> <a href="https://smartjobs.qld.gov.au/jobs/QLD-MH631059">https://smartjobs.qld.gov.au/jobs/QLD-MH631059</a>



	<b>A07:</b> <a href="https://smartjobs.qld.gov.au/jobs/QLD-MH630884">https://smartjobs.qld.gov.au/jobs/QLD-MH630884</a>
Clinical Midwifery Consultant - Strong Start to Life (Identified)	<a href="https://smartjobs.qld.gov.au/jobs/QLD-MN630251">https://smartjobs.qld.gov.au/jobs/QLD-MN630251</a>
Clinical Nurse Consultant - Strong Start to Life (Identified)	<a href="https://smartjobs.qld.gov.au/jobs/QLD-MN628425">https://smartjobs.qld.gov.au/jobs/QLD-MN628425</a>
Administration Officer Ngarrama (Identified)	<a href="https://smartjobs.qld.gov.au/jobs/QLD-RD630280">https://smartjobs.qld.gov.au/jobs/QLD-RD630280</a>
Nurse Navigator - Aboriginal and Torres Strait Islander Health (Identified)	<a href="https://smartjobs.qld.gov.au/jobs/QLD-COH627497">https://smartjobs.qld.gov.au/jobs/QLD-COH627497</a>



## Become a Metro North Health Peer Responder!

Metro North Health are recruiting enthusiastic, empathetic, nurturing staff with a genuine interest in the wellbeing of their colleagues to be Peer Responders. They're searching for employees from Administration, Clinical, Operational, and Technical streams.

As a Peer Responder, you will be trained to provide psychological first aid to colleagues who are experiencing distress of some kind, and link colleagues with additional support if they need it.

For more information on the Peer Responder Program, please click [here](#).

### Peer Responder EOI

## New Deadly Start trainees join Metro North Health!

Orientations were held across Royal Brisbane and Women's Hospital, Redcliffe and Caboolture Hospitals, over the last couple of weeks, to welcome the new Deadly Start trainees who will begin their Certificate III traineeship with us this year!

During the facility orientations, the students had the opportunity to meet with a range of Aboriginal and Torres Strait Islander Health Services staff, which showcased the diverse roles and variety of career paths available across Metro North Health.

If you see the Deadly Start trainees out and about within your facility, make sure you say hello! We look forward to following them on their journey, and ensuring they feel culturally safe and supported attending our facilities.



(Deadly Start trainees attending their orientation day at Caboolture Hospital)

**SUPPORTING  
OUR DIVERSE  
WORKFORCE**

**Have you updated your diversity status on myHR?**  
This information is not pre-filled. Simply [log on](#) to [myHR](#) to update and record your EEO status.

  
This initiative is supported by the Aboriginal and Torres Strait Islander Leadership Team,  
Metro North Health

**SEE ME. HEAR ME. RESPECT ME.**

**IMPROVING HEALTHCARE  
FOR PEOPLE WITH DISABILITY**

## Queensland Health Disability Awareness and Capability Training

An inclusive and disability-confident workforce is key to improving the health outcomes of Queenslanders.

Register online now to attend monthly Disability Awareness and Capability Training sessions to equip

yourself with the knowledge, skills, and tools, to develop and deliver high quality care that better meets the diverse needs of people with disability, values lived experience, and optimises opportunities for all.

[Register online](#)

## Metro North Health Quality of Care Report 2024

This annual snapshot highlights services, activities and initiatives being undertaken across our health service that have contributed to improved health outcomes and experiences for our patients over the last 12 months.

Read the 2024 Quality of Care report and be impressed by the many and diverse ways in which Metro North is successfully delivering high-quality, person-centred care to our patients, consumers and families.

[2024 Quality of Care Report](#)

## New Health Equity recruitment information

You can now find updated information on the Health Equity Recruitment QHEPS page to help hiring managers grow our Aboriginal and Torres Strait Islander workforce, learn about the cadetship program and more.

With a Metro North target to increase our Aboriginal and Torres Strait Islander workforce from 1.9% to 3%, it's every manager's responsibility to be up to date with this information on QHEPS.

Increasing the representation of Aboriginal and Torres Strait Islander peoples in our workforce brings diverse perspectives, deeper understanding and more culturally responsive care to the community we serve.

[Learn more](#)

## Metro North Board Members - spotlight!

### ***Adrian Carson AM***

Adrian is Chair of the Board First Nations Health Equity Committee which monitors the implementation of the Metro North Health Equity Strategy.

Adrian joined Metro North Health in May 2017 and has nearly 30 years' experience in Aboriginal and Torres Strait Islander health across government and non-government organisations. He was formerly the CEO of the Institute for Urban Indigenous Health and is a member of the Metro North Board Risk and Audit Committee.

Adrian is focused on addressing disparities in health outcomes for Aboriginal and Torres Strait Islander peoples, advocating that "if we get it





right for our First Nations mob we will see the benefits for all communities and peoples.”

### ***Dr Shea Spierings***

Shea joined the Metro North Board in April 2024 and is a member of the Board First Nations Health Equity Committee.

Shea is a Research Fellow specialising in First Nations health at the University of Queensland, and is also the lead investigator and associate investigator across a series of projects funded by the Medical Research Futures Fund, Australian Research Council and the Lowitja Institute. Shea is the Chair for Country to Coast Queensland, which commissions the delivery of primary health services across the Sunshine Coast, Wide Bay and Central Queensland regions to service 900,000 people. He is also a member of the Metro North Board Safety and Quality Committee.

For Shea, one of the most important functions of the First Nations Health Equity Committee is to work with Queensland Health and partners across all levels of the health system, to address the inequalities generated by the system itself.



## **New governance process for recruitment of identified roles**

If you are recruiting for an identified Aboriginal and Torres Strait Islander role, all hiring managers are required to follow the new governance steps prior to recruitment.

Click [here](#) to learn more

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## Aboriginal and Torres Strait Islander Support Line

The TELUS Aboriginal and Torres Strait Islander Support Line offers confidential support to Aboriginal and Torres Strait Islander staff:

- by an Identified clinician,
- a clinician who has lots of experience with mob, or
- a non-Indigenous clinician.

Our team are here to support you by having a casual, non-judgmental conversation about the issue you're experiencing.



Free

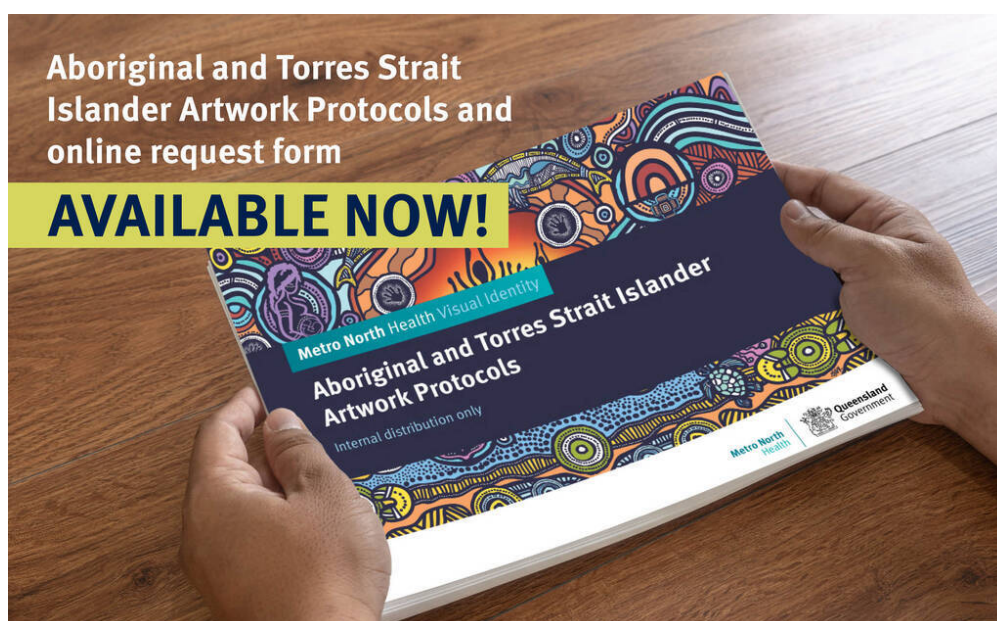
Confidential

Face-to-face or virtual available



Aboriginal and Torres Strait  
Islander Artwork Protocols and  
online request form

**AVAILABLE NOW!**



Protocols

Artwork Request Form



**Follow our new Instagram and LinkedIn pages 'Better Together – Our Health, Our Way' for all the latest news, updates and initiatives related to Health Equity.**

**The platforms celebrate our Aboriginal and Torres Strait Islander workforce, good news stories, upcoming events, and job opportunities.**

**Join our journey towards achieving health equity at Metro North Health.**



Instagram: <https://www.instagram.com/ourhealthourway/>  
LinkedIn: <https://www.linkedin.com/company/better-together-our-health-our-way>  
Facebook: <https://m.facebook.com/bettertogetherourhealthourway/>

**Available for bookings now!**

To book the van or to learn more, visit [qheps.health.qld.gov.au/metronorth/atsilt/better-together-van](https://qheps.health.qld.gov.au/metronorth/atsilt/better-together-van)

**Metro North Health**

**Better Together  
Health Van**

**Metro North  
Health**



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## **Better Together Health Van now available for bookings!**

We are now accepting bookings from Metro North Health services keen to utilise the Better Together Health Van.

The Better Together Health Van is available to support your service provide improved access, opportunistic screening measures, important health promotion and engagement activities to Aboriginal and Torres Strait Islander communities within the Metro North Health catchment area.

The Aboriginal and Torres Strait Islander Leadership Team are available to assist you by connecting your service with local community.

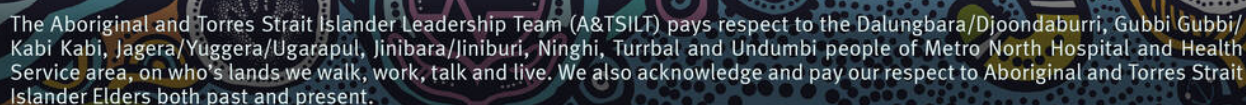
For further information or If you would like to book the van please visit the [Better Together Health Van QHEPS page](#).

## Do you have a good news story to share?

The A&TSILT Communications and Planning Team are always keen to share positive stories to our community. If you have a photograph to share, a program update or just a good yarn, send through your contribution for Better Together Yarns, Talk-About Newsletter, Better Together Yarns ebuletin or our Facebook, Instagram and LinkedIn pages to [A\\_TSILTCommsMNH@health.qld.gov.au](mailto:A_TSILTCommsMNH@health.qld.gov.au)

## Are you following us on social media?

Check out our Better Together - Our Health, Our Way [Facebook](#), [Instagram](#) and [LinkedIn](#) pages for great stories and to stay up to date with the latest news!



The Aboriginal and Torres Strait Islander Leadership Team (A&TSILT) pays respect to the Dalungbara/Djoondaburri, Gubbi Gubbi/Kabi Kabi, Jagera/Yuggera/Ugarapul, Jinibara/Jiniburi, Ninghi, Turrbal and Undumbi people of Metro North Hospital and Health Service area, on who's lands we walk, work, talk and live. We also acknowledge and pay our respect to Aboriginal and Torres Strait Islander Elders both past and present.

Produced by the Aboriginal and Torres Strait Islander Leadership Team,  
Metro North Health

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