

Executive Message

Metro North Health



Summary:

- Celebrating International Women's Day

Message feedback

Chief Executive Nick Steele



Audience: All staff



Read time: 2 min



For: Action

Hi Everyone,

Today we're celebrating International Women's Day and I want to take this opportunity to say thank you to all the women of Metro North Health. Thank you for your outstanding commitment and innovation at work. Your contributions strengthen our teams and improve outcomes for our community.

Great women shape all of our lives. Recently the executive team reflected on women who influenced and inspired them. Check out the short video below.





[Watch video](#)

Where Metro North is at with gender equity

Over the last four years, we have reduced the gender pay gap by 3.04%. Under our [Diversity and Inclusion \(DE&I\) Action Plan](#), we are aiming to reduce this by a further 3 to 5% by 2027.

Women make up 73.78% of our workforce, however we only have 57.95% of women in leadership roles. Increasing representation in leadership and developing our emerging leaders, is a practical way that we can continue to reduce the pay gap and create clearer pathways for progression. If you're looking for ways to level up your leadership skills, I'd encourage you to explore [QHEPS](#) for the opportunities on offer, such as:

- [Metro North Leadership Program](#)
- [Mentoring Program](#)
- [Partner with a Metro North Coach](#).

Who can be the 'primary caregiver' for parental leave

Another focus in the [DE&I Action Plan](#) is increasing awareness that paid parental leave is available to the primary caregiver, regardless of gender.

This means men can access paid parental leave where they are the primary caregiver, and women may choose to return to work earlier if that suits their family arrangements. If you would like more information, please speak with your [local People and Culture Partner](#), contact [myHR](#) or refer to the [parental leave policy](#).

Queensland Women's Week

Today also marks the start of Queensland Women's Week. Each weekday next week we'll share a video profile of just a few of the many inspiring women who make up Metro North.

Take care.
Nick



We uphold our commitment to health equity through our Values in Action
Respect | Integrity | Compassion | High Performance | Teamwork



Metro North Health acknowledges the Traditional Custodians of the Land upon which we live, work and walk, and pay our respects to Elders both past and present.

Metro North Health's vision

Creating healthier futures together—where innovation and research meets compassionate care and community voices shape our services.



**Queensland
Government**

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