



2025 South East Queensland First Nations Health Equity Conference

Expanding Shared Workforce Opportunities

Workshop summary

The Expanding Shared Workforce Opportunities workshop was held on 23 October 2025: day 1 of the SEQ First Nations Health Equity In Action Conference, 2025.

The workshop was facilitated by Kristie Watego, Executive Director, Moreton Aboriginal and Torres Strait Islander Health Service (Moreton ATSICHS), and Mike Bosel, Chief Executive Officer, Brisbane South Primary Health Network (PHN).



Workshop purpose

The workshop aimed to bring partners together to explore current mechanisms and enablers of shared workforce and identify areas of need and opportunity, and to develop an action plan for the next 12 months.

Workshop attendees

Approximately 60 people attended the workshop with representatives from SEQ First Nations Health Equity partners, plus the Health Workforce Division within Queensland Health.

What we heard

Presentation and table yarns focused on practical opportunities to expand shared workforce opportunities, particularly for cadets and graduates of health professions.

We heard about shared workforce models in practice, such as Specialist registrars working in Aboriginal and Torres Strait Islander Community Controlled Health Organisations (ATSICCHOs), Specialist registrars undertaking 6- or 12-month rotations in ATSICCHOs, and Specialists and Allied health staff from Hospital and Health Service (HHS) outreaching to ATSICCHOs.

We heard about progress on developing a shared workforce Memorandum of Understanding agreement and yarned about the challenges and transferable learnings throughout the process.

We heard from Aboriginal and Torres Strait Islander staff who have worked as cadets and graduates across both systems. They yarned about the value of on-the-job exposure, shared their insights on navigating the health system, and matching their experience with their goals and aspirations. We heard how important cultural mentors and peer support are and talked about structuring and resourcing these elements.

We heard from supervisors who shared the benefits and challenges of staff working across both systems, and that **communication** across all stakeholders is key.

What we'll do next

A report and action plan from will go to the next SEQ First Nations Health Equity Workforce sub-committee, articulating how we can share our workforce better in the next 12 months. The plan will focus on practical support for cadets and graduates to help grow a clinically and culturally responsive workforce of the future. Action plans will focus on progressing: pathway mechanisms, shared recruitment, and cross-sector rotations.

Thank you

We thank the following people for presenting, facilitating and participating in panel discussions at this workshop:

- Kristie Watego, CEO, Moreton ATSICHS
- Mike Bosel, CEO, Brisbane South PHN.
- Lauren Williams, Director, First Nations Training Pathway Programs, Metro North HHS
- Lachlan Munns, IUIH Cadet
- Azariah Wallace, IUIH Pathways Our Way Academy trainee
- Nathan Sagigi, Exercise Physiologist, IUIH.
- Yolanda Fernandez, Occupational Therapist, Children's Health Queensland.
- Alana Turnbull, Paediatric Services Manager, IUIH.
- Chrisdell McLaren, General Manager, Integrated Specialist Services, IUIH.
- Alison Nelson, Executive Director Organisational Development, IUIH.



On behalf of the SEQ First Nations Health Equity Governance Committee, we thank all participants in this workshop. Your contribution has invaluable as we **move forward together, with energy, optimism, and intent** to achieve health equity for Aboriginal and Torres Strait Islander people in South East Queensland.

