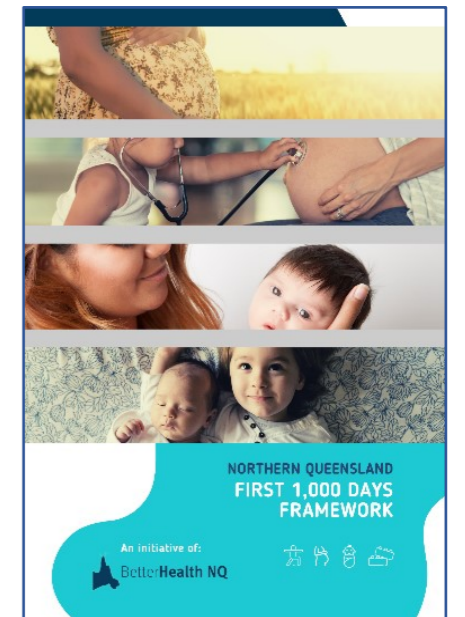


## Northern Queensland First 1,000 Days Framework Implementation Plan

Year two: 01 July 2024 – 30 June 2025





## First 1000 Days Framework Deliverables

Category	Framework Area	Key focus area	Actions	Measure	Lead	Timeframe
A	Preconception	Preconception Health Promoting Activities and Settings for Women and Families	<b>A1.1 Preconception campaign</b> <ul style="list-style-type: none"> <li>✓ A co-designed social media campaign, aimed at raising awareness in adults of child-bearing age on the importance of preconception health. This will be accompanied by an extensive training package for health professionals to build confidence and capability in supporting adults in preconception care.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Consumer engagement and co-design completed.</li> </ul>	HWQld	Jun 25
		Maternal Health Screening, Support and Education	<b>B1.1 Post GDM (Gestational Diabetes) - My Health for Life campaign</b> <ul style="list-style-type: none"> <li>✓ Partnering with UQ as a formal research study this co-design project will engage consumers to identify what women, post-GDM want from a health behaviour program such as My Health for Life.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Consumer engagement and co-design completed.</li> </ul>	HWQld	Jun 25
B	Perinatal		<b>B1.2 Provision of locally available antenatal, postnatal and lactation education support services in rural communities.</b> <ul style="list-style-type: none"> <li>✓ Evaluation of the NQPHN commissioned pilot service in Mackay that delivers education to understand what works well, and what elements can be scaled or provided in other rural communities.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Evaluation report and recommendations.</li> </ul>	NQPHN	Dec 25
			<b>B1.3 Enhance consumer access to maternal services information with clear pathways and referrals.</b> <ul style="list-style-type: none"> <li>✓ Uplift the Mackay HHS website to ensure ease of access and consistent information related to maternity services.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Updated website published.</li> </ul>	MHHS (with SCB)	Jun 25
		Breast Feeding	<b>B2.1 Support NQ HHSs to become 'baby friendly' through breastfeeding initiatives and education for staff.</b> <ul style="list-style-type: none"> <li>✓ Identify the barriers and enablers for TCHHS (primarily) and Primary care providers in T&amp;C to gain breastfeeding friendly status and provide opportunities to protect, promote and support breastfeeding utilising breastfeeding resources and education for professionals including the identification of infant formula messaging that may be required.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Approach agreed with key stakeholders.</li> <li>✓ Consultation with NQPHN/QAIHC/NATSIHA completed.</li> <li>✓ Implementation plan developed.</li> </ul>	BHNQ (supported by Reform Office, TCHHS, & HWQLD)	Jun 25
			<b>B2.2 Explore innovative models to overcome barriers to access breastfeeding support.</b> <ul style="list-style-type: none"> <li>✓ Scope and report back on the development of models that provide accessible alternatives to a lactation consultant, such as volunteer led models.</li> <li>✓ BHNQ to advocate for Queensland Health to tailor breastfeeding resources to priority populations e.g., CALD.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Report to Steering Committee on available alternatives.</li> <li>✓ Advocacy evidenced through quarterly engagement activity report.</li> </ul>	BHNQ	Jun 25
		Continuity of Perinatal care	<b>B3.1 Aboriginal and Torres Strait Islander maternity services offered in community setting to offer a culturally safe environment.</b> <ul style="list-style-type: none"> <li>✓ The Kem Kem Yanga MGP established in a community setting with additional wrap around services.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Community site established.</li> <li>✓ Increased attendance.</li> </ul>	MHHS	Jun 25
			<b>B3.2 Palm Island Maternity Services</b> <ul style="list-style-type: none"> <li>✓ Co- design a maternity model of care that meets the needs of the Palm Island Community whilst improving continuity of care.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Evaluation of current model</li> <li>✓ A co-designed proposal for an MGP continuity MoC.</li> </ul>	THHS	Jun 25
		Social and Emotional Wellbeing Support	<b>B4.1 Continue the commissioning of service models that integrate antenatal care and social and emotional wellbeing.</b> <ul style="list-style-type: none"> <li>✓ Monitor and support commissioned community-based services delivering models of care that improve the social and emotional wellbeing and addresses mental health concerns of women and families during pregnancy and after birth.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Monitoring of impact and update of commissioned services – annual overview report including evaluation.</li> </ul>	NQPHN	Jun 25



Category	Framework Area	Key focus area	Actions	Measure	Lead	Timeframe
C	Children up to 2 Years	Child Health and Development Services	<b>C1.1 Development of an integrated child development model of care.</b> <ul style="list-style-type: none"> <li>Develop a primary care model that provides early identification, investigation and interventions to children with development delays and their families, working in partnership with HHS child health teams (where they exist or will exist as part of reform rollout).</li> </ul>	<ul style="list-style-type: none"> <li>Proposed model of care drafted and approved for commissioning of services.</li> </ul>	NQPHN	Jan 25
			<b>C1.2 Development of a comprehensive model of care that provides identification and support services for children with fetal alcohol spectrum disorder.</b> <ul style="list-style-type: none"> <li>Building on the commissioned service in THHS, expand the model to include culturally appropriate services to Aboriginal and Torres Strait Islander people, including the assessment of alternate models of care.</li> </ul>	<ul style="list-style-type: none"> <li>Evaluation of current service model.</li> <li>Similar models in NQLD mapped.</li> <li>Revised model drafted.</li> </ul>	NQPHN	Jun 25
		Health Promotion to Empower Families	<b>C2.1 Provide a comprehensive suite of health prevention and promotion resources for NQ health practitioners.</b> <ul style="list-style-type: none"> <li>Continue to build on a digital suite of health prevention and promotion materials for health practitioners that are localised and culturally appropriate.</li> <li>Build on desktop mapping of resources through direct engagement with providers and community representatives to identify further resources and any resource gaps.</li> </ul>	<ul style="list-style-type: none"> <li>Engagement activities completed.</li> <li>Resource inventory developed and shared.</li> <li>Gaps identified with plan to address.</li> </ul>	HWQId/BHNQ	Jun 25
			<b>C2.2 Supporting health professionals' capability in delivering health prevention and promotion messages to families.</b> <ul style="list-style-type: none"> <li>Develop a systematic education package that will increase knowledge and awareness of the First 2,000 days with a focus on integration of training within models of care and working systems.</li> </ul>	<ul style="list-style-type: none"> <li>Creation of podcast series</li> <li>Release of podcast series.</li> <li>Evaluation and data collection of downloads.</li> </ul>	HWQId	Jun 25
		Support Immunisation	<b>C3.1 Identifying the barriers and enablers to immunisation in priority populations.</b> <ul style="list-style-type: none"> <li>Complete a mapping and scoping of barriers and enablers to immunisation, with a focus on barriers for priority populations.</li> <li>Following mapping and scoping, determine and implement next steps.</li> </ul>	<ul style="list-style-type: none"> <li>Share report to the FISC.</li> <li>Implement recommendations.</li> </ul>	NQPHN	Jun 25
		Refugee/CALD Equitable Access to Health Services	<b>C4.1 Access to First 1,000 days' health services among culturally and linguistically diverse populations.</b> <ul style="list-style-type: none"> <li>Map existing health services, resources and models of care that are tailored to refugee/CALD groups for sharing of best practice models across the region.</li> </ul>	<ul style="list-style-type: none"> <li>Mapping document.</li> <li>Communication activities.</li> </ul>	BHNQ	Dec 25
D	System enabler	Workforce development	<b>D1.1 Develop and build the Aboriginal and Torres Strait Islander workforce particularly in regional and remote North Queensland.</b> <ul style="list-style-type: none"> <li>Continue to partner across the service system to deliver programs that aim to:               <ul style="list-style-type: none"> <li>build the Aboriginal and Torres Strait Islander workforce, particularly in regional and remote NQ.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Increased IHWs across service gaps.</li> </ul>	NQPHN	Jun 25
			<b>D1.2 Increase and develop the primary care workforce to support child health development.</b> <ul style="list-style-type: none"> <li>Develop and enhance the primary care workforce through education programmes, grant opportunities and ECHO<sup>®</sup> projects.</li> </ul>	<ul style="list-style-type: none"> <li>Primary care workforce upskilled.</li> <li>Student enrolment.</li> </ul>	NQPHN	Jun 25
			<b>D1.3 Increase workforce capability through peer-to-peer learning and development opportunities.</b> <ul style="list-style-type: none"> <li>HHSs to promote relevant Project ECHO<sup>®</sup> modules that provide education and training opportunities through peer-to-peer support and support staff to attend.</li> </ul>	<ul style="list-style-type: none"> <li>Echo projects data and evaluation reports.</li> </ul>	HHSs	Jun 25
		Integrated community-based delivery	<b>D2.1 Reduce identified gaps in Paediatric and Maternal Pathways and establish consistent approach across North Queensland.</b>	<ul style="list-style-type: none"> <li>Working group established.</li> <li>Gaps identified in mapping reduced.</li> </ul>	BHNQ/NQPHN/GPLOs	Jun 25



Category	Framework Area	Key focus area	Actions	Measure	Lead	Timeframe
			<ul style="list-style-type: none"> <li>✓ Create a working group to establish a process for consistent provision and review of localised maternity and child focused health pathways.</li> <li>✓ Prioritise perinatal maternal health pathways ensuring inclusion of iCOPE.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Perinatal mental health pathways include iCOPE</li> </ul>		
			<p><b>D2.2 Support integrated postnatal services in Mornington Island and Doomadgee.</b></p> <ul style="list-style-type: none"> <li>✓ Through the CCP funding, recruit a Sonographer, Physiotherapist, Outreach Midwife and two Indigenous Health Workers to provide equitable access to health care services to First Nations' mothers.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Recruitment campaign</li> <li>✓ Services commenced</li> </ul>	NWHHS	Jun 25
		Child safe organisations	<p><b>D3.1 Embedded National Principles for Child Safe Organisations across all HHSs to ensure systems and processes that prevent harm to any child.</b></p> <ul style="list-style-type: none"> <li>✓ HHSs to review the requirements for adopting the <a href="#">principles</a> and complete the <a href="#">self-assessment tool</a>.</li> </ul>	<ul style="list-style-type: none"> <li>✓ All HHSs have completed the self-assessment tool.</li> </ul>	HHSs	Jun 25
		First 2,000 Days Framework	<p><b>D4.1 Update the Framework document to include the First 2,000 Days.</b></p> <ul style="list-style-type: none"> <li>✓ Extend the NQ framework to incorporate the First 2,000 Days based on the Queensland Thriving Kids Strategy and the Australian Government Early Years Strategy.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Endorsement of the revised framework.</li> </ul>	BHNQ	Jun 25

## BHNQ Business as Usual Activities

	Framework Area	Key focus area	Actions	Measure	Lead	Timeframe
D	System enabler	Communication and engagement	<p><b>D5.1 Ensure alignment of the NQ First 1000 days of life Framework with related strategies and initiatives.</b></p> <ul style="list-style-type: none"> <li>✓ Ensure alignment with related strategies and initiatives through ensuring a representative(s) nominated by the NQ First 1,000 Days of Life Steering Committee is tasked with direct engagement with key agencies leading this work and/or as a member of other regional or statewide governance groups.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Quarterly review of relevant new strategies reported to Steering Committed.</li> </ul>	BHNQ	Jun 25
			<p><b>D5.2 Implementation of communication and engagement activities with First 1000 Days' stakeholders.</b></p> <ul style="list-style-type: none"> <li>✓ Develop and maintain stakeholder relationships through quarterly newsletters, regular engagement meetings and attendance at networking groups and events.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Engagement activities reported to Steering Committee.</li> <li>✓ Quarterly newsletter issued.</li> </ul>	BHNQ	Jun 25
			<p><b>D5.3 Link into established consumer groups to ensure awareness, engagement and focus on the first 1,000 days of life.</b></p> <ul style="list-style-type: none"> <li>✓ Establish working groups with local membership that meet purposefully, based on shared objectives.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Existing HHS/NQPHN consumer groups identified, and engagement commenced.</li> </ul>	BHNQ	Jun 25
		Funding	<p><b>D6.1 Secure funding for the ongoing program management of the First 1000 Days framework and other NQ implementation opportunities.</b></p> <ul style="list-style-type: none"> <li>✓ Secure funding for AO6 FTE Program Manager through grant opportunities, submitting applications, and working in partnership with the Children's Health Foundation.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Report on applications submission activity to Steering Committee.</li> </ul>	BHNQ	Jun 25
		Advocacy	<p><b>D7.1 Inform and support funding proposals/business cases.</b></p> <ul style="list-style-type: none"> <li>✓ Where health and service needs in the First 1000 Days are identified through the 2024 JRNA, support members funding application processes, through the identification of evidence based or best practice models that could be transferable.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Applications supported and submitted.</li> </ul>	BHNQ	Jun 25
			<p><b>D7.2 Support upskilling of Health Workers through facilitation of conversations between HHSs and Education providers.</b></p> <ul style="list-style-type: none"> <li>✓ Advocate for the reintroduction of the certificate IV in child development for IHWs.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Stakeholders engaged and submissions made.</li> </ul>	BHNQ	Jun 25



## Queensland Health Activities that Align to the NQ First 1,000 Days Framework Implementation Plan and Enhance NQ Services and Supports

Framework Area	Key focus area	Actions	Measure	Lead	Timeframe
Children up to 5 years	Child health and development services	<b>C1.3 Improve outcomes for children and their families by building parents' capacity to provide safe, responsive care and a home environment that supports children's learning through a statewide model of sustained nurse home visiting programme.</b> <ul style="list-style-type: none"> <li>Work with THHS (in first year) to co design and implement the new service model.</li> </ul>	<ul style="list-style-type: none"> <li>Tailored sustained home visiting model developed with THHS.</li> <li>Service model commences.</li> </ul>	Reform Office/THHS	June 2025
	Health promotion to empower families	<b>C2.3 First 2,000 Days Women and Girl's Health.</b> <ul style="list-style-type: none"> <li>Together with Strategic Communications Branch's (SCB) ongoing website transformation programme, review web content relating to pregnancy and maternity.</li> <li>Work with Queensland Centre for Perinatal and Infant Mental Health (QCPIMH) on integration of content.</li> <li>SCB online team and MHHS (incl. stakeholders) will commence uplift of the MHHS website.</li> </ul>	<ul style="list-style-type: none"> <li>Website transformation project completed.</li> <li>Mackay HHS website update completed.</li> </ul>	Strategic Communications Branch (incl. MHHS, & QCPIMH)	Jun 25
System enabler	Skilled and Diverse Workforce	<b>D1.4 U-me Koola pilot for clinical upskilling of indigenous health workers.</b> <ul style="list-style-type: none"> <li>A three-year training programme commencing in June 2024 in partnership with QAS that will result in AHPRA registration as clinicians. The course is delivered through on the job training with an onsite, HW 8 employed by the program to support, deliver, and assess competencies.</li> </ul>	<ul style="list-style-type: none"> <li>IHWs increased and working at top of scope.</li> <li>Pilot rolled out statewide.</li> </ul>	Qld Health/THHS	2024-27
		<b>D1.5 Statewide Child Health Nursing Transition Programme.</b> <ul style="list-style-type: none"> <li>12 month upskill programme to increase number of child health nurses.</li> </ul>	<ul style="list-style-type: none"> <li>Number of CHNs increased</li> </ul>	CHQ, Workforce Development	Ongoing
	Integrated Community Based Delivery	<b>D2.3 Increase access to Queensland's Health's 'The Viewer' amongst primary and community care services, particularly A&amp;TSICCHOs statewide.</b> <ul style="list-style-type: none"> <li>Scope the inclusion of maternity records and/or appointment scheduling being made available within the Viewer platform to share information between HHSs and A&amp;TSICCHOs.</li> </ul>	<ul style="list-style-type: none"> <li>Changes to The Viewer scoped.</li> </ul>	GDF Team, OCNMO	Jun 25
		<b>D2.4 Strengthen local partnerships between Hospital services and A&amp;TSICCHOs to meet the holistic care needs of First Nations women.</b> <ul style="list-style-type: none"> <li>Increase capacity for health sectors to support the delivery of collaborative woman-centred maternity services.</li> </ul>	<ul style="list-style-type: none"> <li>MOUs in place.</li> </ul>	GDF Team, OCNMO	Jun 25

## Mater Research Institute Activity

Framework Area	Key focus area	Actions	Measure	Lead	Timeframe
Perinatal/Children up to 2 years	Supporting Healthy Families and Children	<b>The Queensland 5 year longitudinal Family Cohort Study</b> <ul style="list-style-type: none"> <li>A Qld wide study to understand the factors that influence healthy growth, wellbeing and ageing that support children and families throughout life.</li> <li>An Indigenous families' health study (First 1,000 Days) that focusses on three interventions: <ul style="list-style-type: none"> <li>Biological testing and screening for Diabetes and Kidney Disease.</li> <li>Social and Emotional Wellbeing support.</li> <li>Early Childhood detection and support for FASD and Cerebral Palsy.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Research paper published.</li> </ul>	Mater Research Institute	Jan 25 - 2030