

QUEENSLAND POSITIVE PEOPLE
2026-2031
STRATEGIC PLAN



Queensland Positive People

Contact us

Website www.qpp.or.gau
General Enquiries info@qpp.org.au
Support Enquiries enquiries@qpp.org.au
Free Call 1800 636 241
within Queensland from a landline
Phone 07 3013 5555
Fax 07 3891 1830
ABN 89 010 040 914

Meanjin (Brisbane)

Queensland Positive People
21 Manilla Street
East Brisbane
Queensland 4169
PO Box 7403
East Brisbane
Queensland 4169

Fortitude Valley

RAPID Clinic
Level 1, 725 Ann Steet
Fortitude Valley
Queensland 4006

Images featured

This document features images of the many diverse and beautiful regions of Queensland our communities work and live.

With thanks

Queensland PositivePeople (QPP) gratefully acknowledges the ongoing support of its primary funder, Queensland Health.



Acknowledgement of Country

Queensland Positive People acknowledges the Traditional Custodians of the lands, waters, and skies across Queensland where our staff work, our services are delivered, and our communities live.

While we pay our deep respect to the Turrbal and Jagera peoples of Meanjin, the custodians of the lands where our Manilla Street and Ann Street offices stand, we equally honour the unique connection to Country held by First Nations peoples throughout the regions and communities we serve.

We recognise that sovereignty was never ceded and that these lands always have been, and always will be, First Nations Country. We pay our respects to Elders past and present, and to all emerging leaders.

QPP celebrates the strength, resilience, and vital role of Aboriginal and Torres Strait Islander peoples within our communities, and we remain deeply committed to providing culturally safe, respectful care for all First Nations peoples who access our services across the state.

Dedication to the HIV Community

Queensland Positive People honours the diverse communities of people living with HIV across Queensland, whose lived experience and peer leadership guide, shape, and define our organisation. Their voices are the heart of who we are, driving every decision we make and every action we take.

We remember the loved ones, advocates, and pioneers who are no longer with us. It is their courage, resilience, and early advocacy that laid the foundations for QPP and the broader HIV movement. In their memory, and alongside those living with HIV today, we reaffirm our commitment to building a future where all people living with HIV can thrive in good health, with absolute dignity, and live free from stigma, discrimination, and criminalisation.





About us

Queensland Positive People (QPP) is a peer-led, community-based organisation committed to improving the lives of all people living with HIV while actively working to reduce new transmissions of HIV and other STIs across Queensland.

QPP delivers comprehensive, holistic health and support services that span prevention, clinical care, and community wellbeing.

At the frontline of prevention, we offer peer-led point-of-care testing and education, alongside nurse practitioner-led in-person and telehealth services for HIV/STI treatment, management, PrEP, and PEP. We also offer innovative testing options through the distribution of online and vending machine HIV self-testing kits.

Central to our mission is to support people living with HIV to live well. We provide vital peer navigation to help individuals manage the complex environment of an HIV diagnosis, treatment, and care. Recognising the unique challenges faced by older community members, our dedicated Aged Care Navigation service guides ageing people living with HIV through intricate government systems.

We also foster community development and combat isolation by facilitating tailored social groups for different community cohorts across Queensland, ensuring peer connection is accessible regardless of location. Furthermore, QPP offers hands-on practical assistance to help clients access medications, clinical services, food, housing, and other essential support systems. This is supported by alcohol and other drug harm minimisation initiatives, emergency funding, and legal assistance covering stigma, discrimination, and migration law.

Driven by a commitment to systemic change and public awareness, QPP also actively engages in research, advocacy, and policy development. We proudly lead major public health campaigns across the state, including World AIDS Day awareness and targeted initiatives addressing syphilis and Mpox, ensuring a healthier, more inclusive future for our community.



Our Planning Journey

Co-design, co-creation and collaboration are central to QPP's ways of working. We place the voice of our clients and communities at the centre of our organisation and collaborate to design and deliver community and services. This way of working is deeply rooted in our values and allows us to understand and respond to the diversity of needs and priorities of people living with HIV and affected communities across Queensland.

In developing this Plan, we consulted with QPP's clients, communities, employees, Board members, peak national bodies, and external partners and funders through face to face, online consultations and a survey; analysed social, clinical and epidemiological data and research; and reviewed relevant State and National policies.

The framework and priorities were then jointly created by clients and community, QPP employees and Board members, via a Collaborative Design workshop.

We deeply appreciate the contribution made by each person who has been a part of this process.





Our Vision

We are working towards a world in which all people living with HIV and affected communities in Queensland are living well, have self-determination over their own lives, and are free from stigma and discrimination.



Our Mission

Our mission is to empower people living with HIV to live well, and strive together to reduce transmissions of HIV and STIs.



Our Values

Agency

We work from a strengths-based perspective, activating the individual and the collective agency of people living with HIV and affected communities. We want individuals to have choice and direction in their lives, not restrained by stigma or other systemic barriers. We want people living with HIV and affected communities to have collective agency, to shape QPP and the response to HIV in Queensland.

Integrity

We are a trusted organisation and work hard to be worthy of that trust. We are transparent, accountable and work collaboratively in service of our vision and mission.

Courage

We are bold and courageous. We speak truthfully about the experiences and needs of people living with HIV and affected communities and challenge inequity and injustice. We work ambitiously to achieve our vision. We try new ways of working, committed to learning and innovation.

Belonging

Belonging and connection is at the heart of living life well. We build peer connections among people living with HIV and affected communities and place lived and living experience at the centre of everything we do.

Our Communities

People living with HIV have always been, and continue to be, at the centre of QPP's work. In 2024, it was estimated there were around 6,240 people living with HIV in Queensland.

People living with HIV are diverse and have differing experiences of HIV and different relationships with QPP.

People living with HIV are sexually and gender diverse.

Gay and bisexual men still make up the majority of people living with HIV in Queensland, but in 2024, 35% of new diagnoses were in heterosexual people. Gender diversity is under-represented due to data collection methods.

People living with HIV live across Queensland, in urban, regional, rural and remote places.

Around 50% of people living with HIV live in regional, rural and remote Queensland. In 2024, nearly 70% of new diagnoses were in Brisbane and the Gold Coast.

People are having very different experiences of health, wellbeing and quality of life.

How people living with HIV understand their diagnosis depends on many factors – it is intergenerational and intersectional. For some, HIV is central to their lives and identity. This may be because they have been a part of the community-led response to HIV for decades and continue to fight the good fight. For some, HIV and related health issues have a significant effect on their day-to-day health and life. For many, this is compounded by the social determinants of health – stigma, poverty, insecure housing, un/underemployment, visa status, contact with the criminal justice system (including time spent in prison), social isolation, alcohol and other drug use and low health literacy. Many migrants experience HIV alongside migration stress, isolation, and system unfamiliarity. These factors deeply impact individual health and wellbeing. For others, HIV is a small part of their health, life and identity.

People living with HIV are culturally diverse.

In 2024, 5% of new diagnoses were in First Nations people; and 44% of newly diagnosed people were born overseas, including in South East Asia, the Americas and Papua New Guinea.

People living with HIV span the age range.

Older people now make up the majority of those living with HIV – nationally, the average age of people living with HIV is 54 years, but younger people (aged 20–49) make up the majority of new diagnoses (85% of new diagnoses in 2024).

For many people living with HIV, mental health is a pressing concern, as is lack of access to HIV-competent and safe mental health supports.

People living with HIV disproportionately experience mental health impacts due to stigma and discrimination. Nationally, HIV Futures 10 found that just over one third of people living with HIV have a current diagnosis of more than one mental health condition; one third of people living with HIV had a current or past diagnosis of depression, and nearly one third had a current or past diagnosis of anxiety.

For most people living with HIV, HIV-related stigma, discrimination and criminalisation continue to affect their wellbeing.



QPP is here for all people living with HIV, and we offer different services and supports depending on people's needs and preferences.

QPP also works with affected and other vulnerable communities across Queensland – that is, individuals and communities who are at risk of or impacted by HIV and STIs, and others who experience health inequities.



Strategic Context

We are proud of the contribution we have made to the lives of people living with HIV and affected communities in Queensland over the life of our last Strategic Plan, including our one-to-one individualised support; our incredible efforts to ensure that more Queenslanders have access to a timely HIV diagnosis (through our RAPID clinic and our self-testing initiatives); our community connections and support for local social groups; and our advocacy for policies and laws that lessen the impact of HIV on people's health and daily lives.

Between now and 2031, we will work with clients, communities and partners to address the key challenges facing Queenslanders in relation to HIV:

- Continue working towards the virtual elimination of new transmissions of HIV. We have made some good headway in Queensland through increased uptake of Pre Exposure Prophylaxis and Post Exposure Prophylaxis, and the role of people living with HIV in taking up U=U. There is still a long road ahead to get to virtual elimination in Queensland. Key to this is:
 - Early access to HIV and STI diagnosis. In 2026, 35% of people living with HIV in Queensland receive a late diagnosis, while STIs increase the likelihood of HIV acquisition. Improving access to safe and HIV-competent testing services is a critical priority for individual and public health outcomes.
 - Strengthening prevention efforts across Queensland. Despite the diversification of HIV diagnoses, many people in Queensland have patchy or outdated knowledge about HIV. This makes it hard for people to keep themselves and their partners safe and feeds into HIV-related stigma and discrimination.
- Improving the health and wellbeing outcomes of people living with HIV. As outlined above in Our Communities, many in our communities are not experiencing the good health and good quality of life that they aspire to. Poorer overall health impacts on both HIV-specific wellbeing as well as overall health and quality of life.
- Ensuring that people living with HIV have access to peer support and navigation for connection and belonging and to navigate diagnosis, disclosure and the system including health, legal, migration.
- Tackling stigma and discrimination as one of the key underlying drivers of HIV-related disparities. Stigma and discrimination continue to shape many aspects of people's day to day lives, and is a key driver of social isolation, poorer access to (health and social) services and poor mental health.



Empower

- Peer connection
- Community visibility
- Enabling social, political and legal environment
- Centring lived experience
- Individual skills and capability

Serve

- Deliver services to people living with HIV and affected communities
- Service linkages and access
- Contribute to the national response

Educate

- Education for the general community for HIV prevention and reducing stigma and discrimination
- Capability building (health, mainstream services)
- Research

Uphold and Innovate

- Capability building and wellbeing
- Innovation, impact, learning and adaptation
- Funding and investment
- Collaborate and partner



Pillar 1: Empower

Belonging, connection, living well, enabling environment

We will connect people living with HIV with other people living with HIV for peer support. We will create opportunities for belonging among our diverse communities. We will work towards an enabling social, political and legal environment for people living with HIV and affected communities. We will empower to live well with HIV. We centre lived experience in all that we do.

What are the Strategic Initiatives to address this priority?

Peer connection and belonging

- Continue to support community engagement and development activities for people living with HIV and affected communities.
- Co-design new models of peer connection and social support with people living with HIV in regional areas.

Community visibility

- Celebrate and increase the visibility of people living with HIV and QPP through strategic communications (including social media) and events.

Enabling social, political and legal environment

- Continue to advocate for the decriminalisation of HIV.
- Undertake targeted advocacy on systemic issues of concern to people living with HIV and affected communities including: policies and practices that are discriminatory for people living with HIV; access to s100 prescribers and PrEP; access to long-acting injectables; prevention and support in prison; regulations relating to peer and community testing; and strengthening the peer voice in the public health response.

Centring lived experience

- Continue to centre the voice of people living with HIV and affected communities in QPP's decision-making, including through:
 - The Community Advisory Group
 - The Board
 - Regular consultation, co-design and co-production with our communities
- Partner with researchers to ensure lived experience shapes research priorities and implementation, including facilitating peer researcher participation.
- Strengthen our ability to translate community voice, lived experience and service insights into evidence-informed advocacy, policy influence and systemic change.

Individual skills and capability

- Expand access to health and wellbeing workshops for people living with HIV, including healthy living, disclosure and acceptance.
- Establish a new and strengthened QPP volunteer program to build community connection, knowledge and experience, draw on the skills of QPP's community members, build individual skills and confidence and extend our reach.





Pillar 2: Serve

Client service delivery and referral pathways

We will deliver person-centred, innovative services that are tailored to the individual needs of our clients and are culturally safe and trauma informed. We will continue to innovate service models to meet the current and emerging needs of people living with HIV and affected communities and link people to the health and social services that they need.

What are the Strategic Initiatives to address this priority?

Deliver services to people living with HIV and affected communities

- Strengthen and scale peer navigation, with a focus on reaching and supporting all people living with HIV at the point of diagnosis so they are not left to navigate this crucial stage alone.
- Strengthen the impact of case management (treatment and support).
- Expand the reach and impact of our HIV and STI testing offerings (point of care and self-testing).
- Expand the reach and scale of the RAPID Nurse Practitioner service, focusing on:
 - Improving access for people in regional areas and people who are not eligible for Medicare.
 - Increase access to our clinical services to reach more people across Queensland, meet growing demand and respond to emerging community need; and reduce the risk of single workforce limitations.
- Continue to support outreach to rural, regional and remote areas, and seek opportunities for expanded community development and service delivery in rural, regional and remote areas.
- Continue to support targeted engagement with First Nations and multi-cultural communities, gender and sexuality lens (women and heterosexual communities) to ensure that no community is left behind.
- Explore the feasibility of establishing a QPP mental health and wellbeing and alcohol and other drugs (AOD) service.

Service linkages and access

- Through stakeholder engagement and education continue to strengthen referral pathways into mainstream health, mental health, domestic and family violence, other community and social services including housing, financial planning and counselling, ageing and legal services, ensuring access to a range of HIV-competent mainstream services.
- Work with Queensland Health to expand access to HIV-Associated Neurocognitive Disorders (HAND) Assessment and Treatment.
- Contribute to the national response
- Continue to collaborate and coordinate with our national peak organisation NAPWHA and its member organisations to improve access to HIV awareness, prevention, testing, peer navigation, treatment and care, and reduce stigma and discrimination.





Pillar 3: Educate

General community (to combat stigma), HIV prevention education

We will educate Queenslanders about HIV in order to reduce stigma and discrimination. We will enable people to make informed choices about their health, wellbeing including HIV and STI prevention and testing. We will educate key workforces – including healthcare and emergency workers, and employees working across legal, community, social and ageing services – so that they can provide safe, HIV-competent services to people living with HIV and affected communities.

We will influence how HIV is understood across Queensland through peer-led education, partnerships and evidence-informed approaches.

We will centre the voice of peers in education and work directly on HIV-related issues and collaboratively to address systemic enablers and barriers.

What are the Strategic Initiatives to address this priority?

General community education for HIV prevention and reducing stigma and discrimination

- Continue to embed HIV awareness and education messaging (including (U=U, PrEP and PEP, and HIV stigma) within services and programs.
- Ensure our community education is culturally relevant and accessible to the diversity of Queenslanders affected by HIV, including priority multicultural communities and First Nations communities.
- In collaboration with other Queensland partners, seek funding for HIV awareness and public health campaigns to reach diverse communities across the State.

Capability building (health and community mainstream services)

- Continue to build HIV knowledge and skills of healthcare professionals and students (including inpatient and outpatient services, and mental health), in partnership with ASHM, professional associations and universities.
- Continue to build the knowledge and skills of mainstream community and social service workforces to provide safe and HIV-competent services to people living with HIV.

Research

- Contribute to the body of knowledge regarding HIV, the needs of people living with HIV and the needs of affected communities, in partnership with peer researchers and research institutes.



Pillar 4: Uphold and Innovate

What is this priority and why does it matter?

We are a values-led, high-performing and high impact organisation. We are proud of our skilled and committed people and governance and will continue to invest in their capability, wellbeing and development. We will continue to invest in our organisation enablers, including having deep connections with our clients and communities, a robust quality improvement framework, and monitoring and evaluation embedded in our activities. We will continue to build on our strong systems and technology and leverage new opportunities to improve efficiency, reduce workload and support service delivery.

We are committed to ensuring QPP remains sustainable and continues to be here for as long as people living with HIV and affected communities need us.

What are the Strategic Initiatives to address this priority?

Capability building and wellbeing

- Continue to invest in professional development and training to strengthen workforce capability and organisational impact.
- Continue to enhance employee health and wellbeing, and embed diversity, inclusion and belonging in all aspects of the organisation's ways of working.
- Strengthen Board and governance effectiveness (including capability, diversity and succession planning) to ensure robust oversight and accountability.
- Continue to invest in strengthening leadership capability across the organisation to support employee wellbeing, organisational performance, and effective leadership through change and growth.
- Continue to create employment and volunteering opportunities for people living with HIV, strengthening peer workforce capability across the organisation and sector.
- Innovation, impact, learning and adaptation
- Maintain our commitment to innovation, continuous improvement and accreditation across all services and programs.
- Continue to implement the current Reconciliation Action Plan, as a key approach, to advance the cultural safety and responsiveness of QPP.
- Continue to use insights from lived experience and community voice, social, clinical and epidemiological data, alongside research and service insights to inform decision making, service development and organisational impact.
- Engage in knowledge translation and evidence generation to strengthen evidence-informed practice across QPP services.
- Continue to strengthen our ability to understand and demonstrate our reach and impact through effective monitoring and evaluation, building the evidence base for QPP's programs, informing data-driven decision making, and strengthen funding and partnership opportunities.
- Continue to invest in and leverage systems and technology, to reduce administrative burden, support employees and improve employee efficiency.

Funding and investment

- Maintain current funding and build on strategic investments.
- Explore and pursue new funding opportunities to expand the reach and impact of QPP with/for all people living with HIV and affected communities.

Collaborate and partner

- Build and deepen working relationships with government, funders and multi-partisan political stakeholders to support sustainable impact and system influence.







References

1. HIV in Queensland 2024.
https://www.health.qld.gov.au/_data/assets/pdf_file/0026/1468214/HIV-in-QLD-2024-Annual-Report.pdf
2. Norman, T., Power, J., Rule, J., Chen, J., & Bourne, A., (2022). HIV Futures 10: Quality of life among people living with HIV in Australia (monograph series number 134). Australian Research Centre in Sex, Health and Society, La Trobe University. doi: 10.26181/21397641



Queensland Positive People

www.qpp.org.au

Copyright © 2026
Queensland Positive People