

Metro North Health

Message from the ED, Aboriginal and Torres Strait Islander Health

Sherry Holzapfel



December 2024

Dear colleagues,

I would like to express my greatest appreciation to each and every one of you who have played a vital part in such a successful year. As we near the end of 2024, I would like to acknowledge the achievements, hard work, and dedication displayed across Metro North Health throughout the year, working towards improved health outcomes and equity of health for Aboriginal and Torres Strait Islander peoples.

The year has come with its challenges, but one thing I am taking away is the confidence that our hospital and health service remains strong and committed to working with our community and creating a place that puts Aboriginal and Torres Strait Islander peoples' healthcare needs at the forefront of service delivery and planning.

This was highlighted at the recent Health Equity Showcase held late November at Norths Leagues and Services Club in Kallangur where we welcomed over 300 attendees to walk this journey alongside us. Hearing from our community members and connecting with staff filled my cup and has left me feeling inspired to continue this great work into 2025.



(Community members, Uncle Milton, Aunty Barb and daughter Ann-Maree, and myself with members from SET)

A lot of the great work highlighted at the showcase has been published online in the [Metro North Health 2024 Aboriginal and Torres Strait Islander Year in Review](#). I encourage you to take a moment to read through this publication to learn about new services making significant change, and to consider any opportunities for collaboration.

Coming up to the end of the year, and after some very busy weeks, my team were excited to host the Better Together Staff Gathering that took place in Zillmere on Thursday 5 December, to celebrate Aboriginal and Torres Strait Islander staff and staff who work in Aboriginal and Torres Strait Islander services across Metro North Health.

Unfortunately, I was unable to attend the gathering, but I've heard it was a great turnout, and the staff really appreciated the Deadly Awards. Congratulations to all the 2024 Deadly Award recipients for being recognised for your invaluable contributions. Further down in the ebulletin you can read more about the Deadly Awards and recipients.

This will be our last ebulletin for the year so I would like to wish you and your families a very Merry Christmas and a Happy New Year. This Christmas is especially meaningful for me and my family as it marks

my first Christmas with my grandson. Whether you're celebrating with loved ones or enjoying some quiet time in your own way, please take care and stay safe. Thank you to all the staff who will be working over the holiday period to continue providing patient care. You are all truly appreciated!

I'd like to take a moment to remind everyone that the holiday season can be difficult for some. I encourage you all to reach out and offer support to those who may be struggling. This is a season for caring for one another and being there when it's needed most.

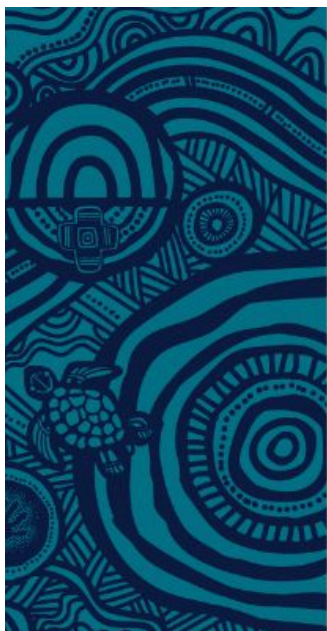
Please note there are [internal and external support services](#) available to staff, family and friends who may be struggling this time of year.

Until next year, stay safe and deadly.

Kind Regards,

Sherry Holzapfel





The Aboriginal and Torres Strait Islander Leadership Team

HAVE MOVED TO

Chermside Galleria
Level 4
831 Gympie Road
Chermside QLD 4032

Better Together Staff Gathering - Deadly Awards 2024!

The Metro North Health Deadly Awards recognise and celebrate Aboriginal and Torres Strait Islander staff and services for the great work they are doing to improve health outcomes and achieve health equity for Aboriginal and Torres Strait Islander people.

Congratulations to the 2024 Deadly Awards recipients!

High Performance – ‘Trailblazer’

- Winner: Strong Start to Life Team, A&TSILT
- Runner up: Sharna Dodd, A&TSILT
- Highly commended: STARS Culturally Sensitive Endoscopy Pathway
- Highly commended: Ry Abel, Deadly Feet

Teamwork – ‘Strength in Unity’

- Winner: Sarah Gbewonyo, A&TSILT
- Runner up: Lauren Williams, Indigenous Cadetship Program
- Highly Commended: Sharna Dodd, A&TSILT

Integrity – ‘Community Grounded’

- Winner: Angel Sellars, Ngarrama Health Worker Redcliffe Hospital
- Runner up: Shantel Morris, Community Engagement Officer, Kallangur Satellite Hospital
- Highly Commended: Andrew Williams, A&TSILT

Compassion – ‘Heart of the Community’

- Winner: Kiarna Smith, Ngarrama Midwife, Caboolture Hospital
- Runner up: Jeleacha Hopkins, Health Worker, Mental Health
- Highly Commended: Naomi Waigana, IHLO, TPCH

Respect – ‘Cultural Guardian’

- Winner: Maya Gaston, Physiotherapist, RBWH
- Runner up: Deadly Feet Program
- Highly Commended: Ty Cleary, Identified Health Worker, Caboolture Hospital

Access – ‘Pathway Advocate’

- Winner: COH Aboriginal and Torres Strait Islander Health Team
- Runner up: Kitty Synot, Identified Nurse Navigator, TPCH ED
- Highly Commended: Sheringa Minniecon, Indigenous Cadetship Program

Capacity Building – ‘Empowerment Champion’

- Winner: Sandra Burton, Nurse Unit Manager, Caboolture Hospital
- Runner up: Jesse Blackman, A&TSILT
- Highly Commended: Henry Nona, CCO STARS

Health Equity – ‘Driving Change’

- Winner: First Nations Training Pathway
- Runner up: IHLO Service, Redcliffe Hospital
- Highly Commended: Sharna Dodd, A&TSILT

Executive Director Award

- Winner: Metro North Health Deadly Start Program
- Winner: Professor Peter Hopkins and HOPE Program
- Winner: First Nations Training Pathway

TPCH artwork takes pride of place

The Prince Charles Hospital achieved an important milestone last month with the hanging of their unique TPCH Aboriginal and Torres Strait Islander artwork.

The artwork is one of a series commissioned for Metro North Health by Aboriginal Artist Elaine Chambers-Hegarty.

The artwork, together with an explanation of the elements and their significance now hangs in one of the busiest areas of the hospital, where hundreds of staff, patients and visitors see it each day.

Well done team!



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

Together, these tools help to create a space that is authentic, safe, and generative for conversations about race that are insightful and compassionate.

How to register

- Search via [Talent Management System \(TMS\)](#) 'Virtual Courageous Conversation: The Experience' to enrol in an upcoming class.
- 79 spots available

For additional information, please contact Andrew via ATSILT_CapacityBuilding@health.qld.gov.au



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
Social and Emotional Wellbeing Officer (Identified)	A07: Job search Employment and jobs Queensland Government (smartjobs.qld.gov.au) HP4: Job search Employment and jobs Queensland Government (smartjobs.qld.gov.au)
Executive Support Officer (Identified) Metro North Mental Health	Job search Employment and jobs Queensland Government (smartjobs.qld.gov.au)
Senior Project Officer - Deadly Start School Based Traineeship Program *This role is not an Identified role	Job search Employment and jobs Queensland Government (smartjobs.qld.gov.au)
Nurse Navigator Aboriginal and Torres Strait Islander Health (Identified)	EOI PORTAL – Metro North Health

A new culturally sensitive endoscopy clinic pathway has been piloted at STARS!

An endoscopy can be a scary experience for some, so while attending the new Surgical, Treatment and Rehabilitation Service (STARS) endoscopy clinic, patients will be culturally supported by an Indigenous Hospital Liaison Officer, and a Cultural Capability Officer.

“We hope that having dedicated pre-assessment clinics, and men’s business and women’s business endoscopy procedure lists will not only provide culturally sensitive care, but importantly improve attendance at endoscopy appointments,” said Enoka, Acting Director of Gastroenterology.



The new pathway is a first step in a broader effort to partner with community-based primary health networks to improve colorectal cancer screening for Aboriginal and Torres Strait Islander people.

Read more about this amazing new pathway here: [Culturally sensitive endoscopy pathway piloted at STARS | Metro North Health](#).

Making a difference in men's health!

Metro North Health Satellite Hospital Aboriginal and Torres Strait Islander Community Engagement Officers hosted a deadly Movember event last month at Caboolture Satellite Hospital (Kabul). The aim of the event was to raise awareness for important men's health issues, including prostate cancer, testicular cancer, and mental health.

Senior Health Worker, Luke, took the plunge to keep men's health on the radar by participating in an ice bucket challenge on the day for reaching his Movember fundraising target!



The event provided a safe space for men to yarn and connect, bringing together staff, community members, and local organisations in a powerful display of brotherhood.

Keep up the deadly work!

Join the statewide U-me Koola reference group

[U-me Koola](#), an Aboriginal and Torres Strait Islander education and employment program, is expanding across the state.

The program is looking for passionate Aboriginal and/or Torres Strait Islander individuals to help shape the future of healthcare by joining the reference group.

As a member, you'll play a key role in guiding the program's growth and impact. Express your interest by completing the online EOI form. Applications close 19 January 2025.

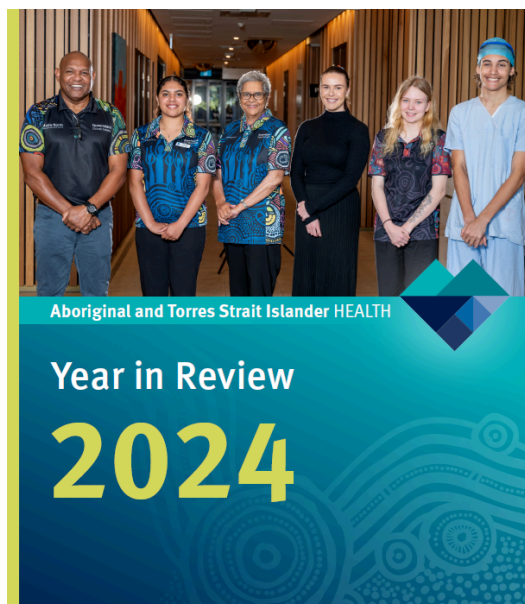
[Complete EOI here](#)

2024 Aboriginal and Torres Strait Islander Health Year in Review

The 2024 Year in Review is now available online for you to read. It contains updates, good news stories, and contributions from areas across Metro North Health working to improve the health outcomes and achieve health equity for Aboriginal and Torres Strait Islander people.

The Year in Review publication is created each year by the A&TSILT Communications and Planning team in an effort to showcase and celebrate the outstanding work staff are doing across Metro North Health.

If you have any feedback, please email the A&TSILT
Communications and Planning
team: a_tsiltcommsmnh@health.qld.gov.au



[Read online now](#)



Aboriginal and Torres Strait Islander Languages and Interpreter Services

Metro North Language Services (MNLS) Provider, 2M Language Services has onboarded 25 Aboriginal and Torres Strait Islander languages.

1. Alyawarr
2. Anindilyakwa
3. Anmatyerr
4. Burarra
5. East Side Kriol
6. Eastern/Central Arrernte
7. Gurindji
8. Iwaidja
9. Kunwinjku
10. Maung
11. Modern Tiwi
12. Murrinh-Patha
13. Ndjebbana
14. Ngaatjatjarra
15. Ngan'gikurrunggurr
16. Nunggubuyu (Wubuy)
17. Pintupi-Luritja
18. Pitjantjatjara
19. Warlpiri
20. Warumungu
21. West Side Kriol

- 22. Western Arrarnta
- 23. Wumpurrarni English
- 24. Yanunytjatjara
- 25. Yolngu Matha

All interpreters are native speakers, ensuring authenticity and quality in all communications. Staff can easily book language services through the standard Metro North interpreter booking process or phone (07) 3647 2000.

[Learn more](#)

Deadly Start Graduation 2024!

We're excited to share that this year, Metro North Health celebrated 36 Deadly Start trainees who graduated from their school-based traineeship. Completed over an 18-month period, trainees gained a Certificate II and Certificate III qualification, and 375 hours of paid work experience in areas including Nursing and Midwifery, Allied Health, Administration, Oral Health, Cultural Capability, and Food Services.



Congratulations to the trainees for their hard work and commitment, and to the Metro North Health Deadly Start Team on your deadly work.

Meet Lynette!

Aunty Lynette is a proud Wulgurukaba, Juru, Bindal, and Wakka Wakka woman with deep roots in community and culture and has just started in a new role as Indigenous Hospital Liaison Officer (IHLO) at STARS.

"My role as the IHLO is to assist patients and their families on their patient journey through STARS, whether it be as an outpatient or inpatient."

"Culturally appropriate support and advocacy can include being with patients for their appointments, bedside visits, travel support and coordination for rural and remote patients, and collaborating care with clinical staff and doctors."



Aunty Lynette says, "One of the highlights of my life is my skin name of "Napanangka" which was bestowed on me by the traditional Kukatja people of the remote desert community of Balgo in the East Kimberley of Western Australia. I was privileged to work with the women of the community on and off

over a six-year period on economic development whilst being taught the significance of natural bush products used as medicine and for healing people in the community."

Thanks for sharing, Aunty Lynette. Welcome to the team!

Values In Action (VIA) project yarnning circle

As part of the [Health Equity Strategy 2022-2025](#) and [Metro North Health Employee Engagement Action Plan 2023-2025](#), one of the key initiatives is the evaluation of the Values In Action Framework.

A fundamental part of this initiative is to link in with the Health Equity Strategy by embedding racial equity into the VIA Framework, supporting Key Performance Area 1.3 of the Strategy to *"Add racial equity as a value to the VIA Framework – Metro North VIA Framework of Respect, Integrity, High Performance, Compassion and Teamwork to include the core value of racial equity."*

By taking a co-design approach of the new VIA Framework and ensuring it is embedding racial equity throughout, People & Culture are holding three yarnning circles across three different facilities over the month of December, and you're invited to join.

The yarnning circles are booked for:

- Monday, 9 December from 10am – 12pm at Caboolture Hospital
- Tuesday, 10 December from 9am – 11am at RBWH
- Monday, 16 December from 9am – 11am at Brighton Health Campus

[Register here](#)

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](#)

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

Metro North Health



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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

TELUS[®] Health

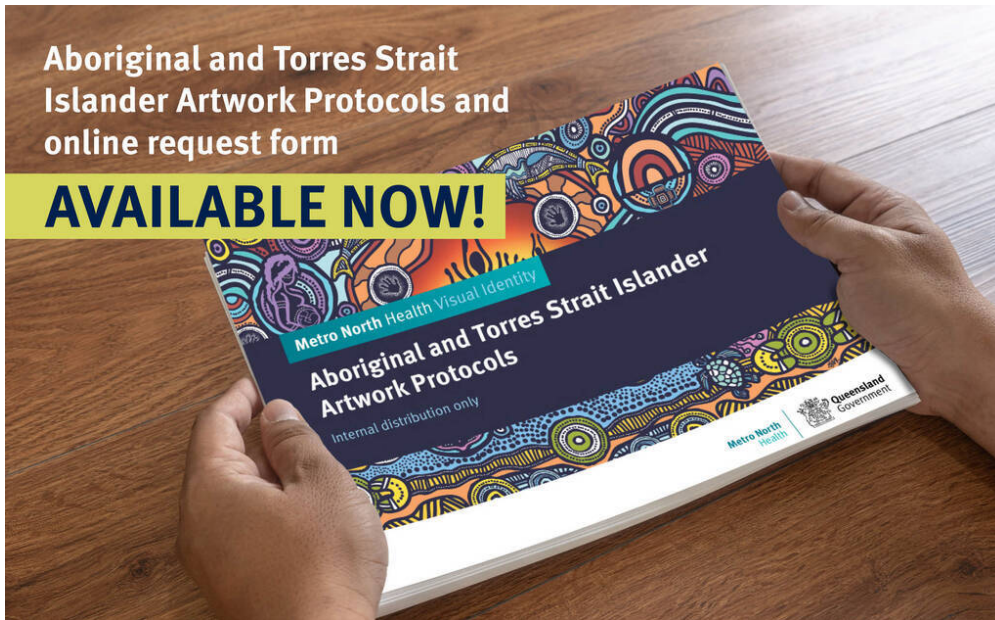
Metro North Health



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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

Metro North Health

Better Together Health Van

Metro North Health |  **Queensland Government**

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.

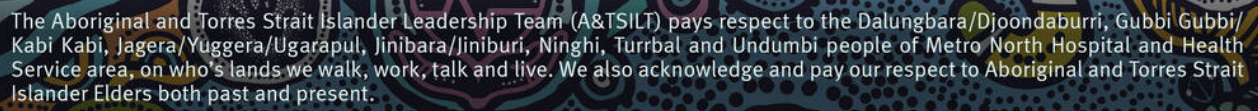
For further information or If you would like to book the van please visit the [Better Together Health Van QHEPS page](#).

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 ebulletin or our Facebook, Instagram and LinkedIn pages to A_TSILTCommsMNH@health.qld.gov.au

Are you following us on social media?

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

The top of the page features a vibrant Aboriginal art pattern with various geometric shapes, circles, and lines in shades of blue, green, orange, and black. The pattern is dense and intricate, typical of traditional Indigenous Australian art.

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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