

Metro North Health

# Message from the Executive Director Redcliffe Hospital

Cang Dang



Dear colleagues

Yesterday, more than 80 staff from across Redcliffe Hospital came together for a workshop to plan our future workforce.

Once the hospital's expansion is complete, our workforce will be double its present size. This future state was the starting point for the workshop, with participants spending the day planning and discussing what needs to happen to get us from where we are now to that point.



The day began with some context setting about workforce from the Department of Health and Metro North, which was followed by an update on the expansion. From there, participants took part in group tasks to explore the opportunities, priorities, risks and challenges that exist now and will exist in the coming years as we seek to reach that future state.

Thank you to everyone who attended the workshop. it was a very productive day, with a real passion from everyone to ensure we get this planning right. Participants contributed many innovative ideas and suggestions, which will now be used to develop a roadmap that articulates what needs to happen over the next few years to set us up for success.

We all have a role to play to ensure our future success. I encourage you to get involved as other opportunities arise. I'll keep you updated as we continue work in this critical area.



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## Strategic plan pop-ups

The next Metro North Strategic Plan pop-up session is happening next Tuesday at 2pm in the Education Centre. This is your opportunity to discuss the proposed plan with hospital and Metro North executives and ask any questions you have. If you can't make that session, I'll be hosting a final pop-up session at 5.30pm on Tuesday 25 February where you can also have your say and help shape the future of our hospital and Metro North. I encourage you to review the [draft plan](#) and provide your feedback at one of the pop-ups or complete a [short survey](#) by the end of the month.

## A new fracture review initiative



Earlier this week, we successfully ran our first fracture review conference. This initiative sees a multidisciplinary team review minor fracture cases each morning to determine the best clinical stream to provide care. Twenty-two patients were reviewed on day one, with 10 able to bypass seeing an orthopaedic doctor, with physios, OTs and GPs best placed to manage them. This is a great outcome for patients by saving them time and getting them to the right healthcare workers at the right time, while freeing up orthopaedics to manage their workloads. Thanks to everyone involved in launching this initiative, you certainly earned those cupcakes!

## Leader profile - Dr Alan Yan

Dr Alan Yan will be a familiar face to many at Redcliffe Hospital. He's been a valuable part of the hospital community since 2014 and currently holds the critical role of Director of Emergency.

However, he's also been the Chair of our Clinical Council for four years and has recently been appointed Chair of the Metro North Clinical Council.

Alan explains in this week's staff profile what Clinical Council does and why it's important.

"Essentially, the clinical council is a voice for all staff," Alan said.

"We meet regularly with hospital and Metro North executives and board members to discuss matters relating to workforce, culture, training and more."

Alan recognises the importance of staff having a say in what happens at the hospital.

"Our frontline staff know better than anyone what's working well in caring for patients and areas where there are challenges," he said.

"The clinical council seeks input from staff and presents it to senior leaders to consider as part of planning, delivering and improving hospital services."

During his time as a member of the Clinical Council, Alan has seen the group's scope increase.

"Originally a voice for medical staff, the group has expanded over the years to represent all staff at Redcliffe Hospital, he said.

"Regardless of role, everyone is a valuable member of the hospital community and deserve to

have their say.”

“I’m proud to lead an empowered group who are making that happen.”

Having recently been appointed as Chair of the Metro North council, Alan is keen to get started in the role.

“I’m honoured to have been asked to take up the role of Chair,” he said.

“I’m looking forward to continuing to work with council members, the Board and executives to make Metro North an even better place for our staff.”

Away from work, Alan has a young family with primary-school-age children. He’s also a keen runner and has worked to grow the annual REDDY Fun and Fitness Run, in which he won the inaugural event!

Keen to learn more about what the clinical council does? Click [here](#).



## Nominations closing soon

Expressions of Interest are closing next Wednesday for two important roles within the hospital.

**Disability services working group** — we are establishing a Disability Services Action Plan Working Group to help develop actions and work toward improving disability services in line with the [Metro North Disability Services Action Plan 2024-2029](#). If you have an interest in workplace diversity and equity and can commit to a half-day workshop on Monday 3 March and attend monthly meetings going forward, obtain the support of your line manager and click [here](#) to submit your EOI.

**Health and safety representatives (HSRs)** — If you’d like to play a central role in keeping patient and staff safe, nominations to become an HSR in all established workgroups are now open. HSRs play an important role to support the wellbeing of our staff, patients and visitors. They assist in making workplaces safer and healthier by providing advice, identifying hazards, raising safety concerns, communicating safety information and participating in audits and initiatives. To nominate, complete the online form [here](#) or email the [completed PDF](#) to Janene Farr.

## National Apology Day

This week marked 17-years since the National Apology to the Stolen



Generations. To observe the occasion, Cultural Capability Officer, Elwyn Henaway led a yarnning circle to reflect on the apology and the ongoing impact the forced removal of Aboriginal and Torres Strait Islander children from their families has on the community. Thanks to Elwyn for leading the event and to everyone who attended. The occasion is a reminder that while we have made some progress toward equity in health and other areas, there remains much work to do.



I'm pleased to announce that following an expression of interest process, Kan Rakyoo (pictured, left) will act in the Director of Finance role while Akhil Kapoor is on secondment in Metro North.

While a fresh face to Redcliffe in the last year, Kan has been with Metro North for four years and has more than 12 years' experience as a finance professional. More recently, he jointed me in a well-received presentation to the Metro North Board on our financial position.

I'm sure you'll join me in wishing Kan well with this acting opportunity.

## RBWH Foundation celebration

To mark their 40th anniversary, the RBWH Foundation is holding a Hospital Staff Celebration at Victoria Park on Sunday 2 March for all current and former RBWH, STARS and Redcliffe Hospital staff. Tickets are \$55 per person, which includes a drink on arrival and afternoon tea. Click [here](#) to buy your tickets.

## Valentine's Day morning tea

Love is in the air, as we celebrate Valentine's Day today. To mark the occasion, the REDDY Fun and Fitness team hosted a morning tea in the Zen Den. There was a gratitude wall, rock painting and sweet treats. Most importantly, it was a great opportunity to get together with colleagues and enjoy a short break from our busy workloads. Thanks to the team for organising another great event!



## Some Friday fun



Finally for today, it was great to see our medical admin team bringing a little fun to their work this week. Our days are always busy, and our work can be stressful, that's why it's important we look after and support each other, and even have the occasional laugh!

### Kind Regards

**Cang Dang**  
Executive Director,  
Redcliffe Hospital

We respectfully acknowledge the Traditional Owners and Custodians of the land on which our facilities are built. We also pay respect and acknowledge Elders past, present and the future.

Metro North  
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