

Having trouble viewing this email? [View Online](#)

Executive Message

Metro North Health



Chief Executive Adj. Prof. Jackie Hanson

Dear colleagues,

There are currently some vacancies across some of the Metro North SET functions, so it is timely that I ensure the leadership functions as they exist are fit to take Metro North forward at its best.

The current structure has evolved with the HHS over the past 13 years, but with so much change across the health service in that time, we need to make sure it's still the best fit. This week Create Health Advisory commenced a Tier 1 structural review of the positions and functions that report to the Chief Executive.



This structural review will not affect the vast majority of staff across Metro North, but I wanted to let you know as you may see the Create team around the HHS over the next 12 weeks.

DoH Business Case for Change

This week the Queensland Health Director-General released the [Business Case for Change](#) for the Department of Health. The proposed changes aim to strengthen the department's ability to respond to significant challenges such as patient flow and workforce recruitment and retention.

The proposed changes only affect the functions of the Department of Health, and there may be changes in the ways the HHSs interact with those functions. In addition to various business unit movements across existing (and some renamed) divisions, it includes the creation of a Public Health division and a dedicated Workforce division.

The business case is open for feedback until 5pm Monday 31 March.

Communicating with staff

This week I attended a face-to-face meeting of the Metro North Clinical Council, with new Chair Dr Lucy Dakin. The impacts of Tropical Cyclone Alfred were at top of mind, and there was a lot of feedback on how we communicate with staff, particularly in emergencies. We are looking at options for mechanisms and platforms.

Recently we started a [Metro North Staff Community Group on Facebook](#) as many staff are already using Facebook and have the app on their personal phones. If you haven't yet joined the group, please do – it's a great place to let people know about what's happening locally at your facility and to find out about events and key information.

We also discovered last week that many staff are not receiving our regular messages and updates. Staff are not automatically added to our email groups when they start in Metro North or move directorates. If you have staff who are new to your facility or if you've moved facilities (or no longer in Metro North), please email MetroNorth-Communications@health.qld.gov.au to update the communication lists.

The power of peer support

Our people are our greatest asset, and we understand sometimes in the healthcare industry you need support.

Since feedback in the 2023 Have Your Say survey asking for more support for staff, we've invested heavily in our Peer Responder program, to provide that on the ground, local care for staff who may be going through a difficult time or experiencing a challenging work situation.

You can learn more about the Peer Responder program, find out how to reach out to a Peer Responder or look into becoming one yourself, by watching the below video or visiting [QHEPS](#).



Celebrating neurodiversity

Neurodiversity Celebration Week kicks off from 17 – 23 March, and with this in mind I wanted to profile two staff members affecting real change in this space at Metro North. Cath

Saddler and Adam Turbutt, both Nurse Educators at RBWH, founded the Nursing and Midwifery Neurodiversity Working Group. A group of staff passionate about bringing more awareness about neurodiversity in the workplace.



What originally came out of a pitch at a Nurse Educator forum around how important it was to celebrate and leverage all types of minds to solve problems, the working group is developing a strengths model around neurodiversity at Metro North.

Cath says, "There are lots of myths and stigmas associated with neurodivergence, when we, as an organisation, could be utilising different approaches to problem solving, and what one person may not think of, someone who identifies as neurodivergent could. This is where the strengths-based model comes in."

Adam shared that the difficulties faced by neurodivergent people are often caused by the way society, workplaces, policy/procedure, and infrastructure are designed, and workplaces need to facilitate and foster autonomy, belonging and contribution.

This is a great example of action in relation to goal number one in our [Disability Services Action Plan](#)—inclusion. Well done to Cath, Adam and the working group for wanting to support and harness the unique talents and perspectives of employees with disabilities.

Cath and Adam are facilitating upcoming training sessions open to all Metro North managers: *Neurodiversity in the workplace - A strength-based approach*. [Find out more and register on TMS](#).

Cyclone aftereffects

Earlier this week the Board Chair and I sent a thank you message to staff for your work in preparing for and responding to TC Alfred. While much of life has returned to normal, I know there will be staff who are still dealing with the aftermath of flooding, storm damage and losing electricity.

People and Culture had a vidcast at 10.30 this morning on how to access special leave and entitlements in relation to the cyclone. The recording will be on QHEPS next week.

I also encourage those affected to take advantage of our [staff wellbeing support services](#) listed on QHEPS including free confidential counselling through Telus, or by reaching out to a peer responder, staff psychologist or RUOKer.

Take care of yourselves and each other.

Kind regards,
Jackie



We uphold our commitment to health equity through our Values in Action
Respect | Integrity | Compassion | High performance | Teamwork

Metro North Health acknowledges the Traditional Custodians of the Land upon which we live, work and walk, and pay our respects to Elders both past and present.



Queensland
Government

If you have received this email and do not work for Metro North please follow this link to be removed from the mailing list.

[Email us](#)