

Metro North Health

Message from the Executive Director Redcliffe Hospital

Cang Dang



Dear colleagues

You may be aware of some recent speculation about the Redcliffe Hospital expansion project. I'd like to take this opportunity to reassure you that the Independent Review is ongoing and there has been no advice regarding changes to the project and no decision on the culturally significant scar tree.

As you may be aware, the Queensland Government announced an independent review into Queensland Health's Capacity Expansion Program (CEP) late last year. The CEP includes 11 expansion projects, including our own, plus the delivery of three new hospitals and the Queensland Cancer Centre.

The review is looking at the status of the projects, any cost and time pressures, capacity constraints of the construction sector and how the CEP compares to other health infrastructure programs. We understand the team leading the review will submit a report to government in March.

The Health Minister has affirmed the State's commitment to delivering every expansion project within the CEP, so our project team are pressing on, business as usual, with construction works progressing as planned. I'll provide another update once the review outcomes are known.

While talking about our expansion, I'd like to take the opportunity to welcome Rae Blades to the expansion workforce readiness team. Rae is an experienced Nurse Manager who has recently returned to Redcliffe following a secondment as Assistant Nursing Director ieMR workforce. Rae's experience and knowledge will be a great asset to the team.

Have Your Say survey

The next Have Your Say survey is coming up in May. This is your opportunity to provide feedback about what we are doing well and where we need to make improvements. Ahead of the next survey, over the next few weeks I will share some of the improvements that have been made as a result of your feedback last year. Here's a summary of what has been done to make our workplaces safer:

- Unacceptable Behaviour Discharge from Care procedure implemented.
- Occupational violence education and training to empower staff to manage situations.
- Occupational violence risk assessments to address and reduce instances of violence.
- People and culture forums to help staff learn about topics including rehabilitation, wellbeing, psychological safety and fostering positive workplaces.

if you have any questions about these initiatives or the survey, please speak to your line manager.

Staff Profile: Sarah Trewartha

ICU Clinical Nurse Sarah Trewartha is part of a team working to introduce a new patient of concern (PoC) model of care in preparation for the Redcliffe Hospital expansion.

Sarah explains how the PoC will support clinicians through an escalation pathway across all adult and paediatric inpatient areas, 24 hours a day 7 days a week.

"The patient of concern model is fundamentally a process to enable early intervention when a patient's condition is deteriorating or at risk of deterioration," Sarah said.

"It is a nurse led, roaming service that is triggered when a nurse or other clinician has concerns for the patient, such as a high or increasing Q-ADDS score."

"At that point, the patient of concern service becomes involved to triage the situation, conduct an assessment and support care and interventions alongside other clinicians to stabilise the patient."

The PoC model will be implemented right across Redcliffe Hospital, with Sarah keen to share how it will benefit patients and staff.

"The PoC is not about taking over caring for a patient or replacing a MET call," she said.

"The aim is to empower staff with an additional resource tool that helps them implement interventions earlier when they see their patients condition begin to deteriorate."

Sarah's work on the PoC implementation is in addition to her clinical work in ICU, where she has been a member of the team for eight years.

Before joining us at Redcliffe, Sarah has worked across Australia in a nursing career spanning 17-years to date.

"I started my career in Darwin and have also worked in Victoria, and have cared for patients from many diverse backgrounds, which is really rewarding," Sarah said.

"I'm also a Reservist Nursing Officer in the Royal Australian Air Force, which has given me the opportunity to use my skills outside of the hospital environment."

Away from work, Sarah enjoys spending time with her family, running and camping.



Clinical council expressions of interest

At yesterday's Staff Forum, I was pleased to announce that Dr Monica Korecki has been appointed as co-chair of the Redcliffe Hospital Clinical Council. Monica will co-chair the council with Dr Alan Yan, who has recently taken on the Chair role of the Metro North Clinical Council.

Our clinical council is also now seeking expressions of interest for new members. Successful candidates will serve a 3-year term, with appointment assessed against a range of criteria, including collaboration, professionalism and more. You can learn more about what's involved and how to express your interest [here](#).

Clinical council plays an important role in advocating for staff in planning hospital service delivery and decision making. I encourage you to get involved.

Staff wellbeing

While a rewarding career, our jobs in healthcare are always busy and sometimes stressful. Over time, this can lead to us becoming fatigued. The [Queensland Health Fatigue Risk Management System](#) contains information on what to look out for as indicators you may be fatigued and offers steps you can take to mitigate risks from fatigue. I encourage you to take some time to review it. Remember, all staff also have access to support services, including peer responders and a confidential Employee Assistance Program. I encourage you to discuss any concerns with your line manager and reach out for help if you need it.

Building Cultural Capability

This week, some of our Maternity Services team joined Cultural Capability Officer, Elwyn Henaway for cultural awareness training. This was an opportunity for the team to learn more about caring for patients from our Aboriginal and Torres Strait Islander community. The training sought to educate staff on how to make these patients feel safe and comfortable as they navigate the health service at what is often an exciting, yet daunting time for maternity patients and their families. Cultural awareness sessions are running all year, click [here](#) to learn more and feel free to contact Elwyn with any questions.



New Allied Health Workforce Plan

We know that challenges exist in recruiting workers right across the healthcare sector. As we plan to expand our workforce over the coming years, we have developed an Allied Health Workforce Plan for 2025-2027. The plan seeks to address the evolving needs of the workforce across three key areas; supporting and retaining existing staff, building new pipelines of talent and adapting and innovating new means of service delivery. You can access the plan [here](#). I encourage you to take a few moments to read it as we work to foster an adaptable allied health workforce that meets future healthcare demands.

Wellness workshop

Finally for today, the Redcliffe Hospital Staff Wellness Group are preparing for a Wellness Workshop on Thursday 27 March. The event will feature keynote speaker Dr Dinesh Palipana OAM and other presentations on resilience and stress management and wellness through movement. Click [here](#) to learn more and register by 7 March!

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.

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