



Dear colleagues

You may recall in February, more than 80 staff from across Redcliffe Hospital came together for a workforce planning day. The aim of the day was to look at key challenges, risks and opportunities around how we can attract and retain our workforce now and into the future.

The Workforce Readiness Team have now compiled the feedback from the day into six broad pillars that will inform the workforce plan. They are **invest, attract, retain, innovate, communicate** and **plan**. You can learn more about each pillar and read more details about the feedback collected at the workshop [here](#). As we know, there are ongoing workforce shortages right across the healthcare industry. Starting this work now ensures we can attract, recruit and retain the workforce necessary to staff Redcliffe Hospital into the future.

Thanks to our Workforce Champions who attended a recent Senior Leadership Team meeting to gather feedback and discuss next steps. From here, Director of Workforce Readiness Amanda Brimson will present the findings from the workshop at the next Metro North Clinical Council, and we will continue work to develop a draft workforce plan.

It's important we all have a say as our workforce grows. I encourage you to get involved as opportunities arise.

## Flu vaccination underway

Have you had your flu vaccine yet? If not, there's plenty of time, with the Metro North free vaccination program running at Redcliffe Hospital until 22 May. As you can see, I've rolled up my sleeve and had the vaccine under the care of Clinical Nurse Paula Herczegh. I encourage you all to do the same to protect yourself, your loved ones and the wider community from this nasty winter virus. The vaccination clinic has so far visited the Education Centre, ED and theatres. You can view the full schedule [here](#) or check out the posters around the campus. Keep an eye out for the team (pictured below with Acting Director of Medical Services, Dr Luis Prado) and the roving trolley that will be doing the rounds of the hospital as well. Together we can help minimise the impact of flu on our patients and the health system this winter.



## Health Equity Community Consultation

Last Thursday, I attended the first Metro North Health Equity Community Consultation event for 2025, focused on the development of our Health Equity Strategy 2025-2028.

A key priority to achieving health equity is ensuring the continued commitment and dedication to co-design with our Elders, community and key stakeholders.

It was a privilege to have the opportunity to meet with representatives from our Aboriginal and Torres Strait Islander communities from right across the Metro North catchment area. The day was an opportunity to discuss areas where we are making progress toward achieving health equity and to listen to the concerns of the community on where we need to focus our attention.

The event was also an opportunity to reaffirm our commitment to walking the journey toward health equity with our community, and we will continue to engage with them as we seek to achieve this.

We will now review key priorities currently in progress from our 2022 – 2025 strategy and focus on how we can continue to deliver and improve health outcomes for Aboriginal and Torres Strait Islander people.



### Get ready to have your say

It's less than four weeks until the 2025 Have Your Say staff survey kicks off on 12 May, so it's important all leaders are thinking about how they can encourage and enable their teams to complete the survey and learn about all the support available to managers during May and once the results are released.

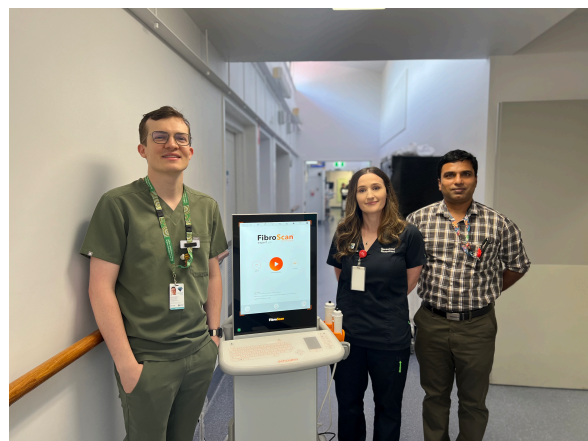
If you're a people leader and you missed the Have Your Say vidcast on Tuesday, hosted by Metro North Clinical Council Chair, Dr Alan Yan and General Manager People and Culture Programs,

Hannah Reed, please watch the recording. The short 30-minute vidcast covered why it's important for staff to complete the survey, what is done with the results and the role people leaders play in driving action.

All Have Your Say vidcasts taking place in the lead up to the survey will be published on [QHEPS](#).

## World Liver Day

This Saturday is World Liver Day, which helps raise awareness about liver health and the role this vital organ plays in our body. The day also aims to educate the community to prevent liver disease and support individuals suffering from liver conditions. In the last few weeks, our hospital has added a fibro scan machine to our Hepatology team to better care for patients who may have liver conditions. A fibro scan is a non-invasive test that measures liver stiffness and can also assess fatty acids in the liver. Among those using the machine are (pictured L to R) Dr Anthony Deacon, CNC Phoebe Lodge and Dr Riaz Shaik who see the fibro scan's addition to the hospital as a win-win for patients and staff as it helps diagnose patients with liver conditions and assists in developing treatment plans to help them recover.





## Staff Expo visits Redcliffe

If you were in the Staff Courtyard earlier this week, you may have had the opportunity to chat with some of the exhibitors at our Staff Expo. This was a great opportunity to chat about superannuation, banking, salary sacrificing and the many other benefits available to us as Metro North Health staff. Thanks to those who exhibited and attended the expo.



## Staff Profile: Tina Tran

Today's staff profile features Senior Physiotherapist - Tina Tran who talks about her career to date and what inspired her to pursue a career as a physio.

"I've been a physio now for 26-years," Tina says.

"I started my career at Gold Coast Hospital and spent five years in London before arriving at Redcliffe as a locum 17-years ago, where I've been happily settled since."

"I'm fortunate that my career allows me to work anywhere in the world and I've had the privilege of working with amazing physios from across the globe."

Physiotherapy first came onto Tina's radar when her father suffered a stroke when she was young.

"Dad was in the PA Hospital for many months," Tina said.

"I watched the amazing work the physios did to get him walking and living life again. They helped me get my dad back."

"From that moment, I knew physio was the career for me and I love that I now get to do for other families what the physios at the PA did for mine."

Tina is proud to work for Metro North Health and give back to a health service that welcomed her family from Vietnam many years ago.

"My parents were among the first Vietnamese refugees to arrive in Australia," Tina said.

"They arrived with my then two year old brother and one year old sister with them."

"I was born at the RBWH soon after they arrived. My mum has told me how kind the staff and community were as she navigated the health system in an unfamiliar country with little English."

Away from work, Tina loves spending time with her Maltese Shih Tzu Bailey, who particularly loves going to the beach. She is also a keen traveller, having recently visited South Korea.

Thanks to Tina and all our physios for their hard work to improve quality of life outcomes for patients.

## Fun scrubs Friday

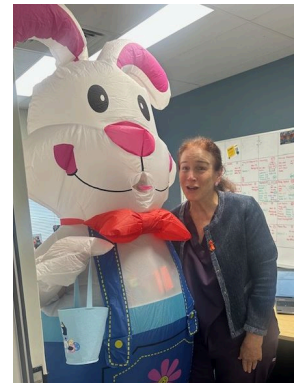


Last Friday, staff from across the hospital donned their flashiest scrubs to take part in Fun Scrubs Friday. As you can see from the pictures, the staff courtyard briefly became a catwalk for those taking part to strut their stuff. Congratulations to those who 'scrubbed up' best on the day; Josh Berry from SOPD and teams from Allied Health and Paeds. It was great to see so many people taking part and bringing some fun to their Friday lunchtime.



## Easter wishes

Finally for today, it's the last business day before the Easter break for some staff. If you're having time off to spend with loved ones, please enjoy and take care on the roads. If you're working for all or part of the break, thank you for your commitment and hard work in looking after the patients who are in our care this Easter. I am pleased to leave you this week with some pictures of teams getting into the Easter spirit across the hospital, including a special visit from the Easter Buddy to the Paediatric Ward!



**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**  
Health



**Queensland**  
Government

Produced by the Metro North Communication Directorate