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December 2025



**Read time:** 5+ min



**Audience:** Managers



**For:** Information

Level up your skills by enrolling in one or more of the courses in this email, pass it onto your team to take control of their career progression, and get the most out of the Have Your Say survey by staying up to date on next steps and what's expected of you as a leader.

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Manager Memo feedback

## Have Your Say update

All managers receiving a Have Your Say report should now have [access](#).

However, whether you received your own report or not, as a people leader you are expected to have a discussion with your direct reports about the results that your team was included in. As a group, you should then agree on **two team goals** and **one leadership goal** for yourself to commit to, based on the feedback.



**Important:** So we can track local action and report back—not only to senior leadership about themes and the good work happening, but also to staff so they can feel confident their feedback is turning into change—please input your goals into the [HYS Goal Setting Form](#).

If you think you should have received a report and haven't, please contact [People and Culture Programs](#). Remember, there is an abundance of support for managers to have these conversations with staff on [QHEPS](#).

## Aboriginal and Torres Strait Islander Leadership Program

After incorporating feedback from participants and stakeholders, the refreshed [Metro North Aboriginal and Torres Strait Islander Leadership Program](#) is now open for participant applications and program mentors.

## Who can participate?

The program is open to Metro North Health Aboriginal and Torres Strait Islander staff members from all levels and streams. Nominations will be sponsored by line managers for candidates who demonstrate teamwork, a positive work performance, and a contribution to achieving organisational and team goals.



Applications will remain open for all of December 2025. [Find out more and nominate.](#)

## Become a program mentor

Mentoring will play a key part in the ongoing success of the program and participants will benefit from the transfer of insights, leadership skills and feeling supported to progress their careers in Health.

If you'd like to be a mentor for this program, you'll need to join the [Metro North Mentoring Program](#). This platform allows participants (mentees) to choose their own mentors from our pool of mentors helping to foster meaningful and constructive partnerships.

If you are interested in making a positive impact and fostering leadership within our organisation, please submit your expression of interest through the [Mentor Program](#).

## CLE Learning Library is now live!

The CLE Learning Library is a platform for any QLD Health staff members wanting to access professional development to enhance their leadership capabilities.

Expand your leadership skills with access to thousands of self-directed professional development resources, at your own pace, anywhere, anytime, and on any device.

[Click here to find out more and access the Learning Library.](#)



## Start the new year with a Metro North coach

Is there a part of your role you've struggled with this year or do you have a team member who could use some guidance to get to the next level? Metro North Coaches volunteer their time to support peers in situations just like these, and there are many more scenarios where a coach can help you.

Enlist in a coach to gain momentum in 2026 and get closer to the goals that matter most to you.

[Submit a request](#) to work with a Metro North Coach for up to 6 sessions or share with your teams and colleagues. Find out more on [QHEPS](#).



People and Culture

## Do we need a dedicated Managers QHEPS page?

We know you're busy and you need easy access to information specific to managers. Currently we have the People and Culture landing page on QHEPS which lists out where to find information on a lot of the topics you would be looking for—but is it missing something?

If there is information you've looked for as a manager and found it hard to find, please let us know. If we created a Managers QHEPS page, what would you like to see on there?

**Send us your thoughts.**

***Tell us  
your  
thoughts!***

## Upcoming training (see online and site-based workshops below open to all staff)

### METRO NORTH LEADERSHIP PROGRAM

New dates for 2026! No matter the location, each session is open to all staff across Metro North.

29 Jan	Empowering People and Relationships	Herston	<a href="#">TMS</a>
4 Feb	Leading Culture and Engagement	Caboolture	<a href="#">TMS</a>
19 Feb	Future Focused Leadership	Herston	<a href="#">TMS</a>
26 Feb	Developing your Leader Identity	Herston	<a href="#">TMS</a>
10 Mar	Leading Culture and Engagement	Herston	<a href="#">TMS</a>
16 Mar	Future Focused Leadership	Herston	<a href="#">TMS</a>
1 Apr	Building Strong and Effective Teams	Herston	<a href="#">TMS</a>
16 Apr	Building Strong and Effective Teams	TPCH	<a href="#">TMS</a>
23 Apr	Empowering People and Relationships	Herston	<a href="#">TMS</a>
7 May	Leading Culture and Engagement	TPCH	<a href="#">TMS</a>
12 May	Developing your Leader Identity	Herston	<a href="#">TMS</a>
13 May	Developing your Leader Identity	TPCH	<a href="#">TMS</a>

## ONLINE

16 Dec	<a href="#">HR Fundamentals - Fostering Positive Workplaces and Relationships</a>	<a href="#">TMS</a>
29 Jan	<b>Recruitment Fundamentals</b> - Managing Conflicts of Interest	<a href="#">TMS</a>
11 Feb	<a href="#">Recruitment Fundamentals</a> - Selection Report Writing	<a href="#">TMS</a>
16 Feb	<b>HR Fundamentals</b> - Parental Leave	<a href="#">TMS</a>
26 Feb	<a href="#">HR Fundamentals</a> - Positive Performance Management	<a href="#">TMS</a>
26 Feb	<b>Recruitment Fundamentals</b> - Referee Reports	<a href="#">TMS</a>
10 Mar	<a href="#">HR Fundamentals</a> - Performance Development Plans (PDP)	<a href="#">TMS</a>
11 Mar	<b>Recruitment Fundamentals</b> - Effective Selection Techniques	<a href="#">TMS</a>
26 Mar	<a href="#">HR Fundamentals</a> - Absence Management	<a href="#">TMS</a>
26 Mar	<b>Recruitment Fundamentals</b> - Pre-Employment Checks	<a href="#">TMS</a>

## HERSTON

12 Dec	<a href="#">Aboriginal &amp; Torres Strait Islander Cultural Practice Program (RBWH Staff)</a>	<a href="#">TMS</a>
15 Dec	<b>Aboriginal &amp; Torres Strait Islander Cultural Practice Program (RBWH Staff)</b>	<a href="#">TMS</a>
16 Dec	<a href="#">Aboriginal &amp; Torres Strait Islander Indigenous Identification (RBWH Staff)</a>	<a href="#">TMS</a>
8 Jan	<b>Aboriginal &amp; Torres Strait Islander Cultural Practice Program (RBWH Staff)</b>	<a href="#">TMS</a>
20 Jan	<a href="#">Aboriginal &amp; Torres Strait Islander Cultural Practice Program (MNMH Staff)</a>	<a href="#">TMS</a>
20 Jan	<b>Aboriginal &amp; Torres Strait Islander Indigenous Identification (RBWH Staff)</b>	<a href="#">TMS</a>
22 Jan	<a href="#">Aboriginal &amp; Torres Strait Islander Cultural Practice Program (RBWH Staff)</a>	<a href="#">TMS</a>
22 Jan	<b>Aboriginal &amp; Torres Strait Islander Cultural Practice Program (STARS Staff)</b>	<a href="#">TMS</a>
28 Jan	<a href="#">Aboriginal &amp; Torres Strait Islander Cultural Practice Program (RBWH Staff)</a>	<a href="#">TMS</a>
29 Jan	<b>Metro North Coaching</b> - Level 1 Coaching Conversations	<a href="#">TMS</a>
2 Feb	<a href="#">Aboriginal &amp; Torres Strait Islander Cultural Practice Program (MNMH Staff)</a>	<a href="#">TMS</a>
4 Feb	<b>Aboriginal &amp; Torres Strait Islander Cultural Practice Program (RBWH Staff)</b>	<a href="#">TMS</a>
5 Feb	<a href="#">The Science of Storytelling</a>	<a href="#">TMS</a>
9 Feb	<b>Psychological First Aid</b> - All Staff	<a href="#">TMS</a>
9 Feb	<a href="#">Peer Responder Training</a>	<a href="#">TMS</a>
10 Feb	<b>Caring Together</b> - Inter-Professional Teaming	<a href="#">TMS</a>
11 Feb	<a href="#">Aboriginal &amp; Torres Strait Islander Cultural Practice Program (STARS Staff)</a>	<a href="#">TMS</a>

12 Feb	<b>Metro North Coaching - Level 1 Coaching Conversations</b>	<a href="#">TMS</a>
13 Feb	<b>Aboriginal &amp; Torres Strait Islander Cultural Practice Program (RBWH Staff)</b>	<a href="#">TMS</a>
16 Feb	<b>Aboriginal &amp; Torres Strait Islander Indigenous Identification (RBWH Staff)</b>	<a href="#">TMS</a>
17 Feb	<b>Psychological First Aid - Managers</b>	<a href="#">TMS</a>
27 Feb	<b>Aboriginal &amp; Torres Strait Islander Cultural Practice Program (RBWH Staff)</b>	<a href="#">TMS</a>
5 Mar	<b>Psychological Safety - Managers</b>	<a href="#">TMS</a>
6 Mar	<b>Aboriginal &amp; Torres Strait Islander Cultural Practice Program (STARS Staff)</b>	<a href="#">TMS</a>
10 Mar	<b>ALICE - Maternity Services Program</b>	<a href="#">Register</a>
12 Mar	<b>Metro North Coaching - Level 2 Positive Psychology Coaching</b>	<a href="#">TMS</a>
13 Mar	<b>Aboriginal &amp; Torres Strait Islander Cultural Practice Program (RBWH Staff)</b>	<a href="#">TMS</a>
19 Mar	<b>Aboriginal &amp; Torres Strait Islander Cultural Practice Program (STARS Staff)</b>	<a href="#">TMS</a>
19 Mar	<b>Aboriginal &amp; Torres Strait Islander Indigenous Identification (RBWH Staff)</b>	<a href="#">TMS</a>
24 Mar	<b>Aboriginal &amp; Torres Strait Islander Cultural Practice Program (RBWH Staff)</b>	<a href="#">TMS</a>

## THE PRINCE CHARLES HOSPITAL

16 Dec	<b>Peer Responder Training</b>	<a href="#">TMS</a>
17 Dec	<b>Excel - Level 1 Basic (TPCH Staff)</b>	<a href="#">TMS</a>
12 Feb	<b>Psychological First Aid - All Staff</b>	<a href="#">TMS</a>
12 Feb	<b>Peer Responder Training</b>	<a href="#">TMS</a>
24 Feb	<b>Metro North Coaching - Level 2 Positive Psychology Coaching</b>	<a href="#">TMS</a>
25 Feb	<b>Psychological First Aid - Manager</b>	<a href="#">TMS</a>
17 Mar	<b>Psychological Safety - Manager</b>	<a href="#">TMS</a>
26 Mar	<b>Metro North Coaching - Level 1 Coaching Conversations</b>	<a href="#">TMS</a>

## CABOOLTURE, KILCOY & SATELLITE HEALTH CENTRES

28 Jan	<b>Aboriginal &amp; Torres Strait Islander Indigenous Identification (CKW Staff)</b>	<a href="#">TMS</a>
5 Feb	<b>Aboriginal &amp; Torres Strait Islander Indigenous Identification (CKW Staff)</b>	<a href="#">TMS</a>
19 Feb	<b>Metro North Coaching - Level 1 Coaching Conversations</b>	<a href="#">TMS</a>
4 Mar	<b>Psychological First Aid - All Staff</b>	<a href="#">TMS</a>
4 Mar	<b>Peer Responder Training</b>	<a href="#">TMS</a>

19 Mar	<b>Metro North Coaching</b> - Level 2 Positive Psychology Coaching	<a href="#">TMS</a>
25 Mar	<b>Psychological First Aid</b> - Manager	<a href="#">TMS</a>
26 Mar	<b>Aboriginal &amp; Torres Strait Islander Indigenous Identification</b> (CKW Staff)	<a href="#">TMS</a>

## COMMUNITY & ORAL HEALTH, NORTH LAKES & BRIGHTON

28 Jan	<b>Aboriginal &amp; Torres Strait Islander Cultural Practice Program</b> (COH Staff)	<a href="#">TMS</a>
5 Feb	<b>Preceptor Workshop</b>	<a href="#">TMS</a>
10 Feb	<b>Patient Handling Coach</b> (COH staff)	<a href="#">TMS</a>
10 Feb	<b>Trauma Informed Care</b> (COH staff)	<a href="#">TMS</a>
11 Feb	<b>Preceptor Refresher</b> (COH staff)	<a href="#">TMS</a>
12 Feb	<b>Recognising and Responding to Acute Deterioration</b> (COH staff)	<a href="#">TMS</a>
25 Feb	<b>Aboriginal &amp; Torres Strait Islander Cultural Practice Program</b> (COH Staff)	<a href="#">TMS</a>
4 Mar	<b>Recognising and Responding to Acute Deterioration</b> (COH staff)	<a href="#">TMS</a>
5 Mar	<b>Palliative Care Workshop</b> (COH staff)	<a href="#">TMS</a>
9 Mar	<b>Basic Life Support Instructor</b>	<a href="#">TMS</a>
23 Mar	<b>Basic Life Support Instructor</b>	<a href="#">TMS</a>
25 Mar	<b>Recognising and Responding to Acute Deterioration</b> (COH staff)	<a href="#">TMS</a>
25 Mar	<b>Aboriginal &amp; Torres Strait Islander Cultural Practice Program</b> (COH Staff)	<a href="#">TMS</a>

## REDCLIFFE

16 Dec	<b>Aboriginal &amp; Torres Strait Islander Cultural Practice</b> (Redcliffe Staff)	<a href="#">TMS</a>
6 Jan	<b>Aboriginal &amp; Torres Strait Islander Cultural Practice</b> (Redcliffe Staff)	<a href="#">TMS</a>
22 Jan	<b>Aboriginal &amp; Torres Strait Islander Cultural Practice</b> (Redcliffe Staff)	<a href="#">TMS</a>
22 Jan	<b>Aboriginal &amp; Torres Strait Islander Indigenous Identification</b> (Redcliffe Staff)	<a href="#">TMS</a>
3 Feb	<b>Aboriginal &amp; Torres Strait Islander Cultural Practice</b> (Redcliffe Staff)	<a href="#">TMS</a>
3 Feb	<b>Aboriginal &amp; Torres Strait Islander Indigenous Identification</b> (Redcliffe Staff)	<a href="#">TMS</a>
16 Feb	<b>Aboriginal &amp; Torres Strait Islander Cultural Practice</b> (Redcliffe Staff)	<a href="#">TMS</a>
18 Feb	<b>Aboriginal &amp; Torres Strait Islander Cultural Practice</b> (Redcliffe Staff)	<a href="#">TMS</a>
17 Mar	<b>Aboriginal &amp; Torres Strait Islander Cultural Practice</b> (Redcliffe Staff)	<a href="#">TMS</a>
19 Mar	<b>Aboriginal &amp; Torres Strait Islander Indigenous Identification</b> (Redcliffe Staff)	<a href="#">TMS</a>

25 Mar

Aboriginal &amp; Torres Strait Islander Cultural Practice (Redcliffe Staff)

[TMS](#)

Please [contact us](#) if you would like to include some news in the Managers Memo.

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**Metro North**  
Health**Queensland**  
Government

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