

Metro North Health

Message from the

Acting Chief Allied Health Practitioner

Perry Judd



Read time: 3 min



For: Information

Hello everyone

As we approach the final week of the year, it's important we pause to reflect on our achievements, learnings (both positive and constructive), and celebrate the fact that we are working in and helping to improve the biggest and best hospital and health service in Queensland.

The Metro North Allied Health (MNAH) office is proud to professionally support the thousands of health practitioners who work across the HHS, as well as directly deliver several Metro North and statewide programs.

To help spread the message about the scale and breadth of the services and programs governed under the Chief Allied Health Practitioner and the MNAH office, and to celebrate their achievements in 2025, we have created a Year in Review, which you can [view here](#).

Facilitated by our Deputy Chief Allied Health Practitioners, we recently held a workshop to develop priorities and actions off the back of the Have Your Say survey. At the workshop, the team consolidated valuable insights and feedback from the survey into key goals to strengthen culture and engagement and create a shared understanding of purpose.

Here are some of the key themes and principles that the team identified and agreed to further develop into actions:

Our Four Goals

1. **Ensure Alignment with Strategic Priorities** – Ensure all actions and decisions connect to overarching organisational and team priorities for clarity and shared purpose.
2. **Promote Fairness and Transparency** – Distribute tasks and opportunities equitably and clearly communicate the reasoning behind decisions to build trust and understanding.
3. **Foster Generosity, Compassion, and Curiosity in Our Interactions** – Approach every engagement with openness, empathy, and a willingness to hear each other's perspectives.
4. **Celebrate Success and Values in Action** – Recognise achievements and highlight examples of our values being lived out.

Supporting Themes & Environment and Conditions for Living Our Values at Work

- **Core Values:** Integrity, Trust, Respect, Collaboration, Achievement, Contribution & Making a Difference.

Principles to develop into actions

- **Recognition and Celebration:** Shout-outs, sharing values in action.
- **Planning and Clarity:** Realistic time planning, clear portfolios, transparency, valuing contributions.
- **Trust and Leadership:** Role modelling, accountability, responsibility, confidence, and creating a safe space to learn and fail.
- **Respect and Kindness:** Going the extra mile, reciprocity to foster mutual benefit.
- **Healthy Relationships:** Robust conversations focused on tasks (not people), stay curious by asking questions, acknowledging diverse knowledge, styles, and personalities.
- **Collaboration:** Listening, sharing knowledge, and working together intentionally.

This exercise was very well received with positive engagement and energy. As the saying goes, "Culture eats strategy for breakfast. So, I would encourage everyone to use the HYS survey as a starting point for discussion about team culture, values, and shared purpose.

I wish everyone a safe and happy festive season, and a special thank you to those working to keep our patients well looked after, and our hospital and health services running over the public holidays.

Regards,
Perry

Metro North Health



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.

Metro North Health's vision

Creating healthier futures together—where innovation and research meets compassionate care and community voices shape our services.



**Queensland
Government**

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