

Executive Message

Metro North Health



Summary:

- Metro North Staff Excellence Awards - finalists announced
- Have Your Say updates
- MN ENABLE launched
- Occupational Violence workshop
- New Metro North sustainability initiative
- Redcliffe Hospital Expansion Project update.

[Message feedback](#)

Acting Chief Executive Nick Steele



Audience: All staff



Read time: 5+ min



For: Information

Dear colleagues,

I am pleased to announce the finalists for the 2025 Metro North Staff Excellence Awards!

This year, we received an astounding **571 nominations** across 14 categories — an incredible reflection of the outstanding work happening every day across Metro North. Each nomination tells a story of dedication, innovation, compassion, and teamwork, and showcases just how much we value recognising each other's contributions.

A huge congratulations to all our finalists — and to everyone who was nominated — for the difference you make to our patients, colleagues, and community.

The full list of nominees is below.



We look forward to celebrating all nominees and announcing the winners at the **Metro North Staff Excellence Awards** on **Friday, 28 November 2025**, at the Brisbane Convention and Exhibition Centre.

[BUY TICKETS](#)

2025 Finalists

Aboriginal and Torres Strait Islander Staff

- Rayna Cowburn, Metro North
- Lynette Bell, STARS
- Andrew Williams, Metro North
- Sharna Dodd, Metro North
- Metro North Deadly Start Team

Excellence in Consumer Partnerships

- HELIX Hub (HELIX Consumer Community), Metro North
- Children's Outpatient Department Co-design group, Caboolture, Kilcoy, Woodford
- Rebekah Young, RBWH
- Geriatric Evaluation and Management Unit, TPCH
- Communicable Disease and Sexual Health Team, Metro North Public Health Unit

Excellence in Integrated Care

- Metro North Voluntary Assisted Dying
- Rapid Access Heart Failure Therapy Service Team, Metro North
- APACHE - Acute Patient Assessment for Care in the Home Environment, Community and Oral Health
- Belinda Mathieson, Caboolture, Kilcoy, Woodford
- Dr Cameron Mackay and the RBWH Plastics and Reconstructive Surgery Team

Non-clinical Excellence in Operations

- Mary Phillips, Metro North
- Ramari Marumaru, RBWH
- Patient Food Services Team, RBWH
- Patient Support Services Team, TPCH
- Dietetics and Food Services Team, Caboolture, Kilcoy, Woodford

Excellence in Performance

- Metro North NSQIP Team
- Tia Kemp, RBWH
- Dietetics and Food Services, STARS
- Dr Ninel Wijesekera, Metro North
- Hospital in the Home, Community and Oral Health
- Kim Sugg, Caboolture, Kilcoy, Woodford

Emerging Leaders

- Ry Abel, RBWH
- Peter Hancock, STARS
- Jung (Michelle) Reynolds, Community and Oral Health

- Lisa Blyth, RBWH
- Trent Donnelly, Community and Oral Health
- Nina Meloncelli, Metro North

Excellence in Training and Education

- HELIX Hub (Education and Training Programs), Metro North
- James Hoey, Mental Health
- Nuclear Medicine Scientist Education Team, RBWH
- Interprofessional Collaborative Practice Team STARS
- Dr Dominic Chan, Caboolture, Kilcoy, Woodford

Improving Aboriginal and Torres Strait Islander Health

- Heart Outreach Program for health Equity (HOPE), Metro North
- Allied Health Research Collaborative, TPCH
- Anti-racism Working Group, Metro North
- Adj. Prof. Adam Scott, RBWH
- Aboriginal and Torres Strait Islander Kidney Health portfolio, RBWH

Innovation

- ADIS 24/7 Alcohol and Drug Support, Mental Health
- Aboriginal and Torres Strait Islander Anti-Racism Policy and Campaign, Metro North
- Older Person Emergency Department - Clinical Nurse Consultant Team, Metro North
- HBI/RBWH Vascular Surgery Team
- Surgical and Critical Care, TPCH

Leadership in action

- Perfusion Team, TPCH
- Dr Cameron Mackay, RBWH
- Ila Stuer, Metro North
- Mick Collins, STARS
- Kate Schultz, Community and Oral Health

People Focus

- Youth Cancer Service Team, RBWH
- OPEN Fracture Clinic, Metro North
- Team 6A, STARS
- Wade Shaw, STARS
- Disability and NDIS Data Collection Initiative, Metro North

RBWH Foundation Impact Award

- Haylee Kajewski, STARS
- Raj Singh, STARS
- Monica Ng, RBWH
- Reece Crawford, RBWH

Safety and Quality

- Melissa Neighbour, TPCH
- NeoRESQ, Metro North
- Joanne Mewis, Metro North
- Rachel Teis and Erin Purdon, Community and Oral Health
- Cognitive Assessment Unit and the Dementia and Delirium Service, TPCH

- Dr Emma Donaldson, Caboolture, Kilcoy, Woodford

Values in Action

- Youth Cancer Service, RBWH
- Michael Wilson, RBWH
- Plastic and Reconstructive Surgery team, RBWH
- Rafael Handoko, RBWH
- Kirby Harwood, Caboolture, Kilcoy, Woodford

Have Your Say - practising compassion

The 2025 Have Your Say survey reported that 83.3% of staff agree their colleagues put our value 'compassion' into practice, which is well above the benchmark for other healthcare organisations who participate in the survey.



Compassion in healthcare isn't just about being kind—it's about being clinically effective. Studies show that compassion improves patient adherence, speeds recovery, reduces complications, and lowers costs. For staff, it boosts wellbeing and helps protect against burnout which is essential given the ever-increasing demands on our services.

An initiative that came out of the 2023 Have your Say survey and continues to be popular with staff is the Metro North Speaker Series. Last week, the third event in the series featured the inspiring Dr Dinesh Palipana OAM speaking to reconnecting to your purpose at work and practicing compassion—for yourselves, for your patients and for each other.

Dinesh spoke about how his challenges in life and his experience on the other side of the bed—as a patient for eight months—gave him a renewed sense of purpose and compassion. If you missed the Speaker Series event, I encourage you to [watch the recording](#) and keep an eye out for the next event in 2026.

MN ENABLE launched

I am pleased to share that Metro North has just launched its new MN Enable Working Group, which is very timely as next week is Inclusion at Work Week. MN ENABLE has been established as part of Metro North's commitment to provide a safe and inclusive environment for all employees and consumers regardless of their lived experience of disability, chronic health condition, neurodivergence, mental health, or for carers of a person with disability, as well as allies.



The 2025 Have Your Say Survey results indicate growth of over 200% of staff members reporting they have a disability, equivalent to almost 6% of the workforce who completed the survey.

The ENABLE acronym, *Employees Navigating Access, Barriers, Leadership, and Equity*, has

been respectfully adopted, through co-design by members, to affirm and amplify the voices, experiences, and leadership of staff with disability and their supporters.

The initiative directly supports the first priority of Metro North's Disability Services Action Plan, which focuses on inclusion, and nurturing a diverse workplace that provides equal opportunities and harnesses the talent of employees with disabilities.

If you'd like to get involved in MN Enable or as an Inclusion champion in your local work area, please express your interest [here](#) or email: MN_ENABLE@health.qld.gov.au

For more information about disability supports and services within Metro North, visit the staff [extranet](#).

Occupational Violence workshop

As mentioned last week, I've asked the Metro North Clinical Council to lead a piece of work that looks at how to tackle the issue of occupational violence (OV) in our workplace. The council are holding a one-day workshop open to staff across the business to identify quick actions at a local level that could reduce the impact of OV across our health service.

There will be a panel on the day discussing – *When can you legally and ethically refuse patient care?* Experts from Legal, Clinical Governance, QPS, Health and Safety, and your peers with lived experience will answer your toughest questions, including:

- What are your rights and obligations?
- When does verbal aggression become reportable?
- How do you balance compassion with safety?

I encourage any staff member who faces OV in their role, especially those in high-risk areas to express interest in attending the workshop.

Care Safe, Work Safe

Thursday 4 December

8.15am to 3pm

Brighton Health Hub Campus

[Express your interest](#) (EOIs close 19 November)

New Metro North wide Sustainability initiative

Metro North continues to make considerable effort to reduce the environmental footprint of delivering healthcare in Queensland. The Green Metro North team have collaborated with stakeholders across Queensland Health to develop an internal Circular Economy program called the **Hospital Stock Exchange**.

The Hospital Stock Exchange is the one stop shop for redistributing and accessing furniture, office equipment, clinical consumables and other equipment across Metro North as a first step before purchasing new items.

The initiative aims to ensure that items are redistributed to extend their lifecycle and value chain for as long as possible. All Metro North directorates are invited to participate in the

program and reports on waste prevention and financial savings will be provided regularly. This is a great opportunity for all staff to contribute to environmental sustainability across Metro North.

Head to the [Metro North Environmental Sustainability Workforce Activation Hub](#) on Sharepoint to find out more about the Hospital Stock Exchange, how to join and participate.

For more information, email GreenMetroNorthHospitalStockExchange@health.qld.gov.au

Farewell Prof Liz Kenny

Metro North has recently farewelled Professor Liz Kenny who has retired after a distinguished career in oncology spanning more than four decades. After residency at the Royal Brisbane Hospital and specialty training at the Queensland Radium Institute, Liz returned to RBWH in 1997 as a senior staff specialist, initiating more than 20 years of leadership, clinical excellence and service development.



From 2005 to 2020, she served as Regional Cancer Director, leading CIRCS as a statewide service improvement team in Queensland. Liz's clinical and research interests have focused on complex skin, head and neck, and breast cancers. She has been a principal or co-investigator on multiple national and international clinical trials, authored more than 130 scientific papers. In recognition of her academic contributions, she was appointed Professor in the School of Medicine at the University of Queensland in 2018. In 2017 Professor Kenny was appointed an Officer of the Order of Australia in recognition of her outstanding service to medicine.

We congratulate Liz on an exceptional career and wish her the very best for her retirement.

Take care.
Nick



Grant Carey-Ide email banner



Audience: All staff



Read time: 2 min



For: Information

Dear colleagues,

Have Your Say action - recognising we need more support with occupational violence

The safety of our people at work is paramount and all staff should be able to come to work without being verbally or physically assaulted.

In the recent Have Your Say survey, occupational violence (OV) was flagged by many staff as a key issue preventing them feeling safe at work. There is a lot going on across the state to address this, but I'm pleased to advise that at Metro North we are making immediate changes.

People and Culture have recruited a Director Security Administration, Governance and Compliance. Andrew Hawkins has been appointed and will be reporting to me in the CPCO role. He will also have a dotted line reporting obligation to the General Manager, Health and Safety Services. Andrew will work closely with all directorate Security Managers and Officers across all Metro North facilities.

The purpose of the Director's role is to take a positive and proactive approach to addressing the challenges of occupational violence while working in collaboration with the leadership team, clinical council and our staff to co-design a contemporary best practice approach to protective services across Metro North.

Andrew's first 100 days in the position will see him move about facilities and meet as many stakeholders as he can. It's a big job, but one that I'm confident will make a real difference in this space.

If your role is one that is impacted by OV, I encourage you to express your interest to be involved in an OV workshop coming up in December with the Metro North Clinical Council. You can [find out more here](#). We need as many voices and lived experiences as possible to ensure our next steps to tackle OV have a big impact.

Regards,
Brett

Acting Executive Director, Sustainable Assets and Infrastructure

Michael Campbell



Audience: All staff



Read time: 3 min



For: Information

Dear colleagues,

Two announcements for major expansion at Redcliffe Hospital

On 10 November 2025, the government made two key announcements for the Redcliffe Hospital Expansion project which is being delivered to provide more healthcare, more beds and enhanced services for the Redcliffe and Moreton Bay community.

The first was to announce that the Registration of Interest stage, inviting contractors to

submit an expression of interest to deliver the main construction works for Redcliffe Hospital Expansion, is open until 21 November 2025.

This exciting stage is running concurrent to the replanning and redesign stage, which has been underway over the past few months and responds to both recent clinical demand projections and recommendations made in the Hospital Rescue Plan.

The second announcement was confirming that Richard Crookes Construction has been named as the successful company to deliver the \$36 million multi-storey car park extension which will deliver an additional three levels of car parking, with work set to begin early next year.

A finalised masterplan for the Redcliffe Hospital is due by the end of the year and an important outcome will be the preservation of the Aboriginal Scar Tree, an important piece of cultural heritage for the Kabi Kabi people and local community, which the design team is ensuring will be protected and respected in the new design.



New renders for the Redcliffe Hospital Expansion Project. Artist impressions only

Registrations of interest begins for Redcliffe Hospital Expansion

The Queensland Health Minister, Tim Nicholls, visited Redcliffe Hospital on Monday, 10 November, to announce that the Registration of Interest stage for the Redcliffe Hospital Expansion is now underway.

This exciting milestone encourages industry partners and contractors to register their interest in delivering the main construction works for one of Metro North Health's major health infrastructure projects.

Registration of Interest is the first step in the procurement process and is running concurrent to the replanning and redesign stage of the Redcliffe Hospital Expansion project, which has been underway over the past few months and responds to both recent clinical demand projections and recommendations made in the Hospital Rescue Plan.

Replanning activities have been an excellent example of collaboration, with the project team working alongside Redcliffe Hospital executives, clinicians and hospital staff participating to look at early design requirements to create a safe and high-quality healthcare environment for the Redcliffe and Moreton Bay community.

The Minister's visit also included an announcement that Richard Crookes Construction has been awarded the contract to deliver the \$36 million multi-storey car park extension which will deliver an additional three levels of car parking, with work set to begin early next year.

New renders for the new Clinical Services Building were also shared, showcasing the vision

for the expansion.

A finalised masterplan for the Redcliffe Hospital is due by the end of the year and an important outcome will be the preservation of the Aboriginal Scar Tree, an important piece of cultural heritage for the Kabi Kabi people and local community, which the design team is ensuring will be protected and respected in the new design.

Regards,
Michael

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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