

Executive Message

Metro North Health



Summary:

- Welcoming new staff to Metro North
- Have Your Say update
- Leadership announcements
- Chief Allied Health Practitioner update
- Transit lounges

Message feedback

Chief Executive Nick Steele



Audience: All staff



Read time: 5+ min



For: Information

Hi Everyone,

With the turn of 2026, we are starting to see many new faces across Metro North. I would like to extend a warm welcome to all of the new staff who have already joined and who will join our health service in the coming weeks and months. We have new starters from across all professional disciplines including medical, nursing, allied health as well as many other areas, who will support us in our efforts to deliver great care to our Metro North community.



Be assured you have joined a world-class health service that prides itself on delivering safe, high quality outcomes to the people it serves, and you will be well supported by many dedicated and skilled teams who strive for excellence in their work each day. Metro North provides care and support to a large number of different patient cohorts with a diverse range of general and complex clinical conditions, so you are in an ideal environment to confidently learn, gain experience, and develop in your career.

As I get out and visit our facilities in the coming weeks, I look forward to meeting many of our new staff and welcoming you personally to Metro North. Now is a great time to work here. We have a busy and exciting year ahead of us, and I am pleased you can be part of the journey.

Next Tuesday, Board Chair Bernard Curran and I are holding a vidcast at 1pm, where we will discuss focus areas and priorities for 2026. I encourage you to ask questions in advance and we will endeavour to answer as many of these as possible during the session. You can also ask questions during the vidcast.

Tuesday 20 January, 1pm [Join the vidcast](#)

Ask a question in advance

More development opportunities off the back of Have Your Say

In the 2025 Have Your Say staff survey, the CE received some messages in a bottle relating to career development, such as:

"Training is ad hoc and not relevant to what we actually do."

"There are minimal pathways for growth. You stay in the same role for years unless someone leaves."



We're taking what you've said on board. In the [Have Your Say Response Plan](#), there are various initiatives planned to improve the way we approach learning and development for staff across all streams and levels, with some already underway, including:

Aboriginal and Torres Strait Islander Leadership Program

Round two of the program has been refreshed for 2026, aiming to support and empower Metro North Health Aboriginal and Torres Strait Islander staff to grow as leaders. Applications are open until the end of January for eligible staff with a focus on emerging leaders, and we are calling for both identified and non-identified mentors to become an integral part of the participants' program journey.

[Find out more about how to apply and becoming a mentor](#)

Opening doors for our Administration and Operational staff

Last year, a wealth of information on career pathways within for Administration and Operational staff was uploaded on [QHEPS](#). This includes comprehensive guides that outline the characteristics of roles at different levels, and details the knowledge, skills, and capabilities needed to excel.

One simple piece of feedback from staff in Administration roles was that minute taking was an area they needed support. A new workshop has been created to upskill staff in this space. [Find out more about the online course and register](#). Face-to-face sessions will be promoted shortly.

Remember - take your career into your hands

Regular performance and development discussions with your line manager are a great way to open that two-way feedback and ask for support with career development. If it's been a while since you had a chat like this, I encourage you to take the initiative and request time to talk. Also be sure to review all the [opportunities currently available for learning and development on QHEPS](#).

Leadership announcements

Chief Allied Health Practitioner

I would like to share that Mark Butterworth will not be returning to the Chief Allied Health Practitioner role, after making the decision to retire after 50 years in health care. For over 12 years, Mark has led Australia's largest allied health service in Metro North, making significant contributions to the service through his vast knowledge, advocacy and passion. Under his leadership, Mark led the establishment of the current Metro North-wide governance structure for allied health, embedding his vision for allied health being stronger together, through setting up Director Allied Health roles in each Directorate and creating HHS-wide, profession-specific Communities of Practice.



Mark has been a great proponent of innovation and research, sponsoring the growth of AH-Translating Research into Practice Program, and the Allied Health Research Committee. These initiatives sparked significant growth of research capacity and outputs across allied health in Metro North.

An equally strong advocate for diversity and equity, Mark was the sponsor for key initiatives including an Australian-first Behavioural Emergency Response Team, Metro North's first Multicultural Health Unit, Queensland's Indigenous Cadet and Student Program, as well as Metro North's first-ever Disability and Multicultural Action Plans. He also oversaw the rollout of the NDIS transition, and brought greater focus to the clinical importance of interpreters in supporting informed consent, efforts which have resulted in Metro North now being the largest employer of in-house interpreters in Queensland.

The Senior Executive Team and I sincerely thank Mark for his important contributions to Metro North over many years, and we wish him every success in his well-earned retirement. You can read more about Mark's work in his message below.

Heart Lung Stream

At the end of this month, Prof Peter Hopkins will be stepping down from the Executive Director Heart Lung Stream role to pursue other critical work across Metro North. During his tenure, Peter has displayed exceptional leadership, supporting the Heart Lung Stream to successfully deliver a range of health service reform initiatives to improve the health outcomes for patients of Metro North and more broadly across Queensland.



Some key achievements include pioneering the First Nations Heart Lung Advisory Group known as Tamaya (meaning Together the Thinkers Advance) and partnering with the Institute of Urban Indigenous Health (UIIH) to launch innovative models of care and services including the Urban Indigenous Respiratory Outreach Clinic (UROC) and Heart Outreach Program for Health Equity (HOPE). Peter also championed the award-winning Statewide Pulmonary and Cardiac Telerehabilitation model, partnering with several hospital and health services to bring care closer to home for rural and remote communities.

Under his directorship, Peter's calm resilience, transparency and approachable style have earned him trust and respect from stakeholders, clinicians and partners across the health service. His strong advocacy for the Heart Lung team to identify new service opportunities and pathways, has helped build a high-performing stream which has achieved many excellent patient-centred outcomes.

We thank Peter for his capable leadership and wish him continued success in delivering high-quality patient care in his ongoing clinical work with Metro North.

Clinical Services looks forward to continue working with the Heart and Lung stream to deliver priorities across Metro North.

Take care.
Nick



Audience: All staff



Read time: 2 min



For: Information

Dear team,

In 1976, I started as a cadet radiographer in Sydney, and 50 years later, as your Chief Allied Health Practitioner, I'm proud to say it's time for new leadership. I won't be returning to the role I love, but in retirement, I'll be continuing to make a difference in Papua New Guinea, rebuilding a 60-bed hospital into 120 beds with a vision to create the country's best nationally run health service.

Thanks to all TPCH and Northside staff, and Allied Health and Metro North teams, for the privilege of working with you. We've faced growing pressures, but our unique culture – driven by excellent clinical outcomes, research, teaching, care, and compassion – has helped us thrive. I have been and remain incredibly proud of the work Allied Health has done across Metro North. I recognise and acknowledge the dedication to caring, and the exceptional skills of our health practitioners that make our service such an important asset to our patients, colleagues and the Queensland community.

I want to acknowledge the incredible work done by our Profession, Workforce, Research and Allied Health leads over the years. This acknowledgement extends to the staff across the portfolios I've had the privilege to lead, including:

- Digital Imaging
- Community and Staff Engagement
- Safety and Quality
- CSDS
- Patient Handling
- NDIS and BERT implementation
- Disability and Multicultural Action Plans
- Queensland Indigenous Cadet and Student Program.

These initiatives remain cornerstones to our commitment to quality care, inclusivity, cultural responsiveness, and workforce development.

I'm grateful for the opportunity to have worked with so many of you, including my executive colleagues. I'm proud of what we've achieved together and appreciate the dedication and expertise of you all.

It has been an absolute privilege and incredibly rewarding to have led Australia's largest allied health service since 2013. I wish everyone continued success and fulfilment in their roles.

Kind regards with so many fond memories,
Mark

Acting Executive Director, Sustainable Assets and Infrastructure

Michael Campbell



Audience: All staff



Read time: 1 min



For: Information

Transit lounge expansion projects for Metro North

I am pleased to advise that the Minister has [announced](#) investment in projects for the expansion of transit lounges and increase treatment spaces for two of Metro North's hospitals to enhance patient flow.

A total of \$13.9 million (total capital funding) will be invested to expand and refurbish transit lounges at the RBWH and TPCH as part of the government's commitment to expand transit lounges and access to allied health, pharmacy and transport services available ready when patients are ready to go home.

The \$9.8 million project at RBWH will provide 46 treatment spaces (22 chairs and 24 beds)

to create 'The Royal Lounge' and refurbish the existing lounge and expand into the existing hydrotherapy space and terrace following the decommissioning of the hydrotherapy pool. The \$4.1 million project at TPCH will provide 24 treatment spaces (to double the existing space with an additional 12 treatment chairs) to create 'Charlie's Lounge'.

These projects will provide dedicated spaces for patients who are medically ready for discharge and to free up acute beds for emergency care.

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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