

Metro North Health

Message from the

Executive Director STARS

Dale Dally-Watkins



Summary:

- Welcome to 2026 and thanks to Geoff Grima
- Mandatory training and Annual Performance Development Plans (PDPs)
- Improving our culture
- Upcoming Consumer Showcase
- Walk in Your Shoes nominations

[Message feedback](#)



Audience: All staff



Read time: 4 min



For: Information

Dear Colleagues,

I would firstly like to wish you all a very Happy New Year for 2026. I hope that many of you were able to have time off over the last few weeks, to spend time with family and friends, travel or just have some much-needed rest.

A big thank you to Geoff Grima for taking on the Executive Director role while I was on leave and to everyone who made Geoff feel so welcome during his time at STARS.

2026 is an exciting year for STARS with the facility celebrating its fifth year of operation next month. There have been many achievements during this relatively short time and I hope we can reflect on some of them in the coming months. Staff Council are organising a few celebrations for the milestone - look out for more details shortly.

Mandatory training and Annual Performance Development Plans (PDPs)

As STARS opened in early February, many staff have mandatory training due around this time of year. Please take a moment to check to see what you might have due. One area that needs to be monitored is the completion of our annual Performance and Development Plans or PDPs. While the Metro North target is 80 per cent compliance, currently we are sitting at 67.5 per cent.

Completing your annual Performance Development Plan (PDP) is a vital part of supporting your development, aligning team goals, and driving excellence across STARS. PDPs are not

supposed to be onerous and are actually a great opportunity to recognise the contributions of our staff and identify areas for potential growth.

If you haven't yet completed your PDP, reach out to your manager and book in a time. If you would like more information on PDPs, please see the [QHEPS page](#).

Improving our culture

We know that culture matters to staff – how staff feel when they come to work and how they are supported to do their best work. Last year, Metro North commenced a dedicated piece of work around improving organisational culture, taking a deeper look into how the factors in the day-to-day work environment affect workplace culture.

Around 2,000 staff from across Metro North including STARS participated in the Culture Fitness Diagnostic (CFD) survey. The CFD survey builds on the findings from the Have Your Say (HYS) survey, helping to understand why some of the common themes continue to trend. Targeted one-to-one diagnostic interviews and facilitated group sessions with frontline clinical, operational and administration staff also took place alongside the CFD survey.

These findings will now inform upcoming co-design sessions with staff and leaders. These sessions will help shape an organisational culture plan, expected to be released in March.

Thank you to those staff who have taken the time to participate in this important initiative. We will continue to share updates as this work progresses.

Vidcast Board Chair and Chief Executive

Join Metro North Board Chair Bernard Curran and Chief Executive Nick Steele to discuss the strategic priorities and focus areas for Metro North Health in 2026. Staff are invited to ask questions in advance.

Tuesday 20 January, 1pm.

[Ask a question in advance](#) | [Join via Teams](#)

EOI extended - Aboriginal and Torres Strait Islander Leadership program

The Metro North Aboriginal and Torres Strait Islander Leadership Program is a unique opportunity for development and there is still time for eligible staff to apply, with the closing date extended to 31 January 2026.

The program is open to Metro North Health Aboriginal and Torres Strait Islander staff from all levels and streams with a focus on emerging leaders. Nominations will be sponsored by line managers, for candidates who demonstrate the criteria.



We are seeking both identified and non-identified staff to become program mentors and join the Metro North Mentoring Program pool. If you're passionate about supporting Aboriginal and Torres Strait Islander staff and shifting the dial in the Health Equity space, please express your interest.

Find out more about the program, how to apply and becoming a mentor on [QHEPS](#).

Consumer and community involvement

This fortnight's Shout Out goes to the STARS Education and Research Alliance's focus on consumer and community involvement. From 2022-2025:

- STARS Consumer Network recruited and onboarded 59 consumers, of which 45 remain active
- Contributed to 47 grant submissions (with STARS clinicians as lead investigator on 10 submissions)
- 18 co-presentations/consumer presentations to local, state, and national audiences
- 8 research publications co-authored with consumers.

To celebrate STARS consumer activities, including patient initiatives, quality improvement and research that have included consumers, a *Consumer Showcase* is being held on 25 February, 10am – 12pm on the Terrace lawn (up the stairs near Hello my Dear coffee shop). The showcase will be a great opportunity to see some of the projects that include consumer partnering and network with consumers, clinicians and researchers. The event is supported by the RBWH Foundation and will include a celebratory cake.

December Staff Shout Outs

Congratulations to those staff and teams who received a Staff Shout Out for the month of December: Vanessa Scott, Bindu Shyju, Shelby Peters, Luke Richard Klisanin, Carol Healy, Zachary Tedim, Hayden Layton DeSilva, Tyson Branch, Calvin Merckel, TSO and Runner and the Rehabilitation Engineering team.

If you would like to nominate someone for this month's Staff Shout you [can do so here](#).

Walk in Your Shoes

This year, I will be continuing my 'Walk in Your Shoes' initiative which has provided some great insights so far. Individuals (or teams) can nominate for me to experience what you do

during your shift. It will provide an opportunity to share your day-to-day experiences and challenges on a day and time that is convenient to you. Please email your nominations to STARS_ExecDir@health.qld.gov.au with your name, unit and preferred day and time.



Kind Regards

Dale Dally-Watkins
Executive Director
STARS



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
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