

# Executive Message

## Metro North Health



### Summary:

- Hospital in the Home redesign
- Innovation Showcase & HELIX Shark Tank EOIs open
- Save the date for Staff Excellence Awards
- Executive appointment
- Staff flu vaccinations
- Vale Donna Bowman
- Update from Alanna Geary

Message feedback

## Chief Executive Nick Steele



**Audience:** All staff



**Read time:** 5+ min



**For:** Action

Hi Everyone,

I hope everyone had a good Easter long weekend.

Last week we celebrated National Doctors Day which recognises the valuable role of medical officers in improving individual lives and communities.

To all doctors across Metro North, thank you for your critical contribution to Metro North and to Queensland Health as a system.



### Hospital in the Home redesign

Two of Metro North's foundational principals of Future Metro North are improving patient access and shifting care out of hospitals and closer to home. Some of the ways we're looking at achieving this is moving non-acute services to our community and satellite

health centres, providing virtual appointments where possible, redesigning Hospital in the Home (HITH).

At last week's HITH workshop, we discussed the limitations of the current model which include a lack of clear accountability, inconsistent referral pathways, and the inability to see clinical updates in real time. These challenges mean that HITH-suitable patients are admitted to acute beds as the default and/or remain in an acute hospital bed for longer.



The workshop generated a path forward to make HITH the logical first choice for suitable patients in future. The priority actions to make this happen include:

- Establishing centralised governance for HITH (priority 1)
- Ensuring consistency across Metro North
- Developing training pathways and workforce capabilities
- Implementing digital infrastructure
- Enabling QAS access to ieMR
- Broader redesign of out of hospital care

This work is starting immediately. Over the next 30 days, we will agree on a vision between community and hospital services to guide the immediate and future growth of HITH and out of hospital care. By 90 days, we aim to have the centralised governance design, referral standardisation, and workforce and training design. Digital infrastructure and governance transition will take another 3 months after that.

Our aim is that within 12-18 months, we will have the capability and scalability to manage a significantly increased number of clinically suitable acute and subacute patients outside our bricks and mortar hospitals freeing up hospital bed capacity across Metro North. In the long term we have the aim to increase our out of hospital care to 15% of the bed base.

## Innovation Showcase

Supercharging research and innovation is another priority for Future Metro North. We are already a huge producer of healthcare innovation, clinical research and quality improvement, with some of the brightest minds among our ranks.

On 12 June, our Healthcare Excellence and Innovation (HEI) and HELIX Hub will hold the annual Innovation Showcase at RBWH Education Centre. The day includes a keynote from Dr Dinesh Palipana, oral abstracts and lightning presentations from across Metro North, a hands-on Co-pilot Clinic with Microsoft, a rapid co-design workshop, and research posters, and innovation and research awards. In addition, attendees will join in a live podcast recording for the '5 Things' podcast with Jesse Spurr and compete in a lunchtime Lego challenge.

Additionally, a new HELIX Shark Tank has been added to the showcase (details below).

For more information about the Metro North Innovation Showcase, visit the [showcase QHEPS page](#).

Register now

**HELIX Shark Tank EOIs now open**

Frontline teams with great ideas for innovation are invited to present them to the Executives and senior leader Sharks in a three-minute pitch.

Our Sharks will not act as judges. They will actively back ideas they see potential in, offering practical support such as executive sponsorship, mentoring, or access to governance pathways.

The intent is to create a clear and direct link between ideas and decision-makers, with participants leaving the session with a named supporter, mentor, connection or a defined next step.

[Expressions of interest](#) open day and close 27 April. If you are not a member of the HELIX Hub community or for more information, please email [HELIXHub@health.qld.gov.au](mailto:HELIXHub@health.qld.gov.au)

Shark Tank EOI

### **Metro North Staff Excellence Awards**

Save the date for the Metro North Staff Excellence Awards. This year's event will be held at the STAR on Friday 13 November 2026.

Nominations for the Staff Excellence Awards will open in August.

### **Executive appointment**

I'm pleased to let you know Lorna Morton has been appointed to the Chief People and Culture Officer role. Lorna has been acting in the role since January, coming to Metro North from Metro South HHS.

Lorna's extensive career also includes executive and human resources roles in the Department of Health and West Moreton HHS.

Please join me in congratulating Lorna.



### **Staff flu vaccinations**

With flu season on the horizon, staff flu vaccination clinics are starting soon.

Getting an annual flu vaccination is a simple way to protect yourself and people around you at work, at home and in the community. The flu can have a significant impact even on healthy people. Getting vaccinated reduces your risk of getting sick, needing time off work and experiencing more serious complications.

We can all slow the spread of flu by follow some healthy habits, such as regularly washing our hands and cleaning surfaces, always covering your cough and staying home when you're unwell.

Find information about this year's vaccine and your nearest staff flu vaccination clinic on [the extranet](#). Staff can get your flu vaccine from any of the staff clinics across Metro North.

### Vale Donna Bowman

It is with great sadness we acknowledge the passing of Donna Bowman, Operations Manager, Metro North Mental Health – Royal Brisbane and Women's Hospital.

Over an exceptional nursing career spanning more than 40 years, Donna made a significant and enduring contribution to mental health outcomes through her steadfast commitment to consumer-centred care, service improvement, and workforce development. Her tenacious yet deeply compassionate leadership leaves a lasting legacy, particularly through the Spring Hill Community Mental Health Centre she helped shape as a welcoming, fit-for-purpose space for consumers and staff.



Donna's contribution to Metro North Mental Health will be long remembered, and we extend our sincere condolences to her family, friends, and colleagues.

Take care.  
Nick

Chief Nursing and Midwifery Officer

**Adj. Prof. Alanna Geary**



**Audience:** All staff



**Read time:** 2 min



**For:** Information

It has been quite some time since I have put a comms together. Life gets busy sometimes and often in the way of doing the things that we want to do. It has been a personally very busy time for me, with a couple of significant medical events with family members. While I won't go into the details, I will say, while quite difficult for my family and I, it has made me realise how lucky we are in Australia and in particular Queensland to have a health system such as ours.

Fortunately, my family and I are in a good place now, but it has also made me realise how

precious life is and how important it is to care for self and those we love. Work is important, and for many of us a key component of what makes us, us, but it is also important to remember that our family, our friends and loved ones need our attention at times. By all means give work your all but also look after those who are near and dear.

Could I also take this opportunity to remind all nurses and midwives across Metro North of your professional obligations during the provision of care and the importance of always ensuring that you maintain professional boundaries. As nurses and midwives, we are bound by the Nursing and Midwifery Board of Australia (NMBA) who approve the standards, codes and guidelines that regulate the nursing and midwifery professions. At all times we must be cognisant of maintaining professional boundaries, providing care only to inpatients, outpatients, clients and consumers who are registered within a defined pathway of care. There are to be no exceptions to this. These professional standards are essential to protect patients, colleagues, and clinicians.

By way of an update, we have welcomed many, many new graduate nurses, and midwives into MN year to date, with a plan to bring in many more through the year. This is so exciting, and I welcome all our new starters but also thank those nurses and midwives who are providing invaluable preceptorship and support to ensure that the transition from undergraduate student to Registered Nurse/Midwife is seamless, meaningful and productive. Our new graduates are the lifeblood of our professions and in the largest teaching and training facility in the country it is so important that we help to develop the next generations of nurses and midwives.

I would like to remind all nurses and midwives that now is the time to consider having a flu vaccination. As frontline clinicians it is important that we stay well and look after ourselves and the flu vaccine is certainly one way of assisting with health and wellbeing. Not only will you protect yourself, but the patients, clients and families in our care, each other and your loved ones. I would strongly suggest that you think about encouraging your family and friends to do the same. Stay tuned as we find out how this free vaccination service will be rolled out in your facilities and directorates or alternatively attend your local pharmacy where vaccines are also free of charge.

Until next time, stay safe, stay well and remember you are most valued and highly regarded. Nurses and midwives in Metro North are the *Heartbeat of Health*.

Alanna

**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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