



People and Culture

Managers

Memo

Learning & Development Edition

VALUES IN ACTION

April 2026



Read time: 5+ min



Audience: Managers



For: Information

Learning and development opportunities within the workplace are essential to boosting employee engagement, increasing productivity, and driving strategic outcomes—building a skilled, adaptable workforce who feel valued for their contribution.

Browse the workshops listed below on offer for you as a leader, but also recommend opportunities to your team members to support their growth and foster continuous improvement.

Manager Memo feedback



Workforce Reporting and Analytics

People and Culture

Line Manager & Position Occupancy

All your key workforce metrics in the one place.

Find us on your desktop

Two new dashboards—revolutionising how you manage your workforce

Pulling together the most important workforce data for people leaders into one place, the new [Line Manager Dashboard](#) has been developed to give you clearer, more actionable insights to effectively manage your team. In addition, the [Position Occupancy Dashboard](#) has been created to provide you with daily and historical establishment information. The dashboards are now accessible on the Data Insights Hub ([DI Hub](#)) or via the links above.

Through the dashboards you can find key metrics such as:

- Roster efficiencies—overlapping hours, fatigue penalties and overtime.
- Upcoming changes—contracts ending, long term leave ending etc.
- Compliance and leave—overdue mandatory training and excess leave.
- Staffing and vacancies—unfilled positions, casuals who haven't worked in over 3 months etc.

Keep an eye on the weekly email from the Workforce Reporting offering handy tips, insights, and quick links to access the dashboards or [contact the team](#) with any queries.



The **BEYOND DIVERSITY** WORKSHOP is a powerful, personally transforming, two day staff workshop that helps participants understand the impact of race on their lives, their work, and the community they serve.

All staff are invited to attend!

How to register
- Search '**BEYOND DIVERSITY WORKSHOP**' on TMS.

For more information, please call 3170 4467 or email: ATSILT_CapacityBuilding@health.qld.gov.au

Note: Upcoming dates for Beyond Diversity sessions are updated regularly. Keep an eye on [TMS](#) for when new dates are released.

"Attending the Beyond Diversity training was eye-opening and so impactful for me. A safe space is provided to reflect on your own racial consciousness, challenge assumptions and better understand the systems that can sometimes prevent progress on our health equity journey.

This training is crucial for all staff—especially managers—no matter their profession, background or level. It is everyone's responsibility to understand the impact of race within the workplace and our services so we can continue to improve equitable access to healthcare and foster inclusiveness at Metro North Health."

Lorna Morton
Chief People and Culture Officer, Metro North Health



People and Culture

Metro North Health LEADERSHIP



Strengthen your leadership capability

The Metro North Leadership Program is designed to provide practical tools and encourage behaviours that support stronger performance, team culture and leadership confidence—with that targeted Metro North lens other leadership courses may not provide.

Whether you're a manager who'd benefit from a renewed perspective, or you have an emerging leader in your team ready to level up, [find out more and register](#) on QHEPS.

Program impact—share your experience

As part of our commitment to leadership excellence and ensuring our program aligns to the needs of the business, we're asking for feedback from previous program participants. If this is you, please share your thoughts on how you've been able to apply skills from the program in your role. Your reflections will help us measure outcomes and impact, and inform future investment and continuous improvement.

Survey open until 3 May

Upcoming training

METRO NORTH LEADERSHIP PROGRAM

No matter the location, each session is open to all staff across Metro North.

7 May	Leading Culture and Engagement	TPCH	TMS
12 May	Developing Your Leader Identity	Herston	TMS
13 May	Developing Your Leader Identity	TPCH	TMS
26 May	Future Focused Leadership	TPCH	TMS
2 Jun	Building Strong and Effective Teams	Herston	TMS
10 Jun	Future Focused Leadership	Herston	TMS
18 Jun	Empowering People and Relationships	TPCH	TMS
25 Jun	Leading Culture and Engagement	Herston	TMS

ONLINE

*The first time you access the CLE Learning Library you will be prompted to create a login

6 May	Recruitment – Creative Advertising Techniques	TMS
7 May	HR Fundamentals – Positive Performance Management	TMS
14 May	Recruitment and Selection – Information Session	TMS
19 May	HR Fundamentals – Flexible Working Arrangements	TMS
21 May	Recruitment Fundamentals – Managing Conflicts of Interest	TMS
25 May	HR Fundamentals – Parental Leave	TMS
1 Jun	Recruitment Fundamentals – Selection Report Writing	TMS
1 Jun	Centre for Leadership Excellence – Take the Lead	CLE Library*
3 Jun	Centre for Leadership Excellence – Wellbeing and Resilience	CLE Library*
4 Jun	HR Fundamentals – Fostering Positive Workplaces and Relationships	TMS
4 Jun	Centre for Leadership Excellence – Maximising Stakeholder Relationships	CLE Library*
20 May	Disability awareness training: Making adjustments in high sensory environments	Register
11 Jun	Recruitment and Selection – Information Session	TMS
15 Jun	HR Fundamentals – DFV – How to support employees	TMS
17 Jun	Disability awareness training: Restraint and restrictive practices	Register
18 Jun	Recruitment Fundamentals – Referee Reports	TMS
30 Jun	HR Fundamentals – Supporting Employees through HR matters	TMS
7 Jul	HR Fundamentals – Health Management	TMS
9 Jul	Recruitment and Selection – Information Session	TMS
15 Jul	Disability awareness training: Recruitment, targeted positions and workplace adjustments	Register
16 Jul	Recruitment Fundamentals – Pre-employment Checks	TMS
16 Jul	HR Fundamentals – Industrial Framework and Line Manager Decision Making	TMS
29 Jul	Recruitment Fundamentals – Springboard Essentials	TMS
29 Jul	HR Fundamentals – Positive Performance Management	TMS

HERSTON

*The first time you access the CLE Learning Library you will be prompted to create a login

Various	Aboriginal & Torres Strait Islander Cultural Practice Program (filter by location on TMS to see your facility dates)	TMS
---------	---	---------------------

Various	Aboriginal & Torres Strait Islander Indigenous Identification (filter by location on TMS to see your facility dates)	TMS
28 Apr	Centre for Leadership Excellence – Maximising Project Outcomes (workshop 1 of 2)	CLE Library*
29 Apr	Centre for Leadership Excellence – Maximising Project Outcomes (workshop 2 of 2)	CLE Library*
5 May	Centre for Leadership Excellence – High Performing Teams	CLE Library*
14 May	Coaching Conversations Level 2	TMS
14 May	Psychological First Aid – all staff	TMS
21 May	Centre for Leadership Excellence – The Science of Storytelling	CLE Library*
27 May	Centre for Leadership Excellence – Caring Together: Inter-Professional Teaming	CLE Library*
2 Jun	Psychological First Aid – Manager	TMS
3 Jun	Centre for Leadership Excellence – Maximising Project Outcomes (workshop 1 of 2)	CLE Library*
4 Jun	Centre for Leadership Excellence – Maximising Project Outcomes (workshop 2 of 2)	CLE Library*
8 Jun	Psychological First Aid – all staff	TMS
8 Jun	Peer Responder Training	TMS
25 Jun	Psychological Safety	TMS

THE PRINCE CHARLES HOSPITAL

Various	Aboriginal & Torres Strait Islander Cultural Practice Program (filter by location on TMS to see your facility dates)	TMS
Various	Aboriginal & Torres Strait Islander Indigenous Identification (filter by location on TMS to see your facility dates)	TMS
25 May	AO and OO Leadership Program	Email
4 Jun	Coaching Conversations – Level 1	TMS
8 Jun	AO and OO Leadership Program	Email
18 Jun	Psychological Safety	TMS
22 Jun	AO and OO Leadership Program	Email

CABOOLTURE, KILCOY & SATELLITE HEALTH CENTRES

Various	Aboriginal & Torres Strait Islander Cultural Practice Program (filter by location on TMS to see your facility dates)	TMS
---------	--	---------------------

Various	Aboriginal & Torres Strait Islander Indigenous Identification (filter by location on TMS to see your facility dates)	TMS
5 May	Coaching Conversations – Level 1	TMS
10 Jun	Psychological First Aid – all staff	TMS

COMMUNITY & ORAL HEALTH, NORTH LAKES & BRIGHTON

Various	Aboriginal & Torres Strait Islander Cultural Practice Program (filter by location on TMS to see your facility dates)	TMS
Various	Aboriginal & Torres Strait Islander Indigenous Identification (filter by location on TMS to see your facility dates)	TMS
13 May	Psychological First Aid – all staff	TMS
13 May	Peer Responder Training	TMS
21 May	Psychological First Aid – Manager	TMS
11 Jun	Trauma Informed Care	TMS
15 Jun	Advanced Clinical Response to DFV	TMS
23 Jun	Preceptor Training Program	TMS
16 Jul	Preceptor Refresher	TMS

REDCLIFFE

28 Apr	Psychological First Aid – all staff	TMS
28 Apr	Peer Responder Training	TMS
5 May	Psychological Safety	TMS
19 May	Coaching Conversations – Level 1	TMS

Please [contact us](#) if you would like to include some news in the Managers Memo.