

Executive Message

Metro North Health



Summary:

- Rare identical quadruplet birth at RBWH
- Metro North Business Case for Change
- OV update
- Connecting with our Elders
- Farewell Dr Liz Rushbrook
- Wellbeing.

Message feedback

Chief Executive Nick Steele



Audience: All staff



Read time: 5+ min



For: Information

Hi Everyone,

This week Royal Brisbane and Women's Hospital received international media attention for the safe delivery of identical quadruplet baby girls.

This was an extraordinarily rare and high-risk pregnancy which involved extensive planning, coordination and expert care to ensure a very good outcome for mum, Jenitar, and her four beautiful babies who were born at 28 and a half weeks.



The health and safety of both mother and babies is testament to the exceptional care provided by the highly skilled Women's and Newborns teams at RBWH. It demonstrates the fantastic outcomes that can be achieved for our patients and their families through the expertise and collaboration of our dedicated teams.

We wish the whole family the very best. They are certainly in the best hands at RBWH. Well done to everyone involved!

You can read more about this wonderful story on the [Metro North newsroom](#) and [instagram](#).

Metro North Business Case for Change

Thank you to everyone who provided feedback on the Metro North Business Case for Change. Due to the volume of feedback received from staff, I extended the review period until 3 August to allow sufficient time for consideration of all items.

The final Business Case for Change decision document and proposed implementation plan will be issued for consultation on 6 August, with consultation open until 21 August. More information can be found on the [Staff Extranet](#).

OV update

Workshop

On Tuesday the Queensland Occupational Violence Strategy Unit (QOVSU) provided an 'OVP Training PSP: Insights and Discussion Roundtable' online workshop to a large audience across Queensland. The virtual roundtable was designed to provide an update on the outcome of the procurement process that has identified the training providers that will be engaged by the HHSs to conduct OVP training moving forward.

The resource materials provided along with the expert panel of presenters allowed for a very informative and constructive conversation detailing the offerings of the three selected training companies - MAYBO, Crisis Prevention Institute (CPI) and Resolution Education.

Each HHS will have the ability to review the offerings for training delivery and then engage the provider that best fits the needs of their particular HHS.

The large amount of work done by the procurement team and QOVSU is recognised and appreciated and will benefit all our staff with their future OVP training needs.

Taskforce

The Metro North OVP Taskforce was established by the Chief People and Culture Officer following the Care Safe, Work Safe workshop and endorsement of the Occupational Violence Management Plan by the Clinical Council and Chief Executive. Bringing together subject matter experts, operational leaders, clinicians, communications staff, consumer representatives and key stakeholders, the taskforce met over a three-month period to review occupational violence risks, identify opportunities for improvement, and develop a prioritised action plan.

Through a structured review and prioritisation process, the taskforce identified six immediate priority initiatives, with an initial focus on understanding the current state, engaging stakeholders, and defining implementation pathways.

Key areas of work included evaluating the Ambassador program to understand its effectiveness and guide future investment, reviewing personal protective equipment (PPE) for security staff to strengthen workforce safety while maintaining a therapeutic

environment, and implementing existing evidence-based behavioural management practices, such as the Unacceptable Behaviour Framework and Managing Complex Behaviours of Concern, to improve consistency in occupational violence prevention across Metro North.

Connecting with our Elders

I recently had the opportunity to attend the monthly Elders Yarns with the Aboriginal and Torres Strait Islander Leadership Team. This provided a valuable opportunity to connect with Elders whose ongoing guidance and partnership continue to shape Metro North Health's commitment to health equity.

Discussions reinforced the importance of achieving meaningful and measurable improvements in health outcomes and care experiences for Aboriginal and Torres Strait Islander peoples, with a particular focus on children and young people.

The conversation also highlighted the significance of the upcoming *Connecting the Journey: Growing Strong Kids Health Equity Community Engagement* event on 27 August 2026, with a strong emphasis on delivering tangible outcomes and strengthening collaboration between community, health partners and Metro North to improve health and wellbeing for future generations.

Farewell Dr Liz Rushbrook

This week, I had the pleasure of attending the farewell event for outgoing Chief Medical Officer (CMO), Dr Liz Rushbrook. Liz and I crossed paths a number of times before I joined Metro North, so I was familiar with her proactive leadership style, which has been instrumental in driving many important initiatives for Metro North.

During her almost 10 year tenure as CMO, Liz has made her mark across many areas of our operations. Most memorably, she was the Metro North Incident Controller during the COVID-19 pandemic, a period when the health service was navigating many unprecedented changes, often on a daily basis. Her long career in the Royal Australian Navy which included senior positions of Director General Navy Health Service and Director General Health Capability, certainly equipped her with the skills and resilience to lead the response to this pandemic as well other significant disaster events impacting the health service. During this period, she skilfully managed the many requirements needed to keep our patients, staff and community safe with the support of the Hospital Emergency Operations Committee (HEOC) and local EOCs. This included creating many precedents for Queensland Health such as the Metro North Virtual Ward and the Metro North Virtual ED which is now the statewide Virtual Emergency Service.

Liz has also played a pivotal role with Metro North's Voluntary Assisted Dying Program, an initiative which highlights a major transition in how we care for patients.

As CMO, Liz has demonstrated her commitment to both the medical profession and to ensuring that Metro North is well positioned to deliver high quality care through recruitment, training and education for medical officers.

While Liz is retiring from her CMO role with Metro North Health, she will continue to play

an important role in healthcare in Queensland and nationally, through her many other roles including a member of the Metro South Health Board and her involvement with the Australian Medical Council.

I would like to sincerely thank Liz for her many contributions to Metro North which have made a lasting impact on patient care delivery. I wish her and her family all the best for a long, healthy and happy retirement.



Nick Steele, Dr Liz Rushbrook and Bernard Curran

Take care.
Nick

Chief People and Culture Officer

Lorna Morton



Audience: All staff



Read time: 1 min



For: Information

Dear colleagues,

Today marks the end of [Self-Care Month 2026](#), with International Self-Care Day celebrated on 24 July every year across the globe to raise awareness about the importance of making health and wellbeing a daily priority.

The date is symbolic, representing the idea that self-care is something we can—and

should—practise 24 hours a day, 7 days a week.

At Metro North Health, we are committed to supporting the wellbeing of our workforce. We understand that balancing work and personal responsibilities can sometimes feel overwhelming, which is why we have a [range of wellbeing services](#) available to you if needed.

Financial wellbeing is one of the wellbeing domains which we recognise, as an organisation, can affect a person's emotional, mental and physical state. With the recent fuel crisis and the cost of living increasing remember there are supports out there such as [government guidance around fuel efficiency](#), [salary packaging arrangements](#), and the [Employee Assistance Program](#), [Staff Psychology](#) and [Peer Responder](#) programs available to all staff.

Maintaining an open line of communication with your line manager is also essential during times of stress—discussing practical options for support such as a flexible work arrangement where possible and other options that could help ease your situation can be explored.

I'm going to take my own advice and plan some self-care for myself this weekend. I encourage you to do the same and prioritise your wellbeing both at work and at home.

Kind regards,
Lorna

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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