

Executive Message

Metro North Health



Summary:

- Acknowledging Metro North staff
- Draft Future Metro North - open for consultation
- improving our Diversity, Equity and Inclusion Action Plan
- Aboriginal and Torres Strait Islander Leadership Program graduates
- R U OK? Day
- Child Protection Week.

Message feedback

Acting Chief Executive Naomi Hebson



Audience: All staff



Read time: 5+ min



For: Information

Hi everyone,

Today is my final day as Acting Chief Executive before Nick Steele returns from leave on Monday. I would like to thank everyone for their support over the last five weeks, which has been a busy period for the health service.

It has been a privilege to be with Metro North during this time and lead and provide support from within the health service. This has been a valuable contrast to my substantive role in the Department of Health, where, as Deputy Director-General of Healthcare Purchasing and System Performance, I take on a very different lens, looking from the outside in at the various operations of health services.

During my time here, I've been fortunate to observe some of our services in action, which has been a good reminder of the many moving parts that contribute to the success of Metro North. I have thoroughly enjoyed the opportunity to learn more about the teams and services.

This week, I have attended a number of clinical stream meetings where I've heard from our senior clinicians about the day-to-day pressures and listened to the continued commitment to focus on delivering excellence in care. The commitment to patient care



has been highlighted time and time again through my many conversations with staff while visiting different facilities and teams.

This is where I'd like to acknowledge and celebrate the staff of Metro North. Regardless of what role you do – whether clinical, frontline support or corporate – we each contribute to the delivery of patient care. Everyone's work matters. For me, working in health care is an honour, and I am thankful for the opportunity to experience a health service like Metro North, which positively impacts the health outcomes of many thousands of Queenslanders every year. Thank you for the opportunity, and keep up the great work.

Draft Future Metro North Reimagining Healthcare 2027-2042 - broad consultation open

The draft *Future Metro North: Reimagining Healthcare 2027-2042* is now available for broad consultation: [Future Metro North Health – 2027-2042 – Staff Extranet](#).

Future Metro North is our 15-year strategic roadmap to guide the future of healthcare delivery, inform investment decisions and drive service improvement across our health service and beyond. The roadmap is structured around five key domains: excellent care; research, translation and innovation; workforce; digital; and infrastructure.

Have your say and help shape the future of healthcare across Metro North and beyond. Please provide your feedback via the online survey: [Tell us what you think!](#) Hearing from a diverse range of people will help strengthen Future Metro North and shape a more connected, innovative and responsive health service that is ready to meet the changing needs of our communities, now and into the future.

Consultation is open until Tuesday 6 October 2026. There will be numerous opportunities for staff to provide feedback, including the survey, targeted consultation sessions and an all-staff vidcast led by the Chief Executive. Thank you for your continued support in driving this important work.

Continually improving our Diversity, Equity and Inclusion Action Plan.

Off the back of the 2026 Metro North Equity and Diversity Audit Report, we have refreshed the [Diversity Equity and Inclusion \(DE&I\) Action Plan](#), taking into consideration what we learnt from the audit while using the opportunity to improve accountability and be clear on expected outcomes.

The refreshed DE&I Action Plan, published on [QHEPS](#), makes it easy for anyone within Metro North to own an action and help push diversity, equity and inclusion forward. I encourage you to read through the plan.

It is the responsibility of all employees at Metro North to embed the principles of this plan into your day-to-day work practices. Together, we create a workplace that values varied perspectives and empowers everyone to reach their full potential.

Celebrating this year's Aboriginal and Torres Strait Islander Leadership Program participants

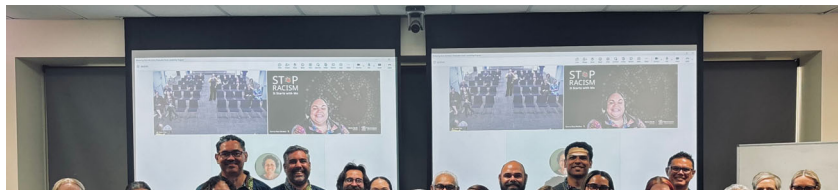
I was honoured to attend this week's graduation event for the 2026 Aboriginal and Torres Strait Islander Leadership Program.

The program is designed to support participants to navigate the unique challenges and opportunities they experience within the health sector and their communities, and to build a pipeline of future Aboriginal and Torres Strait Islander healthcare leaders.

The program is delivered in partnership with the Centre for Leadership Excellence at the Department of Health and adapted for Metro North to include a mentoring program which supports participants to reflect on and apply their learnings over a five-month period.

We had a total of 18 participants graduate this year (the second cohort for this program), embracing the opportunity to learn, connect, challenge themselves, share experiences and reflect on what leadership means for them.

Congratulations to the program graduates. I look forward to seeing all that you achieve.



Aboriginal and Torres Strait Islander Leadership Program graduates

R U OK? Day

Yesterday was R U OK? Day, which highlights the importance of having conversations and checking in with our colleagues to make sure they are okay. Working in health care can be very demanding, and can affect the health and well-being of staff - physically and mentally.

This day highlights that it's okay for people not to be okay all the time, and that showing genuine care and support to colleagues who are struggling can make all the difference.

A big thanks to all teams across Metro North who celebrated R U OK? Day with a variety of activities including puppy pats, special grand rounds, wellness wagon, and yellow goodies for staff. These celebrations demonstrate how the values of compassion and teamwork go a long way when it comes to creating positive workplaces where staff are supported to be their best.

Metro North has a range of wellbeing support options available to staff. More information is available on the [Staff Wellbeing Extranet site](#).



R U Ok Day celebrations at Redcliffe (top left), CKW (top right), RBWH (bottom left) and TPOCH (bottom right)

Kind regards,
Naomi

Chief Allied Health Practitioner

Michelle Stute



Audience: All staff



Read time: 1 min



For: Information

EVERY CONVERSATION MATTERS

SHIFTING CONVERSATION TO ACTION

NATIONAL CHILD PROTECTION WEEK
6 - 12 September 2026



Dear team,

This week marked **Child Protection Week**, an important reminder that keeping children safe is everyone's responsibility.

This year's theme, **Every Conversation Matters: Shifting Conversation to Action**, highlights the importance of turning awareness into meaningful action. Even small steps can make a significant difference to the safety, wellbeing and future of a child or young person.

Queensland Health and Metro North remain committed to creating and sustaining safer environments where every child and young person can thrive.

The four **Metro North Child Protection Units** also marked the annual event at each facility with awareness raising displays, competitions, education sessions and guest speakers, using the week to start conversations and raise awareness about the importance of Child Protection across the health service. The Child Protection Units (CPU) provide staff with support and education for all matters regarding child safeguarding, helping staff to play a part in keeping children safe.

Thank you to everyone who contributed and took the time, because when it comes to child protection, *Every Conversation Matters*.



L to r: Redcliffe CPU in-service, Caboolture CPU bake sale and competition, and TPCB and RBWH partner with child care centres for awareness raising campaigns.

Kind regards,
Michelle

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**

If you have received this email and do not work for Metro North please follow this link to be removed from the mailing list.

[Email us](#)