Metro North Health

Message from the

Executive Director Caboolture, Kilcoy and Woodford Clinical Directorate

Jamie Spencer



Summary:

- CKW accreditation next week
- Human Resources delegations audit
- Beyond Diversity workshop testimonial
- CKW Research Symposium wrap-up
- CKW Research Report published.

Message feedback

Audience: All staff **Read time:** 5+ min **For:** Information

Dear CKW team,



Today is our last chance to get accreditation ready. As per communications sent to all CKW staff yesterday—and as I discussed at our all-staff forum today—CKW will undergo Short Notice Assessment against the National Safety and Quality Health Service Standards from next Monday 16 to Friday 20 November.

Please work with your teams to finish preparing for assessment. Let's take this opportunity to demonstrate to the accreditation assessors how we provide safe, high-quality care to our patients and community every day.

Finally, this week on 11 November, CKW joined other Metro North facilities in recognising Remembrance Day. Having served in the Australian Defence Force myself, this is close to my heart. I'd like to pay my respects to all who gave their lives in exchange for the freedoms we enjoy today, and honour past and current veterans for their sacrifices. Lest we forget.

Accreditation readiness update

As we prepare for our Short Notice Accreditation scheduled for next **Monday 16 to Friday 20 November**, I encourage teams to review our clinical and non-clinical environments.

Poster fatigue can make it difficult for staff, patients and visitors to identify important information. I encourage teams to:

- Review all posters, flyers, notices and resources displayed in your area(s)

- Remove outdated, superseded or duplicated materials
- Avoid displaying multiple copies of the same information unless there is a clear operational need
- Ensure only the latest approved version of a consumer brochure, information pack or resource is displayed
- Keep noticeboards organised, purposeful and easy to navigate
- Ensure clinical and shared spaces remain clean, tidy and free from unnecessary clutter
- Ensure all posters in clinical spaces are laminated to remain compliant with infection control practices
- Remove BluTac or Velcro dots from walls if not being used.

A well-maintained, organised workspace demonstrates attention to detail, supports staff to access key information quickly, contributes to safe, high-quality patient care, and allows our patients to stay informed.

Human Resources delegations audit

A recent Metro North audit found that some staff are not consistently understanding or applying Human Resources (HR) delegations correctly, particularly when approving overtime outside their authorised delegation.

HR delegations allow authorised positions to make certain workforce decisions to support efficient local operations; and are governed by the Metro North HR Sub-delegations Manual.

Managers must know and act only within the limits of their delegation, which can be checked using the HR Delegation Checker Tool.

When exercising delegations, managers must exercise care, due diligence and responsibility to ensure their decisions follow Metro North policies and procedures. This includes maintaining appropriate separation of duties and declaring and avoiding any conflicts of interest.

Managers should not exercise a delegation where they may receive a direct or indirect benefit. Making decisions beyond an assigned delegation may constitute a breach of the Queensland Public Service Code of Conduct.

Managers are encouraged to review the Delegations – Staff Extranet resources to strengthen their understanding of delegation requirements.



Beyond Diversity Workshop at Caboolture Hospital

For the first time ever, the Beyond Diversity Workshop will be held at Caboolture Hospital this month. This is a great opportunity for CKW staff to attend, and I encourage you to register for this last available 2026 session.

Day 1 (workshop)
When: 19–20 November, 8.30am–4.30pm.
Where: Caboolture Hub, 4 Hasking St, Caboolture.

Day 2 (unpack session)
When: 2 December, 9–10.30am.
Where: online.

Rescheduled Biannual Memorial Service

CKW staff are invited to the Biannual Memorial Service on Thursday 19 November from 10-10.30am in the Caboolture Hospital Chapel.

The service is about coming together in a safe space to acknowledge the passing of all our loved ones. A light morning tea will follow.

This service was scheduled for October but postponed due to wet weather.



Internment of Ashes ceremony

Thank you to Caboolture Hospital staff and chaplains who attended the Internment of Ashes ceremony at the Caboolture Hospital Memorial Garden recently.

This ceremony honours babies sadly lost in early pregnancy at Caboolture Hospital. Their ashes were placed in the chapel garden in a dedicated final resting place, acknowledging the impact of these brief lives.

The garden provides a peaceful area for reflection for anyone wishing to visit.

Thank you to our chaplains and the Allied Health team for their gentle care and commitment to make this service possible.



CKW Research Symposium

I was proud to attend the sixth annual CKW Research Symposium, sponsored by The Common Good last week. This symposium recognises, celebrates and promotes our research that is driving health improvements for the CKW community and staff.

Congratulations to the following award winners for their outstanding research contributions:

Executive Director's Research Award and Best Novice Presenter Award: Stella Bamaga and Whitney Hunt, Research Officers for '*An Australian first trial of an anti-racism intervention at a major public hospital: acceptability, feasibility, and outcomes development.*'



Research Project - Winner: Associate Professor Alison Craswell, Visiting Nursing Research Fellow for '*A randomized controlled and feasibility trial comparing a vascular access specialist to usual care for peripheral intravenous device selection and insertion: improving outcomes and reducing frontline care burden.*'

Research Project - Highly Commended: Dr Luke Reynolds, Medical Registrar for '*Long-term outcomes of critically ill patients admitted to Intensive Care Units with treatment limitations: A retrospective observational cohort study.*'

Quality Improvement Project - Winner: Dr Chloe Von Hagt, Medical Education Resident Medical Officer for '*Migraine management in the Emergency Department: A retrospective audit of therapeutic approaches.*'

Quality Improvement Project - Highly Commended: Nicola Farrell, Pharmacist Advanced Team Leader for '*Psychotropic medication burden and prescribing patterns in a custodial healthcare setting: A quality improvement snapshot study.*'

Metro North Nursing and Midwifery Showcase - Best Oral Presentation: Dr Jacqui Peet, Conjoint Senior Nurse Research Fellow for '*Speaking up or staying safe? Student Nurses and the Safety Dilemma.*'

Pictured: Stella Bamaga, Indigenous Hospital Liaison Officer (centre) and Thuy Frakking, Director of Research (right).

CKW Research Report published

I'm excited to share that the latest CKW Research Report is now published on the Metro North website. It showcases the diversity of clinician researchers, external collaborators and studies that are helping us to create healthier futures together.

Thank you to all our partners and collaborators who have contributed to continued research growth at CKW.

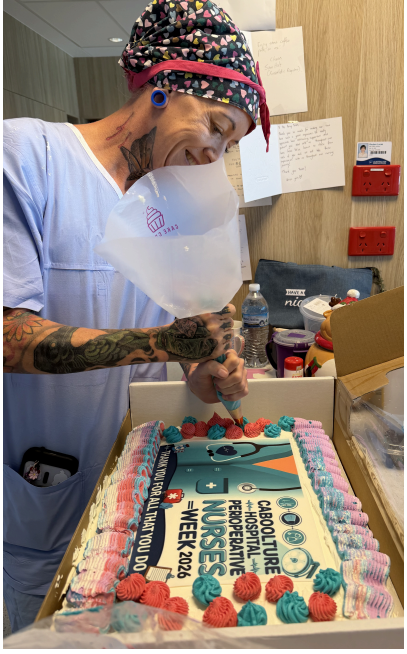


Read the report

Caboolture Hospital Perioperative Nurses Week

This week (8–14 November) is Perioperative Nurses Week at Caboolture Hospital, when we celebrate and recognise the care, skill and commitment of our perioperative nurses. I'd like to thank the team for their hard work in delivering safe, compassionate and high-quality care.

The team celebrated with two afternoon teas, and I think perioperative nurse Kim Mitchell's cake decorating skills deserve a separate shout-out!



Congratulations Mikayla Absolom



Congratulations to Caboolture Hospital Medical Clinical Nurse **Mikayla Absolom** for winning the CKW 2026 Rehabilitation Superstar Award.

Mikayla consistently demonstrates genuine care for the health, safety and wellbeing of her staff. Her positive leadership, proactive communication and commitment to safe and sustainable recovery at work outcomes help staff feel supported, valued and empowered throughout their rehabilitation journey.

This award was an initiative of Safe Work Month in October and recognises line managers who shine when it comes to supporting staff following injury or illness.

CKW 2026 Christmas Decoration Competition



Get ready to deck the halls!

A reminder that the CKW Christmas Decoration Competition begins on **Tuesday 1 December**, with judging on Monday 14 December.

This year's theme, '**A very musical Christmas**,' was announced at a recent CKW staff forum.

Read the attached flyer for important guidelines. If you have any questions, contact the CKW Engage team.

Culture and connection

Caboolture Hospital Ward 3D had its annual Diwali celebration last week, with the Food

Services team providing traditional food options for patients.

Ward 3C staff came together to celebrate too, enjoying traditional delights with each other. It's wonderful to see our diversity and teamwork celebrated here at CKW.

Do you have something to share in Culture and Connection? Let me know!





Kind regards,
Jamie

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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