

Clinician and Employee Engagement Strategy 2022-2026

Progress update as at 30 June 2023

To promote consultation with health consumers and members of the community about the provision of health services, the *Hospital and Health Boards Act 2011* requires South West Hospital and Health Service (HHS) to develop and publish a Clinician Engagement Strategy.

Within South West HHS, this requirement has been expanded to encompass both clinicians and other employees in recognition of the importance of team based approaches to all that we do.

You can access the current document here: www.southwest.health.qld.gov.au/about-us/publications-and-reporting/clinician-and-employee-strategy-2022-2026.

Actions within the Strategy - combined with further progression of our [First Nations Health Equity Strategy](#), our [Consumer and Community Engagement Strategy](#) and [Strategic Plan](#) commitments, alongside partnership working and co-design - will deliver more integrated care, further promotion of cultural safety considerations and better health outcomes for the communities we serve.

Key highlights delivered within the reporting period against our four year Strategy include:

- ✓ Opportunities to engage staff in review and development of key strategic priorities, including: progression of the 3 Seeds Mental Health Strategy and the First Nations Health Equity Implementation Plan 2023-2025, development of a new South West HHS Workforce Strategy 2023-2026; input into new models of working and care to address workforce challenges
- ✓ Increased focus on mandatory training compliance rates, with 11 of 20 currently above the internal 85% benchmark and a further seven within 10% of benchmark as at 10 July 2023
- ✓ Ongoing staff achievement and recognition via monthly *SWSpirit* staff recognition, *Pulse* articles and regular social media posting - alongside internal Daily Safety Briefing, weekly eNews, monthly Virtual Town Hall meetings, and promotion of our *Ask Executive* account.

Key areas for continued focus over the next six months to 31 December 2023 include:

- Increased focus on 30-60-90 day reporting, including encouraging staff and managers to formally document outcomes online to help identify key trends and themes
- Promotion of further engagement opportunities for staff to participate in key strategic initiatives
- Maintaining South West HHS representation and participation in local and statewide forums
- Continuing to actively support and encourage local and district wide health promotion activities and initiatives in support of healthy and supportive workplaces
- Progression of South West HHS Workforce Strategy and - alongside our staff, communities and partners - the co-development of First Nations Health Equity Strategy Implementation Plan deliverables.

Further information

If you would like further information about our Clinician and Employee Engagement Strategy, you can contact us at: SWHHS_Board@health.qld.gov.au.

You might also like to [follow us on Facebook](#) to stay up to date with key updates and activities.