

## Clinician and Employee Engagement Strategy 2022-2026

Bi-annual progress update: 1 July to 31 December 2024

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 Strategy, and previous updates here: [www.southwest.health.qld.gov.au/about-us/publications-and-reporting/clinician-and-employee-strategy-2022-2026](http://www.southwest.health.qld.gov.au/about-us/publications-and-reporting/clinician-and-employee-strategy-2022-2026).

The following actions – combined with further progression of our [First Nations Health Equity Strategy](#), our [Consumer and Community Engagement Strategy](#) and [Strategic Plan](#) commitments, alongside wider partnership working and co-design opportunities – will ensure South West HHS is best positioned to deliver more integrated care, further promote cultural safety considerations and, ultimately, deliver better health outcomes for the communities we serve.

### **Key highlights achieved within the reporting period include:**

- ✓ Launch of South West HHS [Equity and Diversity Action Plan](#) to build a more sustainable and inclusive workplace.
- ✓ Continuing opportunities to engage staff in key strategic priorities – including local health and service needs assessment, providing further opportunities for state and national advocacy for rural and remote services and communities.
- ✓ Continuation of our internal Leaders Connect, Administration Network Forum, Aboriginal and Torres Strait Islander Leadership Advisory Council and South West HHS Clinical Council meetings.
- ✓ Call for members to a new South West HHS First Nations Peak Advisory Committee, to commence during early 2025, comprising a wide cross section of South West staff and partners.
- ✓ Ongoing staff achievement and recognition via monthly *SWSpirit* staff recognition, *Pulse* articles and regular social media posting - alongside internal weekly *eNews*, monthly Virtual Town Hall meetings, and promotion of our 24/7 *Ask Executive* account.
- ✓ Almost 150 peer nominated colleagues recognised at our annual staff awards celebration.

### **Key areas of focus in the next six months to 30 June 2025 include:**

- Progression of Cultural Compass insights and local action plans to further empower our staff and teams, nurture our culture and drive greater care and innovation opportunities.
- Continued focus on mandatory training rates, including introduction of updated myPathway / Leader Landscape definitions.
- Through *Our Way – Together*, our [First Nations Health Equity Strategy](#), progression of a zero tolerance statement for racial discrimination and / or institutional racism, including supporting communications and staff awareness activities.
- Additional co-design and partnership working opportunities in accordance with Operational Plan commitments and other key initiatives.

### **Further information:**

If you would like further information about our Clinician and Employee Engagement Strategy, you can contact us at: [SWHHS-EDGSP@health.qld.gov.au](mailto:SWHHS-EDGSP@health.qld.gov.au).

You might also like to [follow us on Facebook](#) and / or [bookmark our regular Pulse magazine](#) to stay up to date with key updates, activities and achievements.