

## Clinician and Employee Engagement Strategy 2022-2026

Progress update between 1 July and 31 December 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](http://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 within the reporting period against our four year Strategy include:**

- ✓ Continuing opportunities to engage staff in key strategic priorities - including progression of Workforce Strategy, published in early July and further development of the forthcoming Staff Cultural Compass survey, alongside the completion and launch of our [First Nations Health Equity Implementation Plan 2023-2025](#)
- ✓ Relaunch of the South West HHS Clinical Council, rebranding of our Senior Leaders Forum to *Leaders Connect* and continued progression of the Administration Network Forum.
- ✓ Continuing focus on opportunities to promote health and wellbeing across the organisation, including recognition of key dates of significance and the annual STEPTember 10,000 steps challenge undertaken across the South West.
- ✓ 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.
- ✓ Record numbers of staff celebrated at [our annual Staff Awards ceremony](#).

### **Key areas for continued focus over the next six months to 30 June 2024 include:**

- ❖ Launch of inaugural Staff Cultural Compass survey during March 2024, and any further actions post survey to further strengthen our organisational culture.
- ❖ Further uplift of mandatory training rates, with seven modules currently 5% below 85% benchmark and *myPathway* at 75% below.
- ❖ Continuing 30-60-90 day conversations to continue to generate incoming staff insights.
- ❖ 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.

### **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](mailto: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.