

## Clinician and Employee Engagement Strategy 2022-2026

Progress update between 1 January and 30 June 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).

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 wider partnership working and co-design opportunities – South West HHS 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:**

- ✓ Inaugural Cultural Compass survey, generating a response rate of 68% (703 respondents)
- ✓ Continuing opportunities to engage staff in key strategic priorities - including progression of Workforce Strategy Implementation Plan, Quality and Safety Strategy, [Climate Sustainability Plan](#), Models of Care / Service Delivery, Standardisation of Operational Services documentation and [Digital Strategy 2024 and Beyond](#) commitments.
- ✓ Continuation of our internal Leaders Connect, Administration Network Forum, Aboriginal and Torres Strait Islander Leadership Advisory Council and reconfiguration of the South West HHS Clinical Council.
- ✓ 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.

### **Key areas for focus over the next six months to 31 December 2024 include:**

- ❖ Progression of Cultural Compass insights and local action plans.
- ❖ Continued focus on mandatory training rates, and review of myPathway / Leader Landscape definitions.
- ❖ Continuing 30-60-90 day conversations to generate incoming staff insight as they progress their onboarding and integration.
- ❖ 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 in accordance with Operational Plan commitments and other key initiatives and partnership working opportunities.

### **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, activities and achievements.