

Clinician and Employee Engagement Strategy 2022-2026

Progress update between 1 January to 30 June 2026

To promote effective engagement and collaboration with clinical staff, the *Hospital and Health Boards Act 2011* requires South West Hospital and Health Service to develop and publish a Clinician Engagement Strategy which, for the HHS has been expanded to include wider employee colleagues.

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

Key highlights within the reporting period included:

- ✓ Continuing opportunities to engage staff in key strategic priorities – including proposals to progress organisational wide realignment of our operational portfolios and [development of a new four year Strategic Plan](#) which took effect from 1 July 2026.
- ✓ Initiating discussions to inform future planning opportunities and our next round of *Our Way - Together* First Nations Health Equity implementation plan commitments.
- ✓ Formal launch of our zero-tolerance statement for racial discrimination and / or institutional racism, including supporting communications and staff awareness activities.
- ✓ Continuation of our internal Leaders Connect, Administration Network Forum, Aboriginal and Torres Strait Islander Leadership Advisory Council, Peak First Nations Health Equity Committee and our South West HHS Clinical Council meetings.
- ✓ Undertaking our second Culture Compass survey – achieving an above target participation rate of 71% and generating insights to support meaningful actions that celebrate what's working, identify priorities for improvement and create actions in response that make a real difference.
- ✓ Further 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.

This is the final update against our current Strategy, which expired 30 June 2026:

- ❖ However, we look forward to driving forward opportunities to further develop our future clinical and non-clinical workforce, across all workstreams, positions and locations – including the implementation of our:
 - new four-year Strategic Plan, for implementation from 1 July 2026
 - [First Nations Health Equity commitments](#), through our updated *Our Way – Together* strategy
 - development of a new whole of HHS Engagement Framework
 - our annual *10,000 Steps Challenge* and continuing *Wellness my Way* progression
 - further evolving our monthly Town Hall Talks to promote further interaction between our Executive and wider colleagues and teams
 - undertaking our annual Staff Awards celebration through our new values of WE CARE (Wellness, Engagement, Courage, Accountability, Respect, Equality)

Further information

If you would like further information, you can contact us at: SWHHS_Board@health.qld.gov.au.