

South Western Sydney Local Health District - Our Board Communique

Workforce, Wellbeing and Culture Committee

People are at the very heart of health. Our care is often provided at some of the very best and very worst times of people's lives.

Healthcare is delivered by people, for people. Each of you are at the heart of our District.

To ensure we attract and retain the very best talent, recognise your work and value continuous improvement we must focus on you, our staff.

Leaders play an important role in developing and supporting their teams. Equally, our leaders require development and support, as well as access

to mechanisms and initiatives to foster a positive workplace culture.

To support this, the Board has introduced a new Board Committee focusing on Workforce, Wellbeing and Culture. This ensures that appropriate oversight, resources and governance are provided to initiatives aligned with the District's Strategic Plan 2022 - 2027 Framework.

Sam Haddad
Board Chair and Chair of Workforce,
Wellbeing and Culture Committee



Mr Sam Haddad, Board Chair, addresses SWSLHD leaders at the 2023 Leadership Forum earlier this year.

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The Committee's three key priorities



Recognition and Reward Framework

A positive workplace culture recognises people and celebrates achievements and performance. The Recognition and Reward Framework will foster an environment where staff are valued and acknowledged for their contributions.

This will be embedded into day-to-day work through meaningful informal feedback as well as formal acknowledgement through a range of team, service/facility, District, NSW Health and professional mechanisms, including awards.



Recruitment and retention

Ensuring we not only attract talent, but also have clear retention strategies provides stability for our services as well as career pathways for our staff.

People join us in health for their own reasons, whether it be professional growth, a new opportunity, to develop and use their skills or to contribute to a vital community service.

People stay when they are fulfilled and supported, can see a future career and when the workplace culture is aligned to their personal values. These areas must be cultivated across the organisation, from Board and Executives through to the front line.



Actioning staff feedback

The District receives feedback from staff through a range of mechanisms. The annual People Matter Employee Survey, TYE Leader Staff Rounding, IMS investigations, via committees, and various grievance processes.

Understanding where we are doing well, where there are challenges and remedying these areas begins with listening.

Actively listening, analysing feedback and then actioning for improvement will be an increased focus not only for leaders and teams, but for the Board.

You can find out more about the Board and its committees [on our website](#).