

# **We are Metro South Health**

*Five reasons why you should join us!*



# We are Metro South Health

We are the major public healthcare provider for Brisbane's south side, Logan, Redlands, and the Scenic Rim.

We operate five major hospitals and a range of community, specialty, and state-wide healthcare services. We are renowned for teaching and research excellence.

We are truly dedicated people who care about our community.

We overcome the many challenges that come our way by going above and beyond and achieve the best possible outcomes by working together.

We come to work to make a difference.

We save lives, change lives, and make the world a better place.

We are bold, innovative, collaborative, inspiring.

We are part of and proud of the community we serve.

We are *better together*.

## Our Strategic Plan

The Metro South Health [Strategic Plan](#) is our roadmap for the future, outlining what we want to achieve, the steps we need to take and the direction we are heading.

### Our Vision

Metro South Health's vision is to deliver quality healthcare everyday to our community where *together we will create Australia's healthiest community*.

### Our Purpose

Metro South Health's purpose is to *Better lives through better health*.



## Our Values and Culture



### INTEGRITY

We are authentic, truthful, and transparent, and strive for equity for all.



### COMPASSION

We care for one another and ourselves with empathy, kindness and support.



### ACCOUNTABILITY

We are accountable for our decisions, actions and behaviour.



### RESPECT

We foster an environment of safety, civility, and inclusion.



### ENGAGEMENT

We are one team working together to achieve our best outcomes.



### EXCELLENCE

We empower each other and inspire innovation to deliver excellence.

Our values were created by employees for employees to shape our culture and inspire positive interactions in the workplace.

Here at Metro South Health (MSH), we strive to build a culture that empowers our employees to make a difference and thrive in their roles. These values reflect the core principles that guide our work and interactions with one another.

Our values are embedded into our everyday business through our communications and documentation, recruitment, orientation and onboarding, professional development, recognition and reward programs and strategic and operational planning.

We employ more than 17,000 diverse clinical and non-clinical staff right across our services. We are the most culturally diverse area of Queensland with 28.5% of the community born overseas and 16% from non-English speaking countries. Our workforce proudly reflects our diverse community, with 20.5% of staff identifying as coming from non-English speaking backgrounds.

## Why work for us?

We love helping people, always do our best, and are truly dedicated to giving great care to our patients and community.

We are always on the lookout for talented people who are innovative, adaptable and are committed to providing excellence in health care and making a difference for patients and the community every day!

We are committed to putting our values at the centre of everything we do. By doing so, we aim to create an environment where our employees can fully engage with our vision and purpose. We prioritise their safety, well-being, and support, and we encourage innovation, learning, and growth.

We want our people to feel valued and welcomed. We believe that when employees feel connected and supported, they can perform at their best, so we strive to build a culture that empowers our employees to make a difference and thrive in their roles.

Having a workforce that reflects and understands the needs and expectations of our community is important to delivering safe, kinder, and more inclusive care. We recognise our **strength** comes from the **diversity of our people** and we are committed to creating a diverse and inclusive workplace for our people and our community.

See our [VALUES](#) in action.

We value diverse backgrounds, perspectives and experiences of our people and community and strongly encourage people of all genders, abilities, ethnicities, ages, languages, sexual orientation, and family responsibilities to apply.

We are a place where you can pursue your career aspirations, and work as part of a dedicated team of professionals!

# Five reasons why you should join us!

## We are Better Together

Being part of the MSH team means being part of a professional and forward-thinking hospital and health service committed to the highest levels of performance and innovation.

We are leaders, doctors, nurses, midwives, allied health, patient support, and administrative professionals pooling our knowledge and skills toward a common goal of delivering better lives through better health for our community.

We embrace new challenges every day, work collaboratively to grow and learn from the best and brightest health care professionals, embrace change, and celebrate the optimism of a growing community with a bright future.

## Your opportunity to contribute and make a difference

MSH is a place of hope for our community, where dedicated staff work to provide the highest standards of care.

Working at MSH is about more than just a job – it's about the people we serve and helping to make a difference to the health outcome of people in our community.

We bring together our daily experiences of patient-led care, our renowned teaching hospitals, and our innovative research programs to grow our understanding of medicine as a science and a practice.

We learn as much from our dedicated staff and the patients they care for as we do from our scientists and research partners. Every member of our community is part of the effort.

## A workforce that values diversity

Diversity of ideas, skills, traditions, and customs is celebrated as one of our greatest strengths.

A workforce that reflects and understands the needs and expectations of our community is important to delivering safe, kinder, and more inclusive care.

Our staff are dedicated to the wellbeing of the local community, and support our community's healthcare needs by having a workforce that is diverse, inclusive and who have a sense of belonging. We strive to provide better care to our patients, consumers and to our community.

## Discover new opportunities

We offer new facilities and services, a world of opportunities, innovative ways to deliver care, and the chance to be part of a health service that is expanding services, introducing new services and technologies to serve the needs of our community!

We want you to be engaged and motivated in your role. You will be part of a large, diverse, and highly experienced team where you will not only contribute but also learn and grow your knowledge, have more opportunities to learn from varied experiences through temporary secondments or higher duties that enable you to expand your experience and capabilities in different roles, departments, and locations.

## Take your career to the next level

We are committed to attracting, developing, and supporting a sustainable high-quality workforce to meet future health needs, by fostering a culture of improving development, performance and innovation through education, training, and development.

We know that continual learning and development are a fundamental part of enjoying what you do and moving forward in your career.

We encourage our employees and support them to grow their capabilities.

What this translates to is a strong safety culture and teamwork, professional learning and development opportunities, growth, and a satisfying career.

# Benefits of working for us

We offer rewarding career opportunities with employment security, generous benefits and excellent conditions.

## Person-centred care

MSH is Australia's first organisation recognised for excellence in person-centred care. We strive to provide the best possible health care experience at every encounter. We are proud to demonstrate a range of benefits, including:

- Quality health care that respects patients' preferences, needs and values
- Understanding that patient experiences with us goes beyond our ability to treat their clinical symptoms
- Ability to attract and retain the best talent
- Fostering collaborative inter-disciplinary relationships
- Increased staff empowerment and job satisfaction

- Optimal clinical outcomes and improved overall experience through focusing on our patients' individual needs
- Organisational benefits such as reduced length of stay, improved patient satisfaction and decreased infection, readmission and mortality rates.

## Workplace benefits

We offer [attractive pay and conditions](#), supportive workplaces, and exciting opportunities to develop your skills and career:

- We offer [competitive salaries](#) and [salary packaging](#) to our employees.
- [We have several types of leave](#) for our employees including annual, sick, carer, parental, domestic and family violence, career, long service and purchased
- Help with [moving and travel costs](#)

# A positive working environment

We embrace a positive workplace so our people can connect, feel safe and welcome to contribute, and perform at their best.

## Your health and wellbeing

At MSH your wellbeing is important to us. We aim to create a positive health and wellbeing culture with employees able to access:

- Cumulative sick leave, 17.5% annual leave loading, leave at half pay, purchased leave, parental leave, special leave and cultural leave
- Staff wellbeing program
- Flu vaccinations
- Smoking Cessation Program
- Fitness Passport (discounted gym memberships)

- Corporate discounts (health insurance)
- End-of-journey facilities (e.g. showers and change rooms, bike storage)

## Flexible work arrangements

We support a healthy work-life balance and offer a range of flexible working options including:

- Flex time (variable working hours)
- Telecommuting (working from home / another location)
- Part-time / job sharing
- Nine-day fortnight (or other compressed work hours arrangements)
- Phased retirement

## Study benefits and career development

We offer paid [study leave and financial assistance](#) for courses relevant to your work that you may be eligible for. We also offer [training and professional development](#) opportunities including.

## Safe and inclusive workplace

We offer health, safety and wellbeing training for all employees and encourage everyone to participate. Employee networks exist to help our workforce to establish connections and build relationships.

## Employee Assistance Service

As a valued employee, we are committed to ensuring your safety, health, and wellbeing. This free, professional and confidential counselling, coaching and support service is available to employees and their immediate family for assistance with personal and work-related problems:

- Support is available in face-to-face sessions or over the telephone 24 hours a day, 7 days a week.
- A specialised program is available to assist managers with complex employee matters.

## LGBTIQ+ Inclusion Committee

The MSH LGBTIQ+ Inclusion Committee promotes the development of inclusive workplaces and culture for all LGBTIQ+ patients, visitors and staff.

We are passionate about driving inclusion for LGBTIQ+ community and acts to identify opportunities for improvement and support the implementation of appropriate change initiatives.

## Zero tolerance to sexual harassment, workplace bullying and harassment

MSH has zero tolerance for workplace bullying, harassment and sexual harassment.

Everyone at MSH has the right to a safe, secure, inclusive and supportive workplace, where they are treated with dignity, courtesy, respect and are free from sexual harassment, workplace bullying and harassment.

## Support for employees affected by domestic and family violence

MSH unites under the [Not now, not ever. Together](#) banner.

We are committed to supporting our employees impacted by domestic and family violence and provide access to paid leave, counselling, flexible work arrangements, workplace and role adjustments.

## Diversity and inclusion

We **recognise** our **strength** comes from the diversity of our people.

Having a workforce that reflects and understands the needs and expectations of our community is important to delivering safe, kinder, and more inclusive care.

We are committed to creating a diverse and inclusive workplace for our people and our community.