



# Clinician Engagement Strategy

2018-2022

Objective	Strategies	Performance indicators
<p><b>Great Care, Great Experience</b></p> <p>Safe, compassionate care, delivered to the highest standards, close to home, with consumers at the heart of all we do</p>	<p>We will engage our clinicians</p> <ul style="list-style-type: none"> <li>in the planning of service improvements to meet health needs of our community closer to where they live with the right staff delivering the right services in the right place at the right time</li> <li>in the planning and delivery of a digital revolution to utilise technology and deliver real-time access to information</li> <li>in the continuous improvement philosophy to deliver safe health services</li> <li>to reduce the life expectancy gap for Central Queenslanders and the indigenous community</li> <li>to embed the engagement of patients, consumers, and communities of special needs – to deliver one of the best patient experiences in rural and regional Queensland</li> </ul>	<ul style="list-style-type: none"> <li>CQ Health Clinical Senate provides the Chief Executive three reports on at least nine key clinical issues or initiatives each year</li> <li>CQ Health clinical councils provide effective continual improvement recommendations to guide the planning, development and delivery of clinical services, including: <ul style="list-style-type: none"> <li>Strategic vision</li> <li>Clinical Services Master Plan</li> <li>Digital improvements and Electronic Medical Records</li> <li>Models of care (100%) <ul style="list-style-type: none"> <li>Clinical streams</li> <li>Introduction of sub-specialties</li> </ul> </li> <li>Clinical policies and procedures (100%)</li> <li>Clinical performance monitoring and benchmarking data (100%)</li> <li>Hospital avoidance</li> <li>Destination 2030 road map projects (100% of clinical projects)</li> <li>Patient safety trend mapping and analysis (100%)</li> <li>Participation in education training and research</li> <li>Preventive health initiatives including the 10,000 lives program</li> <li>Understanding performance measures</li> <li>Continuous improvement of patient experience</li> </ul> </li> <li>Clinical staff are engaged though monthly Clinical Patient Safety and Quality half days incorporating clinical rounds</li> <li>Clinical staff are broadly engaged through formal consultation processes, meeting and workshop attendance, email and other strategies to receive feedback on topics including: <ul style="list-style-type: none"> <li>Strategies</li> <li>Initiatives (including University Hospital and education and training facility development)</li> <li>Innovation</li> <li>Key information</li> <li>Safety trends</li> <li>Industrial forum outcomes</li> <li>Successes</li> <li>Pathway to excellence</li> <li>Education and research opportunities</li> </ul> </li> </ul>
<p><b>Great People, Great Place to Work</b></p> <p>Great staff working in great teams with a culture of supporting and investing in our people's future</p>	<p>We will engage our clinicians to:</p> <ul style="list-style-type: none"> <li>deliver efficient and effective end-to-end recruitment procedures and processes</li> <li>develop innovative strategies to improve ability to recruit appropriately skilled staff</li> <li>improve workforce diversity to better reflect the community</li> <li>develop the skill and ability of clinical staff to deliver the next generation of clinicians</li> <li>increase the research opportunities and the translation of innovative research into action</li> <li>improve the relationship and experience of clinicians</li> <li>deliver one of the best staff experiences in Queensland</li> </ul>	<p>Clinician involvement in:</p> <ul style="list-style-type: none"> <li>strategic and workforce plans</li> <li>development of the role of clinical leads</li> <li>development and implementation of increased student clinical placements across the health service</li> <li>training of future clinical staff through the development of talent “pipelines”</li> <li>delivering health service key performance indicators</li> <li>increased research opportunities and translation of research into action through individual or collaborative projects</li> <li>review of recruitment processes and the attraction and retention of clinical staff to vacant positions</li> <li>establishment of a Health Research Foundation</li> <li>clinician experience will be measured through a quarterly staff Pulse Survey</li> </ul>