



Manager Bulletin

Friday 17 March 2023

Welcome to the March Manager Bulletin, summarising this month's key actions, talking points, links to further reading, and online material to support your role.

Key actions and talking points

Last chance – NAMAS nominations and applications extended

Nominations and applications for the 17th Annual Nursing and Midwifery Awards and Scholarships (NAMAS) have been extended! You now have until **Monday 20 March** to [complete your nomination or application](#).

Now is the time to highlight and recognise the great work and achievements of our nurses and midwives.

Changes to paid family violence leave

Under recent changes to the Fair Work Act (the Act), all employees, including part-time and casual employees, [can now access 10 days of paid family violence leave per annum](#). Leave is available to employees experiencing family violence and can be used for a range of reasons, for example to attend court hearings, appointments, or other activities as a result of family violence.

For information on how to support a team member impacted by family violence, download our [Family violence manager's guide to supporting our employees](#) and ensure you complete your Family Violence Manager Training, available on Latte.

Missed our IWD Masterclass and panel discussion? Watch it online.

Understanding intersectionality, bias and discrimination, featured in our International Women's Day event, as Dr Lee Martin, one of *40 Under 40 Most Influential Asian-Australians* for her leadership in education, joined us as a guest speaker.

Dr Martin introduced our employees to the concepts of intersectionality, understanding bias and discrimination, the difference between equity and equality, and how we can embrace equity. We encourage you to [share the recording of the event](#) with your teams or complete the self-reflection exercises.

Workplace inspections reminder – Due 31 March

[Workplace inspections are due](#) to be completed by 31 March 2023.

They are critical to making sure we provide a safe working environment for our people and those we care for. They are also a mandatory component of our health and safety responsibility.

Nominate your team for a STAR Award

Don't miss your chance to nominate someone in your team for a STAR Award. Our STAR Awards acknowledge and celebrate individuals and teams who demonstrate their commitment to our guiding principles and values.

If you know of a colleague or team who has shown an extraordinary example of kindness, respect, or excellence in the last few months, [nominate them today for a STAR Award](#).

Review and share the latest OHS safety information

OHS monthly communications - Move Smart

We are taking a proactive approach to manual handling safety with our new [Move Smart Program](#). Download this month's [OHS safety communication pack](#), and print a copy of the ['Move Smart' launch poster](#) to display on the Monash Health Workplace Health and Safety Noticeboards.

Protecting your people: A New OHS Audit Initiative

We are committed to providing a safe workplace for our employees. To support this, we are excited to launch our new [OHS Internal Safety Audit Program](#).

Safety Alert No. 4 – Personal Safety

Please share [Safety Alert No. 4 – Personal Safety](#) with your teams and display it on your Monash Health Workplace Health and Safety Noticeboards.

This [Safety Alert](#) is a reminder to our employees to always remain vigilant when travelling between Monash Health sites and your car or public transport.

Leadership resources

Upskill in the Leadership Development Hub

Did you know that the Leadership Development Hub can help you:

- Undertake self-development based on your interests/needs
- Support the coaching and development of your individual team members
- Lead your own engaging team development sessions
- Share your own leadership tools, tips, or other resources with your fellow Monash Health leaders.

Want to know more?

If you are interested in understanding how to incorporate the Leadership Hub into your work practices and get the most out of it, then express your interest in a 30-minute workshop/coaching session by emailing chrissy.hammond@monashhealth.org by **Friday 24 March**. Further details will be confirmed with you following confirmation of interest.

Disability training calendar for 2023 – are you disability confident?

As part of our actions under our forthcoming Disability Action Plan, we are pleased to offer disability training and education to strengthen your capacity and confidence to meet the needs of people with disability.

Commencing in April, you can participate in a range of online disability training sessions throughout the year. [Click here to see all the training sessions available](#), along with links to full session descriptions and a booking link. You can also encourage your team members to sign up for sessions – training is open to all employees.

[Download this flyer](#) to share with your team.

Leadership hot topics at this week's Manager Briefing

The shape of work in the future and how we use technology to bridge the gap with remote teams, were just two of the hot leadership topics at this week's Manager Briefing.

If you missed the conversation, you [can watch it at any time](#) online.

Wellbeing

Leading Mentally Healthy Teams – registrations now open

Our people leaders are invited to attend facilitated learning and training sessions focused on leading mentally healthy teams. The sessions are open to department managers and second-in-charge managers to attend.

These sessions aim to empower our leaders to help improve employee health, wellbeing and psychological safety in our working environment. Learn more about how to join [here](#).

Become a Wellbeing Champion!

Are you passionate about the health and wellbeing of yourself and your colleagues? Do you have any ideas to improve health and wellbeing in the workplace? If so, join our Wellbeing Champions group!

If you would like to find out more information, please contact [Gaynor Henderson, Health and Wellbeing Coordinator](#).

Events

Recent events

At **this week's Manager Briefing**, we covered the launch of our new OHS Programs and had an insightful discussion on:

- Move Smart, our new manual handling program
- Our new OHS Internal Audit Initiative

A [recording of the session is available here](#).

We want to hear from you

It's important to us that the Manager Bulletin is valuable in supporting your role as a manager at Monash Health. We want to know what you'd like to hear more about, [so please let us know](#) what topics or information you'd like to see covered in the Manager Bulletin, our Manager Briefings, or the [Manager website](#).