

Workforce Strategy on a page

Purpose

Creating a culture and environment where our people thrive and deliver excellent health care

Pillars



Belonging

"Working in supportive, healthy and safe teams, with work-life balance and flexibility"



Innovation

"Embrace cutting edge initiatives, foster innovation and drive positive change through forward thinking solutions that align with our purpose"



Leadership

"Leaders who inspire, challenge and support high-performing teams through kindness and respect"



Growth

"Embracing a culture of lifelong learning and curiosity that supports personal and professional growth"

Intent

We foster a kind and inclusive culture that celebrates diversity, promotes meaningful connections among team members, and values the unique contributions each person brings.

We encourage innovation and a proactive approach to problem-solving by consistently exploring creative solutions. We embrace and implement these novel approaches to improve productivity and generate positive outcomes for our community.

We empower our workforce to excel through a balanced leadership approach that champions autonomy, ownership, and growth, while challenging our employees to push beyond limits and achieve new heights of success.

We provide opportunities for learning, development and enhancement. We encourage personal and professional growth, empowering individuals to thrive while contributing to our success.

Objectives

- Champion a culture where diversity is celebrated and maximised to create better outcomes for our patients
- Create opportunities to build our diversity talent pipelines
- Invest in initiatives that make Monash Health a happier and healthier place to work
- Adopt an organisation-wide approach to flexible work arrangements
- Enhance a holistic approach to reward and recognition which is relatable, measurable and has lasting impact

- Transform recruitment to meet the expectations of employees
- Rebuild rostering and workload management to support more flexible working arrangements
- Innovative use of electronic systems and adapted technologies to improve and enhance workflows and workforce models
- Leverage data-driven visibility, insights and analytics to strengthen decision-making processes
- Broaden the range of skills and responsibilities within professional practices, enabling individuals to contribute to a wider scope of work
- Establish and develop new pathways for recruitment

- Cohesive and collaborative leadership teams, who have a minimum set of core capabilities
- High-performing teams who have effective systems, processes and people
- Mentoring tailored to the needs and objectives of our employees and organisation
- Opt-in role rotations to offer development for our people in different interest areas
- Adopt an organisation-wide approach to identify and develop successors for leadership positions
- Seek real-time, actionable feedback and insights from our employees

- In partnership with education providers, target existing and emergent capability gaps in the workforce
- In partnership with our employees, develop focused scopes of practice for clinical roles
- Influence the training curriculum to ensure students have the skills we require for the future
- Employee upskilling and reskilling programs that are personalised, accessible and integrated ('grow your own')
- High-quality student pathways to build health workforce supply
- Create exciting career pathways to retain top talent

Wellbeing, research and engagement underpin everything we do

