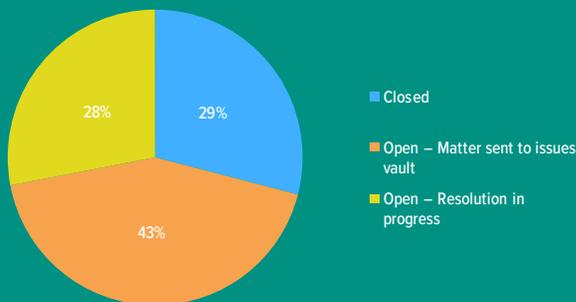


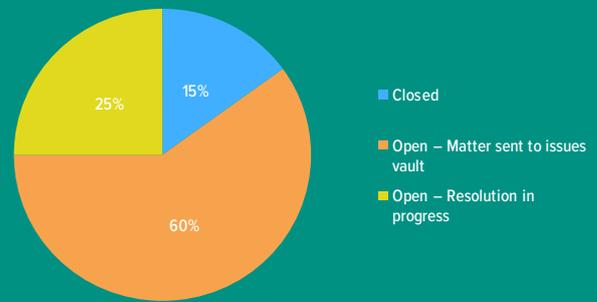
# THE POSITIVE WORKPLACE NEWSLETTER

## EMPOWIR OUTCOMES

EMPOWIR Outcomes Jan-Mar 2019



EMPOWIR Outcomes Apr-Jun 2019



In the period July to September 2019 there was a significant increase in the number of notifications to the Issues Vault.

The previous two quarters were steady with 20 notifications each, however this last quarter we saw the number of notifications rise to 44. In most cases, people ask simply for their matter to be recorded in the issue vault.

**64% of notifications were placed in the issue vault.**

**32% were referred on to a Positive Workplace Contact Officer and are still open in resolution phase.**

**Only 4 % were closed for this quarter.**

You can use **EMPOWIR** to record a notification in the Issue Vault when you experience, witness or hear about poor workplace behaviour.

At all times I aim to respond to your matter within a 48 hour period and give you the option to reach out to a Positive Workplace Contact

Officer if you wish to discuss your matter within the **EMPOWIR** framework.

When responding to a notification I remind everyone, that **EMPOWIR** is a “no blame and informal process”. Talking with a Positive Workplace Contact Officer, you will find they are looking for ways to eliminate the inappropriate behaviour and enable you to continue working and developing a better relationship with the person who has impacted either you directly or your colleagues.

**The email** and response to your concerns is really important and I want you to have the best experience possible when using EMPOWIR.

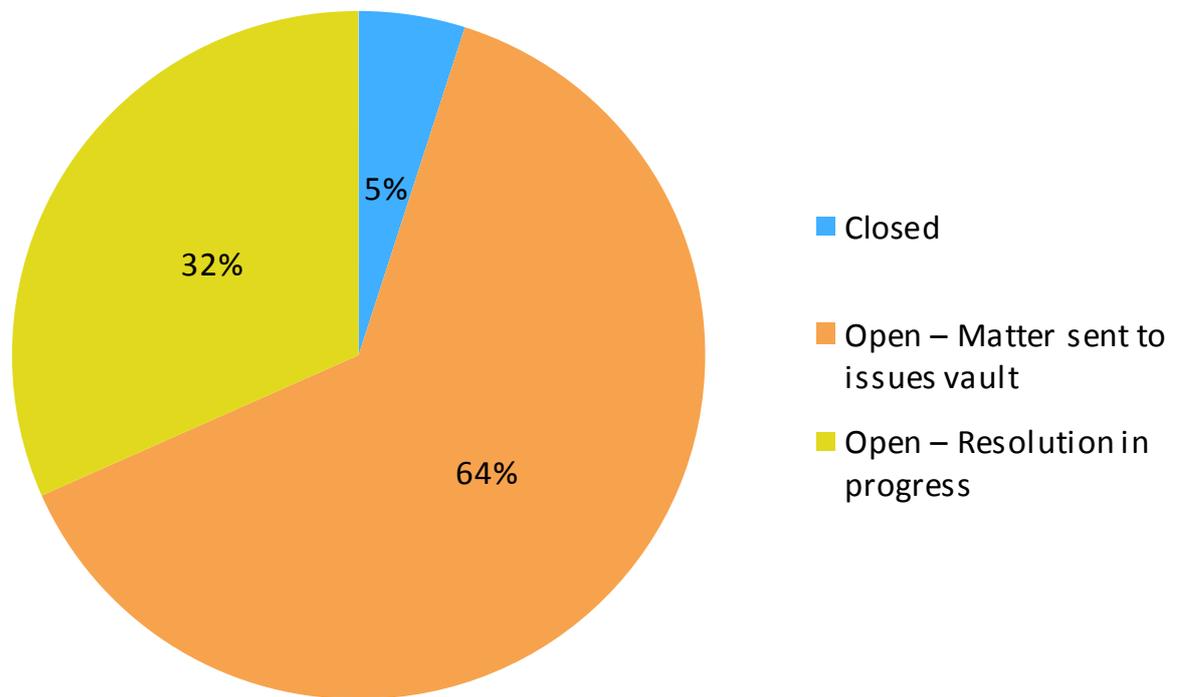
**Leonie Hall**  
**Director Workplace Strategy and Wellbeing**

Issue vault email is: [pwic@wh.org.au](mailto:pwic@wh.org.au)

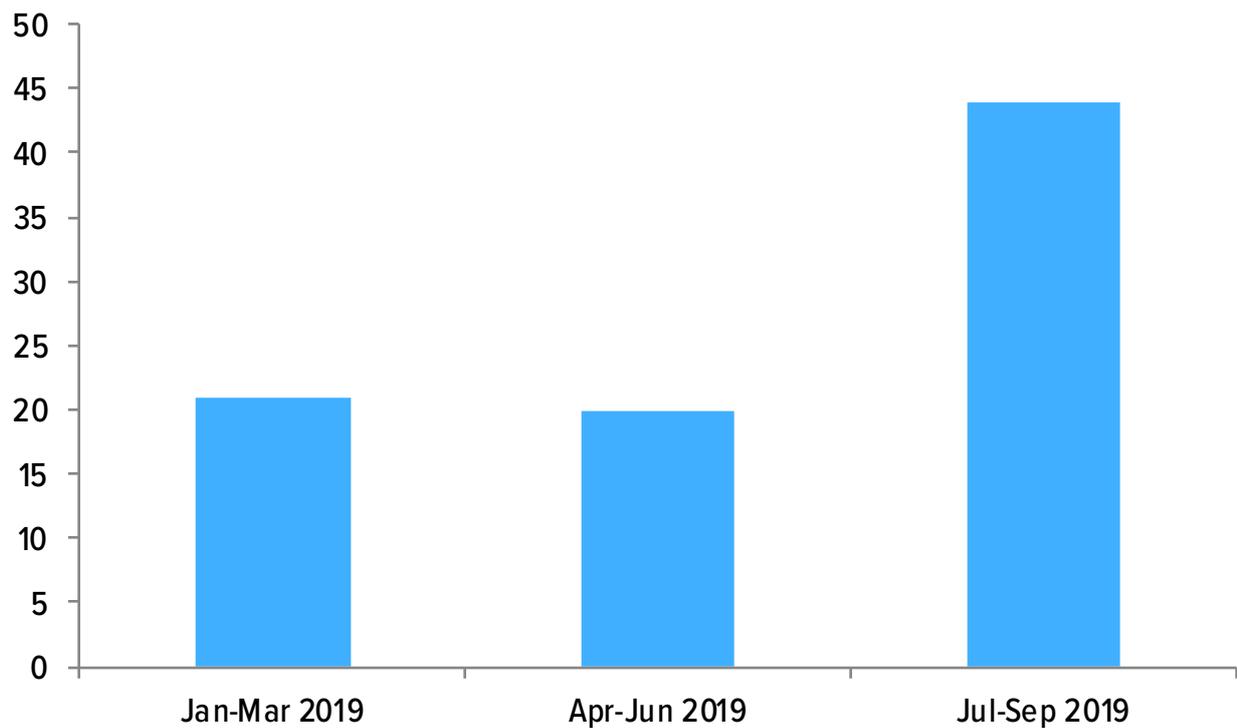
Internet link is:

<http://positiveworkplace.wh.org.au/>

# EMPOWIR OUTCOMES JUL-SEP 2019



# TOTAL NOTIFICATIONS



# POSITIVE WORKPLACE WEEK

## Grand Round 'RESPECT'

This year's Grand Round followed the success of last year's event with a panel discussion on promoting clinician wellbeing and supporting one another in the workplace. The Positive Medical Workplace Advisory Committee, in particular, Dr Birinder Giddey and Dr Andy Tagg, were responsible for making it happen in 2019.

Our panelists on the day included, Dr Jane Munro, Head of Rheumatology at RCH, and Dr Nisha Khot Clinical Director of Obstetrics at Djerriwarrh Health Service – both passionate champions of workplace positivity. The session was facilitated by Dr Sean Fabri and Dr Andy Tagg.

The session was open to all clinical staff, Colleagues from medicine, nursing, allied health and other support staff engaged in this important conversation about **R.E.S.P.E.C.T** – where we explored more about 'one of' our Western Health values and why this is so important to healthcare.

## Positive Workplace Committee

### Organisational Focus

The Positive Workplace Committee comprises of representatives across all campuses and professional disciplines at Western Health.

The members are; Lisa Gatzonis (Nursing), Debbie Ruiz (Finance), Apryl Cristini (Admin), Susan Grioli (Health Support), Frank Berandi (I.T), Benjamin Vasiliou (Radiology), Joy Turner (DON), Brad Van Ooi (Ops Manager), Apoorvac Charukonda (AH), Andrea Donnell, Joanne Darmanin Nicole Davies (Sunbury), Jodie James.

The committee meets usually 2-3 times a year to discuss ways that we can support and develop more positive workplace initiatives.

In addition to our organisational Positive Workplace Committee, the Chief Medical Officer has established a service wide Doctors Committee which is held quarterly. Members of this Committee represent all levels of clinicians at Western Health. The focus for this Committee is examining how we continuously improve the elements of a positive workplace as a professional cohort.

# PWCO PROFILE

## CONTACT OFFICER OF THE QUARTER

### MARIANNE PHILLIPS

**Marianne Phillips**  
**Clinical Nurse Consultant CACC**  
**19 years at Western Health**

Marianne's experience includes 12 years of oncology/palliative care nursing (including day oncology and oncology hospital in the home), and 7 years of subacute and aged care including a role as NUM of the GEM unit at Williamstown. Most recently she has been Acting NUM on SGFSA for a 2 year period on and off.

Marianne will be known to many of you as a NUM throughout her time at Western Health. One of the things that makes Marianne such a good Positive Workplace Contact Officer is that she is a great listener, and even better role model for appropriate workplace behaviour.

In more recent times, Marianne is working in the Palliative Care Space. If you wish to talk about some matters that are concerning you please email or call Marianne to discuss using the **EMPOWIR** framework.

Mobile number: 0402 004 330

Email: (wos)phillips@wh.org.au

