

Your Voice Action Plan Progress 2023

We are pleased to share progress on our Action Plan initiatives

1 Managing Workload & Wellbeing

You may have noticed....

Going the Extra Mile (GEM) staff recognition program developed based on staff feedback to celebrate the exemplary work of academic and professional staff in our College on an ongoing basis. Successful nominations are selected and acknowledged by our Executive Leadership Team

Consulting with staff regarding adding a Healthy Work Habits section to Our Culture statement to outline ways of working to foster work-life balance and expectations of leaders - work in progress to support teams to bring this to life and ensure we are all role modelling and encouraging these sustainable ways of working in 2024

Workload Model sessions delivered by Dean P&R to support staff and supervisors to understand the purpose of the workload model and process of workload allocation, including understanding the tools used in establishing reasonable workload allocation (training held 8 May & 20 July)

Consultation with CNHS Workload Reference Group, who introduced a range of positive changes to the 2024 Workload Model to allow for more transparent workload communication and increased clarity on processes to evaluate and adjust workload post census dates if required

Festival of Food campus activation project held at Sturt on 27 September to provide an opportunity to connect with colleagues and celebrate Indian culture

R U OK Day College afternoon tea held to celebrate R U OK Day on 14 September, encouraging opportunities to support and connect with one another and continue building a culture of care

FoodFare2Go Pilot launched May 2023

Lunch time cooking sessions run by Nutrition & Dietetics team to provide an opportunity to cook dinner at work, reducing effort preparing weekday meals, as well as providing an opportunity to spend your lunch break connecting with colleagues

Supervisor Training - How Leaders Can Increase Psychological Safety (training held 10 October)

Introducing new Wellbeing & Self-Care Plans that can be used to facilitate supportive conversations to ensure staff feel supported by their supervisor to maintain their wellbeing at work

Promoting free fitness sessions organised in CNHS

- Tuesdays @ Sturt - Yoga
- Fridays @ Sturt - Pilates

2 Supporting Growth & Development

You may have noticed....

New staff development page created to highlight opportunities available for CNHS staff

Academic Promotion Sessions to support staff and supervisors:

Academic Promotions Seminar – Teaching Specialists

Academic Promotions Seminar – Teaching & Research / Research Only

Opportunity for Review Panel feedback & Academic Promotion Writing Workshop

Supporting leadership development through FLAME Leadership Program (Bronze & Silver) as well as Supervisor Training sessions. Launching Expressions of Interest for FLAME Gold, Silver and Bronze programs for 2024

Supervisor Training Session – Best Practice Onboarding & Offboarding (training held 13 July) to improve clarity on process and responsibilities to enhance new staff experience

Lunch & Learn Session – Performance Review for Academic Staff (training held 16 August) to provide a refresher on the APR process for staff and supervisors, including the introduction of Wellbeing and Self-Care Plans

In progress – developing guidelines and resources to support staff exploring development opportunities (including horizontal or vertical career progression)

In progress – exploring how we can provide the best experience and support for casual staff members in CNHS

3 Improving Processes & Efficiencies

You may have noticed....

In addition to other training already offered, Lunch & Learn schedule developed for 2023 based on processes requiring more oversight and understanding – 2024 schedule planning in progress

Your Voice Action Plan

To view our full Action Plan, you can visit the NHS Working Groups page on the Intranet
<https://staff.flinders.edu.au/colleges-and-services/cnhs/working-groups>



If you have any feedback or suggestions regarding the Action Plan, please contact the staff responsible for leading these initiatives in our Your Voice Working Group (listed on our Action Plan) or provide feedback anonymously via Qualtrics