

# Trust. Empower. Lead.

## Hospitals South Shared Governance Journey

Co-chairs of the Hospitals South Shared Governance Convening Council:

**Felicity Roger, RN, BNurs Clin Hons**  
**Anna Kallonen, CCRN, MClinNurs**



# Welcome to Country

We begin today by acknowledging the Palawa people as traditional custodians of the land on which we meet today, and we would like to pay our respects and gratitude to their Elders past and present. We extend that respect to Aboriginal and Torres Strait Islander peoples here today and acknowledge the important and valuable contribution you play in our journey.

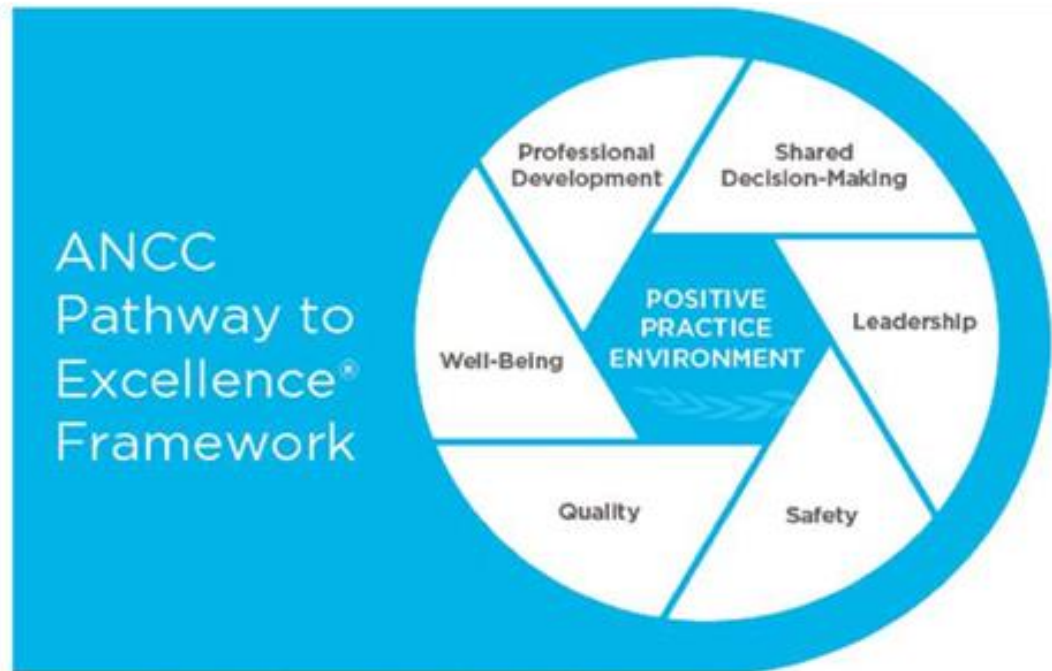


# The journey begins...

In 2019 under the leadership of Dr Claire Morley, the Hospitals South began the journey to Pathway to Excellence Designation.

What is Pathway to Excellence?

(<https://www.nursingworld.org/organizational-programs/pathway/overview/faqs/>)



ANCC Pathway to Excellence® Framework for Positive Practice Environments.  
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Enter stage left....

# The Shared Governance Convening Council

**To:** All THS South Nursing and Midwifery Staff  
**Copy To:** Hospitals South NDs  
**From:** Claire Morley, Nursing Director- Nursing and Midwifery Excellence  
**Date Prepared:** 18 Sept 2020

**Subject:** Expression of Interest to join the Hospitals South Shared Governance Convening Council

## Background

- The Tasmanian Health Service has committed to seeking Statewide Pathway to Excellence designation, with the journey commencing in Hospitals South
- An established shared governance structure is required for a successful Pathway® designation
- Shared governance is the structure, shared decision-making is the process, and shared leadership between management and staff is the outcome
- In short, shared governance facilitates frontline decision making and input, at the point of care

**Nurses and midwives across Hospitals South are invited to submit an EOI to join the Shared Governance Convening Council**

The role of the council will be to decide on the Shared Governance Framework that Hospitals South will ultimately adopt (in effect devise the blueprint for how shared governance will work in our organisation). It is envisaged the group will meet monthly for a fixed period (6-8 months approx.). The group will be made up of at least 50% direct care staff, with paid time for attendance for direct care staff members.



45 EOIs



Grades 3-8  
represented



14  
members,  
9 Direct  
Care staff









**NHS**  
Nottingham University Hospitals  
NHS Trust



FORUM FOR  
**Shared** Governance



# What is Shared Governance?

## **Structure:**

**Shared  
Governance**

## **Process:**

**Shared  
Decision  
Making**

## **Outcome:**

**Shared  
Leadership  
between  
management  
and staff**



# Socialisation Collaboration Trust





**NURSING & MIDWIFERY ADVISORY COUNCIL(NMAC)**  
Acts as conduit between the councils and THS Executive advising on health priorities, professional standards, strategy, and policy in relation to the nursing and midwifery professions.

The work of the Shared Governance Councils will inform the recommendations of NMAC



# Proposed Outcomes

**Positive Culture**



**Staff Retention**

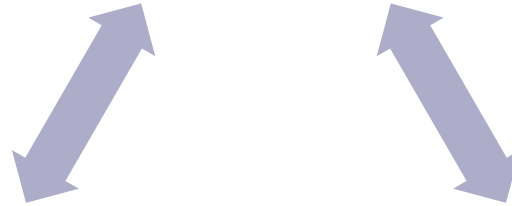


**Nurse Wellbeing**



**Transparent Career Progression**

Job  
satisfaction



Improved  
Patient Care

Better Patient  
Outcomes



With many thanks to Dr Claire Morley, Bec Clarke,  
and Kristy Lovell

And to the members of the SGCC:

Kristy Badenach

Meagan Cato

Julie Doran

Rahwa Hailemichael

Tammy Harvey

Anna Kallonen

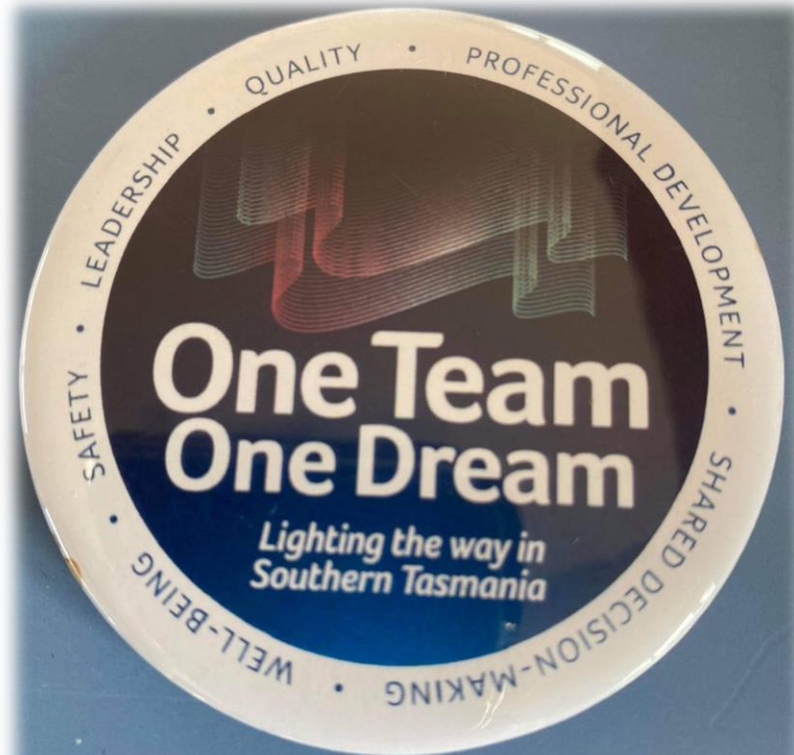
Gemma Price

Laura Pyszkowski

Felicity Roger

Rachel Tabib

Catherine Tonkin





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