



# NMHS Board Committee

## People, Engagement and Culture (PEC) Update



*This update highlights key discussions and considerations from the NMHS Board's People, Engagement and Culture Committee meeting held on 17 November 2021 in the Noongar Season of Kambarang. We are pleased to share this information with you and if you have any feedback please contact us via the [Board Secretariat](#)*

*Kambarang season usually sees longer dry periods and sees fewer cold fronts cross the coast.*



**Dr Hilary Fine**, Chair  
NMHS Board PEC Committee

### **Upcoming meetings**

*15 December 2021 – PECAC and PEC meetings. December is in the Noongar season of Birak, hot and dry.*

### **A Focus on PECAC and PEC Ambassadors**

Currently there are 118 PEC Ambassadors supported at their sites by PECAC members. These groups of dedicated individuals continue to work hard to drive cultural improvement through their networks and circle of influence. In addition they have been so valuable in looking at improving health and wellbeing and participating in working groups across NMHS.

The PEC Committee is currently reviewing the model of engagement with these groups to determine where next for NMHS. How can we better integrate these groups and connect them through the management structure? Engaging more PEC Ambassadors and getting increased input to improve culture is the goal and this will achieve ongoing and sustainable results. Of note is the recent step forward with the appointment of a NMHS Wellbeing Manager.

### **Medical Workforce**

A focus on culture and engagement within the medical workforce is another area discussed at length. Throughout the year there are surveys of junior and senior doctors as well as the Your Voice in Health survey. Trying to work out how representative this is remains a challenge due to low response rate in these groups, however PEC remains committed to encourage more medical staff to become Ambassadors which will help to inform the Committee and Board.

### **NMHS Strategic Risk Deep Dive**

The Committee undertook a deep dive into Strategic Risk No. 8 – People, processes and culture are not aligned to support organisational objectives. The content and level of information presented was commended by the Committee who look forward to a number of strategies nearing completion being launched and the impact they will have across our organisation.

### **Conversion to Permanency**

The Committee reviewed the work being undertaken in this space noting that the review of the backlog of employees in this space will be completed by the end of 2021.

