This Wednesday, 8 March is International Women’s Day. It’s a global day celebrating the social, economic, cultural and political achievements of women. This week’s Westmead Redevelopment project update is a special issue focusing on some of the accomplishments of women working at Westmead. This year’s campaign theme is #BeBoldForChange. We encourage everyone to visit the International Women’s Day website here at: https://www.internationalwomensday.com/ to learn about how you can get involved in forging a better working world.

This week for our celebration of international women’s day we interviewed one of our Westmead Redevelopment project managers, Michelle Englert, about her experiences studying engineering and working at Westmead.

How did you become an engineer?
I have always been interested in the built environment and originally wanted to be an architect. I actually had no idea what a civil engineer was until my final year of high school. I decided to attend the civil engineering presentation despite having no knowledge of what it would be about. I’m glad to say it was an enlightening moment and I immediately changed my career choice from architecture to engineering.

I’ve always wanted to build things - it’s pretty much all I’ve ever wanted to do.

During your time at University was there any focus on gender due to the traditional underrepresentation of women in the engineering industry?
There is certainly a consciousness that traditionally the construction industry is not an industry which has been a choice for many women in the past. However, a change was already occurring as I was going through my studies.

What would you say about women working on the project?
I have never worked with so many women before. I feel that women are extremely well represented at Westmead and I think we have fantastic support here for diversity in the workplace, especially in a traditionally male dominated industry sector. This is so important for a project like ours at Westmead because diversity in a team brings differing viewpoints and perceptions. If you have diverse backgrounds working together, different...
people will think of different possibilities and outcomes which may not have been realised or reached otherwise. So with diversity of personnel comes diverse outcomes.

What’s exciting you about the project management space?

The key focus of project management for me is about affecting positive change in society. If I can change someone’s day-to-day life by improving the infrastructure around them, then that really is the most rewarding aspect of my job.

Could you provide a specific example of this?

That’s an easy one. What we are doing here at Westmead is transforming the health landscape for Western Sydney. This project will be a huge transformation for the region and will have a major impact on the people who live and work in Western Sydney for years to come. One day I hope to be telling the grandkids about the role I played in building this new health city!

On International Women’s Day why do you think it’s important to reflect on the importance of our fellow women in the workplace?

I think it’s great to be able to reflect on the roles women play all around us at this time and to celebrate this. I know for me and I believe this is true for many others however that this is something we are conscious of everyday. It’s critical that we recognise and constantly support one another in the great work and impact that women continue to have in our industry.
Halina Nagiello is a Senior Health Service Planner at the Sydney Children’s Hospitals Network. She and the broader clinical planning and redesign team drive what our hospital buildings look like. Her primary role as part of the Westmead Redevelopment project team is to plan for the paediatric spaces in the new central acute services building.

Dropping out of an arts degree and moving onto nursing wasn’t part of Halina Nagiello’s life plan. But a career in nursing and surrounding herself with strong, educated, career-motivated women led her to her passion.

“Right from the time I started working in health, I identified women as potential mentors. Having a female mentor who you can observe in terms of leadership and support; someone who has faith in you, who can see something in your personality that is going to be a good fit for a piece of work or project, has been paramount in my career development,” said Halina.

Female mentors have long helped Halina get where she wanted to be. The nun in high school, who gently nudged her towards a nursing degree; the manager who pushed her towards a secondment as a charge nurse in the burns unit at Royal Adelaide Hospital; and the Chief Executive who sought her out for expert input when it came to clinical planning.

“As a woman, I have often felt I needed to work harder, try harder and justify my decisions more than my male counterparts,” said Halina.

It is the strong female leaders Halina has surrounded herself with who have helped her navigate her path and see great career success.

Halina’s colleagues are often amazed by her energy and how passionate she is about creating a facility that truly meets the needs of sick children and their families.

“Halina has a deep passion for what she does; she helps the rest of us better understand why we do what we do and how we can all make a difference, whether we are behind a computer or at the bedside,” one colleague said.

Halina the student has now become the teacher.

“The most important thing is to find your soul and passion,” she said.

“There are too many people in jobs these days that they don’t like. Look within yourself and see where your passion lies. When the universe send you opportunities, instead of thinking that you couldn’t possibly do it, trust yourself; positivity is paramount.”

A tremendous piece of advice.
It’s three years until the new hospital building opens. As part of the Westmead Redevelopment, staff and partners across the precinct are assessing models of care and new ways of working. Shalini Balram has been involved in an innovative program transforming aged care services at Westmead Hospital.

Two broken legs as a child, inspired Shalini to want to work at a hospital. Years later, as the acting physiotherapy team leader for geriatric medicine at Westmead Hospital, she is a young leader who is dedicated to life-long learning.

Shalini grew up in Fiji and graduated as a physiotherapist before moving to western Sydney with her partner and their then 18-month child. In 2007, with a young family, she started work at Westmead. Since then, she has worked within the field of geriatric medicine and management. Shalini’s passion for helping older patients has been integral her work in the Rapid Access to Care and Evaluation (RACE). RACE is a pilot program that aims to discharge older patients from the Emergency Department as soon as possible, so they can return home. RACE has created an interface between the acute care services at Westmead Hospital and in-home care service providers. It has improved patient care, resulting in faster and more tailored treatment and in-home support.

“Through RACE, I took the opportunity to address problems faced with regards to our ageing population. In doing so, I have been able to grow as a physiotherapist and into a leadership role.” - Shalini Balram

Shalini recently celebrated the pilot’s success at a presentation to over 100 staff and partners. In her presentation, she discussed the many changes that were instrumental to the success of RACE.

“I noted that RACE required Geriatric Medicine staff to adapt to a new behaviour, new culture and new practice. Any form of change is difficult. Collaboration and communication is essential for behaviour change to deliver patient-centred care.”

“There are many styles a leader can draw upon to encourage a change. A leader is a role model. It’s important to stay connected to your team through regular meetings, inclusive consultation and informal catch ups.”

The support of the executives in Geriatric Medicine has been valuable to Shalini. When asked about mentors, she noted three key people who have inspired her— Dr Ray Cabela, Head of the Department of Geriatric Medicine at Westmead Hospital; Jude Constable, Operations Manager of Critical Care and Medicine at Westmead Hospital; and Carole Deburn from the Clinical Excellence Commission. All three have provided ongoing guidance and advice.

“RACE is the project I undertook for the Clinical Leadership program (CLP) - a program run by the Clinical Excellence Commission (CEC). Regular meetings with all of my mentors, including Carole from the CEC, was important to me and for the program. With Carole, I discussed a range of aspects of the project including her feedback on my progress and reflection on my development as a leader.”

Shalini constantly strives to develop her leadership skills, while managing a team of 29 clinicians. She believes it’s important for women in healthcare to pursue leadership positions and to seek employers that encourage ongoing learning.

“I constantly get support from this organisation and within my department. I’m encouraged to develop and utilise my skills. This approach benefits employees, the patients and the department.”

Interested in the Clinical Leadership Program? Read more about the program for middle clinicians and managers, and senior clinicians, on the Clinical Excellence Commission (CEC) website.
The temporary linkway is nearing completion.

It will maintain the connection between Westmead Hospital and The Children’s Hospital at Westmead during construction of the central acute services building. The final touches are currently being added ahead of its opening next week.

When the new temporary linkway is ready for use, the doors on the existing linkway will simply be closed and locked, and the doors of the temporary linkway opened. There will be adequate signage in the surrounding area to direct all staff, patients and visitors of the new linkway.

If you have travelled through the existing linkway over the past six weeks you will have noticed the shipping containers that form the structure for the temporary linkway. Royal Wolf, the company who supplied the shipping containers along with Hansen Yuncken, the contractors working on the job, hosted a BBQ recently to celebrate the completion of construction. All the contractors provided a donation at the BBQ which was then donated to the Bandaged Bear Appeal for The Children’s Hospital at Westmead.

Bandaged Bear, the lovable mascot from The Children’s Hospital at Westmead visited the site to thank the contractors for their donation.

The Bandaged Bear Appeal runs from 1 March – 31 March. If you have a question about the linkway or would like to know more, contact the Westmead Redevelopment on 1800 990 296 or email us at: WSLHD-WestmeadProject@health.nsw.gov.au
March-ing to good health

A number of health and wellness initiatives are happening across the Westmead precinct to make Westmead a more enjoyable and healthy place for staff, patients, carers, students and visitors.

The *Rethink Your Drink* campaign was launched last week to Westmead Hospital staff via the intranet and a broadcast from general manager Andrew Newton. [Read more about the trial](#) and campaign.

The campaign calls for staff to think about their drink choices and replace all sugary drinks with healthier options, like water. A three-month trial cuts down on sugary drinks from Westmead Hospital’s vending machines and food outlets. Western Sydney is experiencing an obesity crisis, so this is an important and timely health campaign.

This campaign also complements the recent introduction of the [Fitness Passport](#) for Western Sydney Local Health District staff. Members receive discounted multi-site access to a number of gyms, pools and other fitness suppliers. The program has been available to The Sydney Children’s Hospitals Network staff for the past year and has proven popular.

To support good health initiatives this March, Westmead Redevelopment is running a selfie competition and is offering 10 drink bottles as prizes to the best entries. The competition is open to all staff and students working or studying at any sites across the Western Sydney Local Health District and The Sydney Children’s Hospitals Network.

**Snap and share to win**

To enter, snap a selfie of you ‘re-thinking’ your drink options. Not good at selfies? Get someone to take a picture of you. Post it to Facebook, Instagram or Twitter and we’ll look out for your entry. The more creative the better! Include the hashtag #rethinkyourdrinkwestmead so we can find you!

Entries close Thursday 9 March at midnight.

Winners will be selected and notified on Friday 10 March.

If you are selected as a winner, a member of the media teams at either Western Sydney Local Health District or The Children’s Hospital at Westmead will contact you via their channels and will give you instructions on how to claim your prize.
The Parramatta Light Rail team will be visiting Westmead this week and next week to speak to staff, patients and visitors about the newly announced light rail route which includes a link from Parramatta to Westmead.

To find out more about the light rail coming to Westmead, check out the link below:

Where: Westmead Hospital and The Children’s Hospital at Westmead

When:
- Westmead Hospital (front entrance), Wednesday, 8 March—10:30-2:30
- The Children’s Hospital at Westmead (front entrance), Tuesday, 14 March—10:30-2:30
Lots Of Trucks Are Coming

With the completion of the temporary linkway this month, there will be an increase in heavy construction traffic across the precinct. Trucks will be carting material away as we demolish the buildings in the middle of the precinct to make way for the new acute services building. This will mean an increase in delays for staff driving through the middle of the precinct. Please follow all directional signage and obey the instruction of traffic controllers on site. If you have any questions or would like more information contact the redevelopment team on 1800 990 296 or email us at: WSLHD-WestmeadProject@health.nsw.gov.au
Works This Week

Areas under construction

Car parks currently available* for Westmead Hospital staff
Areas under construction

Car parks currently available* for Westmead Hospital staff

Changes to car park P6 access are now in place. Please follow traffic lights and signage and follow the instruction of traffic control.

Increased pedestrian traffic in this location. Please exercise caution.

Car park infrastructure upgrades. Construction workers will be in car parks installing cabling equipment.

The new temporary linkway will open 14 March.

*Major changes to parking will continue throughout 2017. We will provide information about future changes in the weekly Westmead Redevelopment project update.