



ST VINCENT'S  
HEALTH NETWORK  
SYDNEY



YOUTH ADVISORY BOARD  
INSPIRING THE NEXT GENERATION

# YAB IMPACT

# REPORT

# 2022-2023

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# OUR STORY SO FAR

## OUR MISSION

A Youth Advisory Board is a group of non-executive employees that work with senior executives on strategic initiatives. Its purpose is to leverage the insights of younger employees and to diversify the perspectives executives are exposed to.

Millennials, the generation born between the early 1980's and early 2000's, currently occupy 34 per cent of the Australian workforce, and are predicted to comprise almost three quarters of the Australian workforce by 2025. As this generation grows in both its workforce participation and consumer significance, it is critical that all organisations reflect this generation in their broader board diversity.

The concept of a Youth Advisory Board is nothing new for companies, however it has gained more traction in recent years as companies grapple with two major challenges. The first is having disengaged younger workers and secondly, a weak response to changing market conditions. The Youth Advisory Board supports a 'bottom-up' approach to management, where 'the youths are thought to be able to teach the older staff members a thing or two'.

## OUR PURPOSE

To facilitate consultation between various youth representatives across SVHN, to generate and report on innovative, practical solutions to address important topics, key challenges, or problems facing St Vincent's Health Network.

The Youth Advisory Board will provide unique insights, advice and recommendations to Senior Leadership and Network Executive to deliver positive change across the organisation.

# 61%

OF SVHNS IS MADE UP OF  
**GEN Y OR GEN Z**  
THE MAJORITY OF OUR WORKFORCE  
**ARE YOUTHS**

# OUR 2023/24 YAB MEMBERS



Caitlan Redfearn  
Chair FY24

Health Graduate Trainee | Registered Nurse



Evangelene Morris  
Chair FY23

Health Graduate Trainee | Physiotherapist



Amy Barzen  
Leadership and Development Lead  
Coordinator

Nurse Unit Manager | Medical Stream



Elizabeth Roberts  
Leadership and Development Lead  
Chair FY22 + Coordinator

Acting Nurse Manager Clinical Practice & Innovation



Anya Gunewardhane

Acting Clinical Products Nurse Manager, Clinical  
Practice & Innovation | Registered Nurse



Esther Seok  
Chair FY23  
Coordinator

Business Analyst | Informatics & Analytics



Hannah Smith  
Coordinator

Physiotherapist | Chronic & Complex Operations



Holly Hedge

Registered Nurse | Emergency Department



Kat Fry  
Events Lead

SVHNS Education Officer Graduate | Peer Workforce



Lily Baccon

Clinical Psychologist | Gambling Treatment Service



Lisa Raven  
Coordinator

Staff Specialist | Endocrinologist



Sabina Thomas  
Coordinator

Safety & Quality Coordinator | Patient Safety &  
Quality



Sarah Ramboo

Communication Officer | 'This Way Up'



Shane Kim  
Media and Communications Lead  
Coordinator

Aboriginal & Torres Strait Islander Programs &  
Recruitment Business Partner



Valeriya Maksimova

Registered Nurse | Gorman Unit



Vimbainashe Jakopo

Pharmacist | Parklea Correctional Centre SVCH

# MOMENTS THAT MADE US

The years 2020-2023 were marked by a series of impactful moments that left a lasting impression on us. The COVID-19 pandemic continued to shape the world, and its profound impact on the workforce was evident. Healthcare professionals faced unprecedented challenges, battling burnout and exhaustion on the front lines. The Youth Advisory Board persevered in their efforts to effect positive change and drive the evolution of our healthcare network towards a brighter future.

- A mentoring program was introduced, proving to be a resounding success. The program provided much-needed support and guidance to the network's clinical and non-clinical staff, fostering transgenerational leadership and empowering future leaders to navigate a rapidly changing landscape.
- The board is also actively engaging in meaningful conversations about environmental sustainability. The organisation recognised its responsibility in contributing to a greener future and sought to implement eco-friendly practices and initiatives.
- Additionally, the network embarked on a journey of growth by engaging in conversations with St Vincent's Health Network Australia about its evolving strategy and the formulation of innovative plans to adapt to the dynamic healthcare environment.

These moments of collaboration and dialogue enabled the network to strengthen its position and adapt proactively to the challenges and opportunities that lay ahead in 2023-2024.



# WHAT'S YOUR GENERATIONAL WORKFORCE

What do young people value the most?

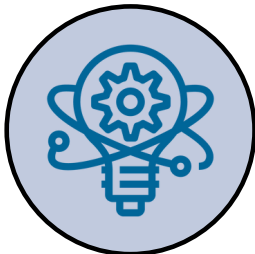


## ENVIRONMENTAL ACTION AND SUSTAINABILITY

**64%** Desire that the work they do has a positive impact on the world

## WORKPLACE CULTURE AND WELLBEING

**75%**



## INNOVATION AND TECHNOLOGY

**80%**

## EQUITY, DIVERSITY, INCLUSION, JUSTICE AND BELONGING

Desire social equity within the workforce **85%**



## SOCIAL RESPONSIBILITY, MISSION AND PURPOSE

**72%** Desire to have purpose and meaning in their work

**61%**

of our workforce are Gen Y (millennials) or Gen Z

**44%**

SVHNS has a younger workforce than the average 34%

**65%**

of children entering primary school today will end up in a job that does not exist yet.



# OUR FY2024 GOALS

SVHNA is currently undergoing significant transformations, reflecting the ever-evolving nature of the healthcare system. As the landscape continues to shift, the importance of embracing change and innovation becomes paramount. In this dynamic environment, the voice of the youth gains newfound significance. They are the future workforce, who will be at the forefront of implementing and sustaining these changes in the years to come. Now more than ever, it is essential to actively engage and empower the youth, ensuring their perspectives are heard and valued in shaping the organisation's future.

## 1

### **Create a Network Wide Youth Advisory Board**

One of the goals for FY2024 is to expand the Youth Advisory Board beyond St. Vincent's Sydney, incorporating the voices of youths from the entire organisation. This expansion seeks to embrace a more diverse and inclusive representation, ensuring that the perspectives and insights of young individuals across the organisation to promote engagement and social networks across all youth staff through events and programs.

## 3

### **Complete the SVHNS Pilot Mentoring Program**

The completion of the mentor program stands as a key goal for 2023, with the aim of its successful adaptation and integration into the network's ongoing initiatives. The program's achievements and impact have paved the way for its continuity, fostering a culture of mentorship and professional development within the organisation.

## 2

### **Advise in creating and executing the SVHNS Environmental Sustainability Plan**

The total the Australian health system is estimated to contribute to around 7% of Australia's national carbon emission footprint. A major goal of the board is to continue communications and collaborations with the Environmental Sustainability Group in creating and executing SVHNS Environmental Sustainability Plan towards achieving net zero.

## 4

### **Assist in the digital engagement and innovation within our organisation**

Approximately 71% of millennials express a desire to book appointments using a mobile application, access their medical records online, or receive automated appointment reminders. Furthermore, around 60% of millennials indicate an interest in virtual doctor's visits and would opt for telehealth consultations over in-person ones if provided the choice. Moreover, more than two-thirds of millennials prefer post-care follow-ups through email, text messages, or even through chatbots like Alexa, who have recently become HIPAA compliant.



# ACKNOWLEDGEMENTS



YOUTH ADVISORY BOARD  
INSPIRING THE NEXT GENERATION

We would like to express our gratitude and appreciation for the contributions of all our presenters and individuals who have devoted their time to teach and present to the Youth Advisory Board. Your dedication and efforts have been incredibly valuable, and we sincerely thank you for your ongoing support. We would like to particularly thank the continued support of:

- SVHNS Chief Executive Officer  
**Anna McFadgen**
- SVHA Chief Executive Officer  
**Chris Blake**

IF YOU WOULD LIKE TO CONTACT THE YAB PLEASE  
EMAIL

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**WE THANK YOU**  
**FOR YOUR CONTINUED SUPPORT IN**  
**THE YOUTH ADVISORY BOARD**