

SALHN Workforce Wellbeing Grant Round

Applicant Grants Pack

Open to all roles, all areas, and all voices working on a SALHN site.



August 2026

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SALHN Workforce Wellbeing Grant Round Applicant Grants Pack 2026-27

Supporting Exceptional Care Through Staff Wellbeing

1. Program Overview

About the Program

The SALHN Workforce Wellbeing Grant Round provides grants of \$500 to \$10,000 to support staff-led initiatives that improve the physical, mental, emotional, cultural, or social wellbeing of employees working within or on behalf of SALHN.

This initiative is a collaboration between SALHN and Flinders Foundation and aligns with:

- The SALHN Strategic Plan
- The SALHN Workforce Wellbeing Plan
- Flinders Foundation Theory of Change

Key Wellbeing Pillars

All projects must align to one or more of the following pillars:

- **Designing Work for Life**
- **Being Well – Body and Mind**
- **Respect and Care – For Ourselves and Each Other**

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2. Key Dates and Timeline

Milestone	Date
Applications Open	10 Aug 2026
Applications Close	6 September 2026 (5:00pm)
Grants Announced	October 2026 at SALHN Symposium
6-Month Check-In	Apr 2027
Final Acquittal Report Due (or within one month of project completion, whichever is the earliest)	Oct 2027

3. Eligibility

To apply, you must:

- ✓ Be employed by SALHN or working on SALHN premises (incl. seconded university staff under their SALHN responsibilities).
- ✓ Propose an initiative that will benefit the wellbeing of SALHN staff.
- ✓ Link your project to at least one wellbeing pillar.
- ✓ Be available to participate in grant communications and reporting.

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4. What You Can Apply For

Projects can be one-off or ongoing and may include:

- On-site or team-based wellbeing initiatives that promote meaningful connection, collaboration, or psychological wellbeing.
- Creative initiatives that support rest, recovery, resilience, or social connection.
- On-site mental health, mindfulness, or resilience workshops and sessions.
- Equipment or environmental improvements that enhance workplace wellbeing.
- Initiatives designed by or for underrepresented, regional, rural, or remote teams.

Activities that include a team-building component should demonstrate a clear wellbeing purpose and explain how they will create meaningful benefits for participants beyond a one-off social event.

✗ You cannot apply for:

- Core business expenses (e.g. staff salaries).
- Clinical education or training unrelated to wellbeing.
- Previously funded or retrospective activities.
- Activities that are primarily social, recreational, or hospitality-focused without a clear wellbeing objective (e.g. team dinners, drinks, or entertainment-only outings).

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5. Assessment Criteria

Your application will be reviewed against the following:

Assessment Domain	What We're Looking For
1. Alignment & Impact	Clear link to wellbeing pillars, real staff need, meaningful outcomes
2. Feasibility & Capacity	Achievable plan, sound budget, team skills and resources
3. Sustainability	Potential for longer-term impact or integration into operations
4. Evaluation & Reporting	Plan to measure success, collect feedback, and meet reporting deadlines
5. Equity & Inclusion	Ensures diverse access across shifts, roles, and locations

6. Assessment Panel

Panel	Purpose
Expert Panel	Reviews all applications using outlined assessment criteria and shortlists for panel
Selection Panel	Reviews shortlist, applies equity/feasibility lens, recommends
Ratification	Final approval and tied funding exploration

*Selection panel does not see rubric scores but can request clarification.

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Expert Shortlisting Panel

Scope:

- This panel will assess the quality of each application, including project suitability and alignment with the application guidelines.
- The Wellbeing team will conduct an expert review of applications to produce a shortlist.

Selection Panel

Scope:

- The selection panel will assess the shortlist based on equity, project viability, and overall funding availability and make recommendations.

7. How to Apply

Step 1: Review this pack

Ensure your project aligns with the goals and criteria outlined.

Step 2: Complete your EOI

Complete the online Expression of Interest form and attach endorsement and quotes on the Flinders Foundation website. Projects without appropriate approval will not be considered for funding.

Step 3: Submit your application



Deadline: 6 September 2026, 5:00pm

8. Support Available

We're here to help!

If you need assistance, including accessibility support or help with your application, contact:

Flinders Foundation, email grants@flindersfoundation.org.au

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For quotes and help with list of available suppliers, contact your business team:

Allied Health: brad.pearce@sa.gov.au

SAPOM: mary-ann.coppen@sa.gov.au or sharaia.murphy@sa.gov.au

Medicine: melissa.zimmermann@sa.gov.au

Corporate: seth.pettman@sa.gov.au or bec.neave@sa.gov.au

W&C: louise.blowes@sa.gov.au

Mental Health: kelly.smart@sa.gov.au

Rehab: john.bonnici@sa.gov.au

9. If You're Successful

You'll be:

- Assigned a Relationship Manager from Flinders Foundation
- Asked to participate in a 6-month check-in and a 12-month acquittal (or within one month of project completion)
- Invited to share impact stories for donors and staff audiences
- Expected to acknowledge Flinders Foundation and SALHN in communications

10. If You're Unsuccessful

You'll receive:

- An invitation to join the Flinders Foundation's pipeline of priority projects to be considered for future funding if your project is endorsed by the panel
- Support to resubmit or revise your project for the next round

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11. Communications and Recognition

Grants will be announced publicly during the SALHN Symposium and promoted jointly by Flinders Foundation and SALHN. You may be asked to:

- Participate in a media opportunity, newsletter, or video story
- Attend a celebration event with donors and staff

12. Contact Us

Contact

Flinders Foundation

Email: grants@flindersfoundation.org.au

Workforce Wellbeing Grant Endorsement

Project Title:	
Organisation Name:	
Division:	
Contact Name:	
Contact Position:	
Contact Email:	
Contact Phone:	
Signature:	
Date:	

Endorsed by Manager / Head of Unit /
Nursing Director:

Signature

Name (print)

Position title

Date

Endorsed by Clinical Director / Co-Director:

Signature

Name (print)

Position title

Date

SALHN STRATEGIC PLAN 2023-2027

Excellence in healthcare and research

VISION

Striving for exceptional care



PURPOSE

Working together to improve health and wellbeing for the communities we serve



VALUES

EMPATHY

Compassion, communication and connection is central to how we care

TRUST

We do what we say, and deliver on our commitments

INCLUSION

We are part of the communities we serve and we work with others to do our best





PRIORITIES

Deliver equitable services

We strive to **understand the unique needs of diverse communities** to provide the equitable and accessible care they value. We work with **Aboriginal and Torres Strait Islander communities** to Close the Gap. We aim to provide services **free from discrimination** to all, including Culturally and Linguistically Diverse, Disability and LGBTQI+ communities.

Provide quality care

We are committed to the delivery of **safe, appropriate, accessible care**, from the **first 1000 days to the last 1000 days**, across our services. We continually improve practice to provide **acceptable, efficient and effective** services to achieve **person and family-centred care**.

Drive innovation and research

We are at the forefront of discovering new ways to deliver better care through **critical enquiry** and **research** informed by **lived experience**. New knowledge and innovation informs the **continued improvement**, development and transformation of services.

Look after the workforce

We are committed to providing a workplace where people **grow, excel and exceed** their career aspirations, by embedding a **culture of collaboration, supportive leadership** and continuous learning. We support the **health, wellbeing and safety** of the diverse workforce, **empowering them to care** for each other and the communities we serve.

Inspire through education and learning

We inspire through teaching and education to build an **agile learning organisation** for all to continuously improve the way we deliver care. We continue to support **partnerships with tertiary institutions** to empower the future workforce. We seek opportunities to **promote health literacy** in the community.

Grow cooperative partnerships

We are growing our partnership capability. We are **connecting care by strengthening existing relationships** and forging new partnerships to extend the reach of services and increase **our collective impact** in the community.



ENABLERS

TECHNOLOGY

People-centred technology that is driven by user experience

INFRASTRUCTURE

Infrastructure for today and the future

SUSTAINABILITY

Workforce, environmental and financial sustainability

Our Theory of Change

At Flinders Foundation, we begin with a simple but powerful belief: everyone deserves exceptional healthcare, without exception.

Flinders Foundation supports a thriving health and medical research precinct anchored by Flinders Medical Centre and Flinders University. From Southern Adelaide to the mid corridor of South Australia and into the Northern Territory, this network delivers vital care, education, and research that reaches some of the most geographically and socially diverse communities in the country.

But this region is also under pressure, which can limit the care patients receive and slow the translation of life-changing research into real-world impact.

We exist to be part of changing that.

We bring people together, donors, partners, fundraisers, researchers, clinicians, and communities near and far, to bridge the critical gaps that hold our healthcare system back.

Together, we can create the conditions for a healthier and more resilient future where no one is left behind, where care reaches every person, and where every discovery has the chance to change and save lives.

Our Approach

Our approach is both strategic and human-centred. We focus our investment on six interconnected pillars:

Expanding Access and Equity

We fund infrastructure, technology, and programs that reduce barriers and close the gap in access to care, ensuring that no matter who you are or where you live, your health matters.

Advancing Research and Innovation

Through seed funding and precinct partnerships, we accelerate the journey from scientific discovery to real-world application—fuelling breakthroughs that improve lives near and far.

Enhancing Patient Care and Experience

We invest in environments, services, and wellbeing programs that elevate the patient journey, supporting recovery, dignity, and whole-person health.

Empowering the Healthcare Workforce

We back the people behind the care through grants that support wellbeing, development, and retention of healthcare professionals to support a resilient and motivated workforce.

Investing in Emerging Researchers

We nurture the next generation of innovators, offering scholarships and fellowships that build capacity and leadership for the future of healthcare.

Strengthening Community and Partnerships

We foster multi-year relationships and collaborative funding efforts to build sustainable, system-level change, helping to transform healthcare from the inside out by investing in innovation and patient centred support.

Our ultimate goal? A world-class, patient-centred health system where no one is left behind and every discovery has the chance to save and change lives.

Our partners make our support possible

Flinders Foundation exists to support exceptional healthcare and groundbreaking research, and we couldn't do it without our community. That includes you.

If you've seen first-hand the difference that giving makes through grants, equipment, or research funding, and you would like to get involved we encourage you to reach out to our Foundation team.

To find out more or to explore how you can help, pop into our Foundation office, visit flindersfoundation.org.au or email our team at partnerships@flindersfoundation.org.au.

Together, we can ensure exceptional care for our community, without exceptions.

Thank you

