



Exceptional Care Fund

Workforce Wellbeing
Grant Round

Grant Information Pack

August 2025

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

Supporting



Health
Southern Adelaide
Local Health Network

Flinders Foundation Workforce Wellbeing Grants Round Applicant Grants Pack 2025–26

Supporting Exceptional Care Through Wellbeing initiatives

1. Program Overview

About the Program

The Flinders Foundation Workforce Wellbeing Grants Program provides grants of \$500 to \$5,000 to support staff and volunteer-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**

2. Key Dates and Timeline

Milestone

Milestone	Date
Applications Open	4 Aug 2025
Applications Close	1 September 2025 (5:00pm)
Grants Announced	1 October 2025 at SALHN Wellbeing Symposium
6-Month Check-In	1 Apr 2026
Final Acquittal Report Due (or within one month of project completion, whichever is the earliest)	1 Oct 2026

3. Eligibility

To apply, you must:

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

4. What You Can Apply For

Projects can be one-off or ongoing (if you have a plan for making them sustainable beyond the grant) and may include:

- Team-based wellbeing activities
- Creative initiatives to support rest, recovery, or connection
- Mental health and mindfulness sessions
- Equipment or environmental improvements that support wellbeing
- Initiatives designed by or for underrepresented or remote teams

✗ You cannot apply for:

- Core business expenses (e.g., staff salaries)
- Clinical education or training unrelated to wellbeing
- Previously funded or retrospective activities

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.”

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

Fill out the online Expression of Interest form and attach endorsement and quotes on either the SALHN intranet or Flinders Foundation website.

Step 3: Submit your application

 **Deadline: 1 September 2025, 5:00pm**

8. Support Available

If you need assistance, including accessibility support, contact:

Melinda Hill, Wellbeing Team Administration Support email

Melinda.hill@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
- Acknowledging support from Flinders Foundation and SALHN in communications.

10. If You're Unsuccessful

You'll receive:

- A notification with consolidated feedback
- An invitation to be listed in the Flinders Foundation "unmet needs pipeline" for future funding sourced on your behalf.
- Support to resubmit or revise your project for future grant rounds.

11. Communications and Recognition

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

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

12. Contact Us

Contact

Application and Accessibility Support

Melinda Hill, Wellbeing Team Administration Support

Email: Melinda.hill@sa.gov.au

Flinders Foundation Questions

Megan Lapere, Head of Operations and Performance

Email: grants@flindersfoundation.org.au

Flinders Foundation

Workforce Wellbeing Grant Endorsement

Project Information:

Project Title:	
Organisation Name:	
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:

Signature

Name (print)

Position title

Date

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

