

MEDIA RELEASE

Melbourne, 18 August 2026

Mercy Health names experienced health sector leader as Chief People Officer

Mercy Health has appointed experienced health sector leader, Ellen Flint, as its new Chief People Officer, effective 14 September 2026.

Ellen brings more than 25 years of People and Culture leadership across health, aged care and not-for-profit organisations. She joins Mercy Health from a seven-year tenure as Chief People & Communications Officer at the Royal Melbourne Hospital, where she led a 120-person team spanning People, Culture, OH&S, Security and Communications, and reported directly to the CEO. During that time she led the hospital's cultural transformation and 'speak up' initiative, its workforce emergency response to the pandemic, and delivered sustained improvements in staff engagement, safety and retention.

Prior to the Royal Melbourne Hospital, Ellen spent a decade as General Manager, People, Development & Diversity at Benetas, leading a cultural turnaround and process improvement program, and helping the organisation achieve WGEA Employer of Choice recognition for 11 consecutive years.

Ellen's background also includes significant industrial relations expertise, having represented parties before the Fair Work Commission and Federal Court and she has led negotiation of multiple enterprise agreements. She currently serves as a Non-Executive Director and Chair of the People, Culture & Remuneration Committee at Orygen Youth Mental Health, and has most recently held the role of part-time People & Culture Director at Westjustice.

Ellen succeeds Mary-Anne Gallagher, who led Mercy Health's People, Learning and Culture function since 2022. Under her leadership, Mercy Health delivered its inaugural People Strategy and a suite of initiatives that helped Mercy Health rank among the nation's most attractive employers. Mercy Health sincerely thanks Mary-Anne for her contribution and wishes her well in her future endeavours.

Commenting on the appointment, Group CEO Angela Nolan said: "Ellen's appointment reflects our commitment to bringing the very best leaders to Mercy Health. Her career has been built in organisations that share our belief in mission-driven, values-based care, and she brings a proven track record of leading cultural and process improvement, and building high-performing teams at scale. Her appointment supports our strategic commitment to investing in our workforce and culture, and we're thrilled to have her join our Executive team."

Ellen said: "I've spent my career working for organisations driven by a vision to provide trusted, values-based services to the community. Mercy Health's mission and its people are exactly why I wanted this role, and I'm looking forward to partnering with the Executive and Leadership team to support the Mercy Health Strategic Framework and People Strategy."

Ellen holds a Masters of Labour Law and Relations from the University of Sydney, has completed an Executive Program in Disruptive Innovation at Harvard Business School and holds a post graduate certificate in Change Management from the Australian Graduate School of Management. She is a graduate of the Australian Institute of Company Directors' Company Directors Course.

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