

Communique of meeting of 4 September 2019

The third meeting of the Cultural Review Oversight Group (the Oversight Group) was held on 4 September 2019.

The meeting was Chaired by Rachel Stephen-Smith MLA, Minister for Health.

Significant items discussed by the Oversight Group today included:

ACT Public Health System Culture Framework

The meeting was briefed on the development of a Culture Change Framework to support and inform the initiatives to improve the workplace culture in the ACT public health system by representatives from the Research School of Management, Australian National University (ANU). Through an evidence-based approach, the partnership with the ANU will achieve a systematic and coordinated methodology encompassing the people aspect of the business. This will underpin the ACT public health system's approach to delivering sustainable and measurable cultural change over the medium to longer term.

Culture Review Implementation Communications Strategy

The meeting noted the draft Culture Review Implementation Communications Strategy. It was confirmed that the three phases of the Communications Strategy, leading up to mid-2022, would evolve according to feedback from target audiences and stakeholders. Once finalised the Strategy would be publicly released, with updates also being publicly available.

Implementation of Recommendations

An update of progress in the implementation of Review recommendations was provided. It was noted that since the last meeting, recruitment to the Culture Review Implementation Branch had been finalised, with a Project Manager recruited and on board. Project planning documentation has been developed to support the mapping and reporting of progress made in addressing the recommendations.

It was noted that there are a range of important projects being undertaken across the ACT Health Directorate, Calvary Hospital and Canberra Health Services to embed a positive workplace culture. Ms Bernadette McDonald, Chief Executive Officer, Canberra Health Services, provided a comprehensive briefing on the significant work underway. Ms McDonald outlined a range of initiatives, including extensive collaboration with specific work areas to improve and attain a positive culture.

There was agreement that in the next meeting the other arms of the ACT public health system will present on the significant work underway.

The meeting noted that Recommendation 17 (Public Commitment) and Recommendation 18 (Commissioning of the Culture Review Oversight Group) had largely been finalised, with all other implementation plans on track.

Stakeholder Engagement – Colleges

It was agreed that a separate forum would be established by the Chief Medical Officer (CMO) to schedule, coordinate and manage a program of regular meetings, to ensure effective communication with the colleges and other relevant stakeholders to proactively provide advice and feedback to the Oversight Group.

Terms of Reference will be confirmed and managed by the CMO and endorsed at the next Oversight Group meeting in November.

Oversight Group Members Signing Public Commitment

It was agreed at its meeting on 11 June 2019 that all Oversight Group members would make a public commitment supporting the drive for positive culture change. This pledge was signed at the meeting and will be released publicly. It aligns with the 16 May 2019 Public Commitment by the former Minister for Health and Wellbeing, the Minister for Mental Health and the three leaders of the public health system to implement the Review recommendations.

Meeting schedule

The Culture Review Oversight Group will now meet bi-monthly, with the next meeting scheduled for 19 November 2019, 3:15pm – 5:15pm.

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