

Communique of meeting on 19 November 2019

The fourth meeting of the Cultural Review Oversight Group (the Oversight Group) was held on Tuesday, 19 November 2019.

The meeting was Chaired by Rachel Stephen-Smith MLA, Minister for Health, with Mr Shane Rattenbury MLA, Minister for Mental Health present as the Deputy Chair.

Stakeholders represented at the Oversight Group meeting included: ACT Health Directorate (ACTHD); Canberra Health Services (CHS); Calvary Public Hospital Bruce (Calvary); Community and Public Sector Union; Australian Nursing and Midwifery Federation; Australian Medical Association; Health Care Consumers Association; Australian Salaried Medical Officers' Federation; Visiting Medical Officers Association, ACT; College of Health and Medicine, Australian National University; and the University of Canberra.

Significant items discussed by the Oversight Group included:

ACT Public Health System Culture Change Framework

The Oversight Group had a further presentation from the research team from the Australian National University Research School of Management to update the committee on the progress made in gathering data to inform the development of a Culture Change Framework for the ACT public health system. The Culture Change Framework, to be delivered in the first quarter of 2020, will be an evidence-based model to inform a positive workplace culture in the ACT public health system. The framework is being researched, developed and evaluated within the ACT, and applied to our own processes to evolve a positive culture.

The ANU team shared their initial observations drawn from information gathered to date from targeted interviews with staff and key stakeholders from across the ACT public health system.

Culture Review Implementation Communications and Engagement Strategy

The updated Communications and Engagement Strategy was tabled.

It was noted that the Communications and Engagement Strategy was discussed at the ACT Whole of Government Communications and Engagement Peer Advice Panel on 15 October 2019. Feedback from the Panel was positive, noting that the Strategy was necessarily focussed internally however, it included an external focus to ensure continued community confidence in the health system.

Implementation of Recommendations

An update of the progress in implementing the recommendations from the Review was provided.

It was noted that there are a range of important projects being undertaken across the ACTHD, Calvary and CHS to embed a positive workplace culture. Ms Barb Reid, Regional Chief Executive Officer, Calvary ACT and Mr Michael De'Ath, Director-General ACT Health Directorate, provided a comprehensive briefing on the significant work in progress to improve and evolve a positive workplace culture in the organisations that they lead.

Stakeholder Engagement – Colleges

An update was provided on the establishment of the ACT Health Clinical Advisory Committee (Professional Colleges). This new forum provides members from the professional colleges with an opportunity to consider workforce culture and other systemic and institutional issues from their unique perspective. The new Committee will provide advice to the Oversight Group for consideration. Engagement with allied health professions will be undertaken through a separate forum to better facilitate the broader range and larger number of profession-specific groups in this workforce. The meeting noted the benefits in establishing a sub-group to further discuss matters concerning the trainee and Junior Medical Officers cohort. The sub-group will be meeting soon and will provide feedback to the Advisory Committee.

The first meeting of the ACT Health Clinical Advisory Committee (Professional Colleges) was held on 5 November 2019.

Non-Government Organisation Engagement

ACTHD has established an NGO Leadership Group. Membership includes representation from CHS, ACTHD and NGO peak organisations. The inaugural meeting of the NGO Leadership Group took place on 23 October 2019 and meetings will initially be held monthly. This acknowledges the essential and significant role that NGOs play in our health system, and the need to effectively engage in policy development and health service planning. This serves as a significant first step in rebuilding relationships between the ACT public health system and NGOs and supports recommendation six of the Review reinforcing regular engagement with NGOs.

Annual Review

The Oversight Group approved the Terms of Reference for an annual review to be conducted in the first quarter of 2020 to review the progress and early impact of implementing the 20 recommendations from the *Final Report: Independent Review into the Workplace Culture within ACT Public Health Services* (the Review). The annual review was recommended by the Independent Review and the Oversight Group has committed to conducting an annual review for the next three years. It is acknowledged that the annual review is an important learning and accountability initiative. Recommendations from the annual review will inform the next phase of work across the ACT public health system to foster a positive workplace culture and ensure that the commitment to implement the 20 recommendations is being fulfilled.

Meeting schedule

The Culture Review Oversight Group meets bi-monthly, and its next meeting is scheduled for 21 January 2020, 10:00 am – 12: 00pm.

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