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**Culture Review Oversight Group**

**DRAFT Communique of meeting on 27 February 2020**

The fifth meeting of the Cultural Review Oversight Group (the Oversight Group) was held on Thursday, 27 February 2020.

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

Significant items discussed by the Oversight Group included:

**Staff Surveys**

Ms Parle from Best Practice Australia presented to the Oversight Group and provided background on the surveys conducted in ACT Health, noting that the previous survey was conducted in 2015. Ms Parle also explained survey design principles and BPA’s survey methodology. Ms Parle advised that 2019 survey results for the ACT Health Directorate and Canberra Health Services showed that both organisations were in a culture of ‘Consolidation’. Ms Parle noted that organisational and cultural change takes time to achieve sustainable results.

**ACT Public Health System Workplace 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 developing the Workplace Change Framework for the ACT public health system. A Workplace Change Framework encompasses a program of evidence-based interventions and their measurable outcomes that will address a number of recommendations from the *Final Report: Independent Review into the Workplace Culture within ACT Public Health Services* (the Review).

The ANU team shared their observations drawn from information gathered to date from targeted interviews with staff and key stakeholders from across the ACT public health system and analysis of workforce data. The team outlined the key findings and how these will be reflected in the Workplace Change Framework.

**Implementation of Recommendations**

ACT Health Directorate, Calvary Public Hospital Bruce and Canberra Health Services provided an update of the progress in implementing the recommendations from the Review.

Ms Bernadette McDonald, Chief Executive Officer, Canberra Health Services, provided a comprehensive briefing on the significant work in progress to improve and evolve a positive workplace culture in the organisation.

**ACT Health Clinical Advisory Committee**

The first meeting of the ACT Health Clinical Advisory Committee (Professional Colleges) was held on 5 November 2019 and the second meeting was held on 11 February 2020. ACT Health provided an update from both meetings.

**Memorandum of Understanding – ACT and NSW Health Services**

The Oversight Group were provided with an update of the initiatives and governance forums that have been established to progress this recommendation. Minister Stephen-Smith highlighted the positive dialogue between herself and the NSW Health Minister and the willingness to work together to strengthen the operational delivery of cross-border arrangements between ACT Health and NSW, including the operational relationship between Canberra Health Services and the Southern NSW Local Hospital District in addition to how we might capitalise on work that NSW is doing as a large jurisdiction for the benefit of ACT.

There was also brief discussion on the *Memorandum of Understanding for Regional Collaboration*, which is expected to be signed by the ACT Chief Minister and the New South Wales Premier in mid-2020, and is expected to include:

* a new cross-border partnership agreement;
* options to better integrate the ACT Government and NSW Government across multiple domains that impact health, with a focus on improved patient outcomes and flows; and
* a strengthen the governance arrangements between ACT Health and NSW Health.

**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 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. Mr Mick Reid has agreed to conduct the annual review will commence in March 2020.

**Meeting schedule**

The Culture Review Oversight Group meets bi-monthly, and its next meeting is scheduled for 5 May 2020, 9:00 am – 12: 00 noon.

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