



# Culture Review Implementation

our journey of positive change



## Culture Review Oversight Group Communique of meeting on 5 May 2020

The sixth meeting of the Cultural Review Oversight Group (the Oversight Group) was held on Tuesday, 5 May 2020.

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

Significant items discussed by the Oversight Group today included:

### Annual Review

Mr Mick Reid from Michael Reid and Associates was contracted to undertake the Inaugural Annual Review of the Culture Review Implementation to report on 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). Mr Reid met with a range of key stakeholders in March and April of 2020 including the Minister for Health, Minister for Mental Health, members of the Oversight Group and Culture Review Implementation Steering Group to gain insights to inform the Annual Review.

Mr Mick Reid provided a verbal presentation of his initial findings and recommendations for discussion. The Annual Review Report will be finalised and provided to the Minister for Health, as Chair of the Oversight Group as soon as possible.

### ACT public health system Workplace Change Framework

A presentation was provided to the Oversight Group by Ms Jodie Junk-Gibson on the translation and application of the Workplace Change Framework that has been developed through a partnership between ACT Health and a research team from the Australian National University, Research School of Management (ANU-RSM).

The ANU-RSM has completed the draft Interim Report, *ACT Public Health System: Investing in Our People: A System-Wide, Evidence-Based Approach to Workplace Change* (Interim Report). This report presented findings from the exploratory research from in-depth interviews, workshops and an online questionnaire of stakeholders from across the health system, alongside findings from a number of Rapid Evidence Assessments. The Interim Report also included a draft *ACT public health system: Evidence-Based Workplace Change Framework* and the *ACT public health system: Evidence-Based Workplace Skills Development Model*.

Discussions are underway with the Human Resource teams of the three organisations across the ACT public health system to finalise the Interim Report and progress implementation.

### 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 Barb Reid, Regional Chief Executive Officer, Calvary ACT provided a comprehensive briefing on the significant work in progress to improve and evolve a positive workplace culture in the organisation.



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## Meeting schedule

The Oversight Group meets bi-monthly and its next meeting is scheduled for 22 June 2020.

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