



Culture Review Implementation Second Independent Annual Review

The ACT public health system is two years into its three-year Culture Review Implementation. The Second Annual Review provides an external and independent assessment into cultural reform across the system, including measuring progress against the 20 recommendations of the Independent Review into the Workplace Culture within ACT Public Health Services.

A review focused on embedding positive workplace culture

The Second Annual Review identifies a range of initiatives having positive effects on the experience of staff. It also highlights opportunities where a greater focus will further impact workplace culture.

The findings: strong foundations set for culture reform



Strong foundations have been laid to address system-wide culture reform, including the Workplace Culture Framework.



All three health organisations have given greater focus and meaning to **organisational values**.



Good progress has been made rolling out training programs to encourage staff to speak up, and improving complaints procedures addressing poor behaviour.



Structures and processes have been established to involve and engage clinicians in strategic planning and decision making.

Recommendations: where the opportunities lie



Set clear expectations of positive workplace behaviour at all levels.



Develop clinical leadership capability and increase front-line clinical staff involvement to further embed clinical engagement.



Build momentum on developing a research strategy with open and positive relationships between the public health system and universities.



Create more opportunities for collaboration and coordination across the public health system.



Set performance indicators to measure progress towards a successful health service.

Where to from here?

The commitment to fostering a positive workplace culture goes beyond the CRI's three-year period. As the program enters its final year, culture reform will shift from being a special activity to becoming a part of normal operations. Access the full Second Annual Independent Review [here](#).

