

QUESTION TIME BRIEF

PHPRA

- The PHPRA is a bilateral agreement between the Commonwealth and a State or Territory outlining pharmaceutical arrangements that enable public hospitals access to the PBS in some capacity.
- In 2014, the Commonwealth approached the ACT following the revision of the 2011 Pharmaceutical Benefits Scheme's (PBS) Efficient Funding of Chemotherapy arrangements, offering the PHPRA. The ACT Government took many factors into account and concluded that the ACT would not sign the PHPRA. The ACT Government is open to further discussions on a new offer when it is presented.
- Like NSW, the ACT is not a signatory of the PHPRA and has alternative arrangements in place to ensure ACT public hospital patients have access to medicines listed on the PBS. The ACT's alternative arrangement ensures that patients' access to PBS medications is not limited.

Background Information

- The ACT Chemotherapy Scheme was initially implemented to cover the cost of chemotherapy medication co-payments for infusible and injectable medications only.
- Historically, all oral chemotherapy medication for cancer patients dispensed from ACT public hospitals attracted a co-payment which was paid by the patient. As a result, patients have been receiving invoices for oral chemotherapy medications. This process was amended by the ACT Chemotherapy Scheme.

Cleared as complete and accurate:	29/05/2019	
Cleared by:	Executive Group Manager	Ext: 49392
Contact Officer name:	Aaron Adams	Ext: 49790
Lead Directorate:	Health	
Cleared for release	Yes	
Information Officer name:	Michael Culhane	
TRIM Ref:	GBC19/259	

GBC19/310

Portfolio: Health & Wellbeing**ISSUE: ACT HEALTH TERRITORY-WIDE HEALTH SERVICES STRATEGY****Talking points:**

- The ACT Health and Wellbeing Strategic Framework 2019-2029 (the Framework) provides an anchor for ACT Health’s vision “Your Health – Our Priority” and a foundation for a person-centred, innovative and high performing health system for the Territory.
- An ACT Health Territory-wide Health Services Strategy (the Strategy) has also been developed under the guidance of the Territory-wide Health Services Advisory Group to reflect the transition to two directorates and the development of a Territory-wide Health Services Plan 2019-2024 (the Plan).
- Development of the Plan is well underway and will be informed by the work undertaken to date on Specialty Service Plans (SSPs) and incorporated the Framework and Strategy. The Plan will identify priorities for health service development and redesign. It will be based on a comprehensive assessment of health service needs across the care continuum on a geographic basis and for priority population groups, and consider the range of public health services provided by Canberra Health Services, Calvary Public Hospital Bruce and other organisations in the community.
- The SSPs are also progressing well. There are approximately 46 SSPs in total in development. This includes 40 specialty services and six core services such as pathology and pharmacy.

Cleared as complete and accurate:	29/05/2019	
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Contact Officer name:	Sarah Galton	Ext: 49877
Lead Directorate:	Health	
Cleared for release	Yes	
Information Officer name:	Dave Pepper	
TRIM Ref:	GBC19/310	

GBC19/310

Portfolio: Health & Wellbeing**ISSUE: Alcohol and Other Drug Policy****Talking points:**

- The ACT Health Directorate funded non-government alcohol and drug (AoD) services and Canberra Health Services' Alcohol and Drug Services offer a wide range of treatment and support services for people with problematic drug use in the ACT. Assistance is also provided to support the family and friends of people who use drugs.
- The AoD treatment and support services offered in the ACT include:
 - Withdrawal (detoxification);
 - Counselling;
 - Rehabilitation;
 - Support and case management;
 - Information and education;
 - Pharmacotherapy treatment;
 - Needle and syringe programs; and
 - a sobering up facility where people intoxicated with alcohol and/or other drugs can sober up in a safe environment.

Drug Strategy Action Plan

- The ACT Government is committed to investing in evidence-based responses to minimise harms from alcohol, tobacco and other drugs.
- The Government has announced that more than \$10 million in new funding over the next four years will be invested to advance actions of the *ACT Drug Strategy Action Plan 2018-2021* (The Action Plan).
- This includes more than \$3 million that will be spent in 2019-20 to increase the availability of treatment services and to prevent and reduce alcohol and drug related harms.

Cleared as complete and accurate:	14/06/2019	
Cleared by:	Executive Group Manager	
Contact Officer name:	Alan Philp	Ext: 51854
Lead Directorate:	Health	
Cleared for release	Yes	
Information Officer name:	Dave Pepper	Ext: 49180
TRIM Ref:	GBC19/310	

QUESTION TIME BRIEF

- Key initiatives include:
 - \$200,000 for scoping an ACT medically supervised injecting facility
 - \$1.246 million over four years to increase access to the life-saving overdose reversal drug naloxone
 - \$2.93 million over four years to expand early interventions and diversion to treatment for people with alcohol and other drug dependence in contact, or at risk of contact, with the criminal justice system
 - \$3.014 million over four years to increase the availability of opioid replacement treatment in Canberra's north
 - \$300,000 for co-design work for an Aboriginal and Torres Strait Islander alcohol and other drug rehabilitation program
 - \$1.075 million over four years to expand alcohol and other drug services in the Alexander Maconochie (correctional) Centre
 - \$2.114 million over two years to upgrade the Drugs and Poisons Information System (DAPIS) to help prevent access to dangerous quantities of addictive drugs.
- Two commitments under the Action Plan have been completed. A second pill testing trial was held in the ACT in April 2019 and consideration of further pill testing opportunities is ongoing. Secondly, the DORA prescription drug monitoring portal was implemented on schedule in March 2019.

Drug and Alcohol Court

- The Health Directorate is currently working with the Justice and Community Safety Directorate and the specialist AoD sector on the implementation of the ACT's Drug and Alcohol Court.
- The ACT Government has set aside \$1.565 Million in 2019/2020 to fund the provision of the additional supports necessary for the AoD Treatment aspect of the court.

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Cleared by:	Executive Group Manager	
Contact Officer name:	Alan Philp	Ext: 51854
Lead Directorate:	Health	
Cleared for release	Yes	
Information Officer name:	Dave Peffer	Ext: 49180
TRIM Ref:	GBC19/310	

Key Issues:

- ACT Health is currently working to convene the first meeting of the new Drug Strategy Action Plan Advisory Group on 28 June 2019.
- The DSAP Advisory group will be used as a mechanism to consider whole of system AoD issues and provide systems level advice to government on their resolution.
- ACT Health is currently working with Capital Health Network, Canberra Health Services, and Interchange General Practice, to address potential impacts on vulnerable patients of the practice being restructured into two sites at Civic and Tuggeranong, rather than a single site at Civic.

Background Information:

- The ACT Drug Strategy Action Plan 2018-2026 was released in December 2018 following approval by the ACT Cabinet.
- The Action Plan aligns directly to evidence-based approaches described in the National Drug Strategy 2017-2026 (the NDS). Several sub-strategies sit under the NDS, including the National Tobacco Strategy, and the National Alcohol Strategy (under development).
- ACT Health participates in multiple national committees working to advance NDS priorities.
- The National Drug Strategy requires state and territory jurisdictions to develop a strategic Action Plan.
- The ACT Action Plan describes 43 whole-of-government priorities to minimise harms from alcohol, tobacco and other drugs. ACT Health Directorate (ACTHD) and Canberra Health Services lead on 31 actions, Justice and Community Safety Directorate (JACSD) and ACT Policing lead on 10 actions, and Access Canberra leads on two actions.
- The Action Plan will be reviewed, and a new plan developed during 2021. ACTHD and Canberra Health Services invest over \$20M annually in specialist AoD treatment and support services in the ACT.
- Current ACTHD funded community service providers' contracts are being extended for a further three-years to 30 June 2022. During this time ACTHD will undertake work to determine where funding can be best placed to deliver community services across the ACT.

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GBC19/310

Portfolio/s: Health & Wellbeing**ISSUE:** Medicinal cannabis including access**Talking points:**

- From November 2016, ACT prescribers have been able to apply to the ACT Chief Health Officer (CHO) to obtain approval to prescribe medicinal cannabis to their patients for certain conditions. Prescribers also need to seek approval from the Therapeutic Goods Administration (TGA) which regulates medicinal cannabis nationally.
- From 25 February 2019, the ACT Government has adopted a single online application for prescribers to access the ACT Medicinal Cannabis Scheme and the Australian Government scheme concurrently. This has streamlined the process for ACT prescribers to access medicinal cannabis products for their patients.
- ACT Health continues to work closely with the TGA, as well as other state and territory jurisdictions on medicinal cannabis matters.
- The term medicinal cannabis refers to cannabis that is intended for therapeutic use and is regulated as a prescription pharmaceutical formulation that must meet high standards of manufacturing quality. This ensures that medicinal cannabis is of an acceptable standard with known ingredients and their concentrations and is safe for people to take.
- This differs from raw botanical cannabis that is consumed or smoked for recreational or perceived medical purposes.
- Cannabis may only be prescribed in the ACT where its use has been approved under Commonwealth and ACT laws. Possession and supply of all other cannabis, whether for medicinal or recreational use, remains illegal in the ACT.
- The recent media attention surrounding the The Drugs of Dependence (Personal Cannabis Use) Amendment Bill has highlighted the debate about access to raw botanical cannabis for personal use, including for recreational or medical purposes.

Cleared as complete and accurate:	17/06/2019	
Cleared by:	Deputy Director-General	Ext:
Contact Officer name:	Dr Kerryn Coleman	Ext:
Lead Directorate:	Health	
Cleared for release	Yes	
Information Officer name:	Conrad Barr	
TRIM Ref:	GBC19/310	

QUESTION TIME BRIEF

- Debate surrounding the legalisation of raw botanical cannabis for personal use is best kept separate from discussion around access to medicinal cannabis, medicinal cannabis can already be supplied legally in the ACT.
- The ACT medicinal cannabis scheme will continue to operate irrespective of whether cannabis is legalised in the ACT.
- The ACT Government recognise recent concerns about the low uptake of the ACT scheme. The ACT Government delivered training for health practitioners in 2018 and is working with local experts and stakeholders to host another session mid to late 2019.

Key Information

- A total of 46 applications to prescribe medicinal cannabis products have been received by the ACT Health Directorate (ACTHD) since 21 November 2016.
- 41 of those applications have been approved. Five applications are awaiting further information to be submitted to the ACTHD by the applicant. No applications that have been received by ACTHD have been refused.

Background Information

- The ACT Medicinal Cannabis Scheme was implemented on 21 November 2016, following the TGA's decision to list medicinal cannabis as a controlled drug (schedule 8) in the Poisons Standard.
- The Medicinal Cannabis Medical Advisory Panel (MCMAP) provides critical clinical advice to the ACT Medicines Advisory Committee and ACT Chief Health Officer on issues relating to prescribing medicinal cannabis.
- A second expert committee, the Medicinal Cannabis Advisory Group (MCAG) has also been established to provide advice to Government on the broader non-clinical, economic, legal and social issues related to the introduction of a medicinal cannabis scheme in the ACT.
- The ABC news reported a story on 23 May 2019 about Canberra's medicinal cannabis scheme 'failing' due to lack of doctors willing to prescribe treatment, which was partly attributed to lack of education and training.
- ACT Health hosted the Australian Medicinal Cannabis Course delivered by local expert physician Assoc Prof David Caldicott in May 2018. The course was well received by attendees. Prior to the ABC news article, ACT Health has been working with Assoc Prof Caldicott to arrange another course in 2019. Date for the course is yet to be confirmed.

Cleared as complete and accurate: 17/06/2019
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Contact Officer name: Dr Kerryn Coleman Ext:
Lead Directorate: Health
Cleared for release: Yes
Information Officer name: Conrad Barr
TRIM Ref: GBC19/310

QUESTION TIME BRIEF

- Assoc Prof Caldicott's course was publicly criticised by Therapeutic Goods Administration representatives during Commonwealth Senate estimates in May 2018. ACT Health has not condoned the TGA's remarks and is supportive of another course being held in Canberra.
- Assoc Prof Caldicott is a member of the MCMAP.

Cleared as complete and accurate: 17/06/2019
Cleared by: Deputy Director-General Ext:
Contact Officer name: Dr Kerryn Coleman Ext:
Lead Directorate: Health
Cleared for release: Yes
Information Officer name: Conrad Barr
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GBC19/259

Portfolio: Health and Wellbeing**ISSUE:** National Code of Conduct for Health Care Workers**Talking points**

- The National Code of Conduct for Health Care Workers (the Code) was agreed by the Council of Australian Governments (COAG) Health Council in 2015.
- The decision required each jurisdiction to enact new, or amend existing, legislation and regulations to implement the Code. The Code will protect the public by providing nationally agreed standards of conduct and practice for health care workers, and enables the Health Services Commissioner (the Commissioner) to investigate complaints and impose sanctions on those who breach the Code.
- The Code will cover workers who are not registered under the National Registration and Accreditation Scheme for health practitioners, as well as registered practitioners providing services unrelated to their registration (for example, a nurse practising as a herbalist or homeopath).
- The majority of health care workers practise in a safe, competent and ethical manner. However, it is important that there is a robust set of standards and regulations in place to guide practitioners and protect the community.
- Implementation of the Code will enable the Commissioner to investigate complaints and take action in circumstances where the community may be put at risk.
- In the ACT, the Code will be implemented by making amendments to the *Human Rights Commission Act 2005*. It is anticipated that the Code will be implemented in the ACT in 2019.

Cleared as complete and accurate:	24/05/2019	
Cleared by:	Executive Group Manager	Ext: 49592
Contact Officer name:	Rowan Ford	Ext: 49784
Lead Directorate:	Health	
Cleared for release	Yes	
Information Officer name:	Gabriela Sermenó	
TRIM Ref:	GBC19/259	

QUESTION TIME BRIEF

- The ACT has taken a considered and consultative approach to implementing the Code, and has conducted two public rounds of consultation. The first ACT community consultation was conducted in August 2018, including targeted consultation with over 60 external stakeholders. Eight community submissions were received and considered. A further round of consultation was conducted between 6 December 2018 and 4 February 2019, with three additional submissions received from the public. All feedback received by the ACT Health Directorate will be considered before a response is put forward to Government.

Key Information

- The Code has standards to assess a health care worker's conduct and practice in the event of a complaint or serious adverse event.
- The Code requires unregistered health care workers to:
 - provide health services in a safe and ethical manner;
 - have client consent before providing a health service;
 - not claim that they can cure cancer or other terminal illnesses;
 - not misinform clients about matters such as the efficacy of the service they are providing or their qualifications;
 - provide accurate advice;
 - not exploit their clients, either through financial or sexual misconduct;
 - mitigate harm to the client if an adverse event occurs in connection with the health service they are providing;
 - control infection and take appropriate action when they have been diagnosed with a transmissible medical condition;
 - not practise while under the influence of intoxicating or unlawful substances;
 - seek advice about how, or whether, they should provide a health service if they have a physical or mental impairment, disability, condition or disorder (including an addiction);
 - comply with privacy laws, keep records and have appropriate insurance;
 - report concerns about the conduct of another health care worker if they believe they have put a client at risk or failed to comply with the Code; and

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Cleared by:	Executive Group Manager	Ext: 49592
Contact Officer name:	Rowan Ford	Ext: 49784
Lead Directorate:	Health	
Cleared for release	Yes	
Information Officer name:	Gabriela Sermeno	
TRIM Ref:	GBC19/259	

QUESTION TIME BRIEF

- display the code and information about making a complaint in an easily accessible and visible place on their premises.
- The ACT Education Directorate, the Community and Public Sector Union and the Australian Education Union have raised concerns regarding the application of the Code to ACT public servants, including the Healthcare Access at Schools Program. The ACT Health Directorate is working with the Education Directorate and the unions prior to commencement of the legislation, to ensure their preparedness for the new Code.
- The Code is designed as a 'light touch' regulatory system, which does not restrict entry to unregistered health care workers practising their professions, or require them to be registered.
- It is a 'negative licensing' scheme, which enables action to be taken against an unregistered health care worker who fails to comply with proper standards of conduct or practice and places the community at risk.
- The Commissioner will be able to:
 - receive and investigate complaints about a breach of the Code;
 - issue interim orders prohibiting a health care worker from providing a health service or setting conditions on that service, of up to eight weeks, while they are conducting an investigation;
 - issue public warnings during an investigation to alert the public early in relation to risks of particular health treatments and providers;
 - issue final prohibition and condition orders, and to make public statements about a health care worker who is subject to an order following an investigation; and
 - enforce an order issued in another state or territory where that prohibition order corresponds (or substantially corresponds) to the type of prohibition order that can be made in the ACT.
- Before the Commissioner makes an order, the Commissioner must find that the health care worker has both breached the Code and poses a serious risk to the health and safety of members of the public.
- Any investigation would be conducted under the principle of natural justice, and decisions will be reviewable by the ACT Civil and Administrative Tribunal.
- The Code will also establish offence provisions for any person who does not comply with an order.

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Contact Officer name:	Rowan Ford	Ext: 49784
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Information Officer name:	Gabriela Sermeno	
TRIM Ref:	GBC19/259	

QUESTION TIME BRIEF

- The Commissioner will be able to vary or cancel a prohibition or condition order, and must keep a public register of prohibition or condition orders made.
- In June 2013, the Standing Council on Health, the precursor to the COAG Health Council, agreed in principle to strengthen state and territory health complaints mechanisms, by implementing a single national code of conduct for unregistered health practitioners in each jurisdiction, a nationally accessible register of prohibition orders, and mutual recognition arrangements between states and territories to support national enforcement of the Code. National consultations were held in all states and territories the following year, in conjunction with local health departments, to seek public comment on the terms of a draft code. Over 100 submissions were received.

Cleared as complete and accurate:	24/05/2019	
Cleared by:	Executive Group Manager	Ext: 49592
Contact Officer name:	Rowan Ford	Ext: 49784
Lead Directorate:	Health	
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Information Officer name:	Gabriela Sermeno	
TRIM Ref:	GBC19/259	

GBC19/310

Portfolio: Health & Wellbeing**ISSUE: Meningococcal case in the ACT****Talking points:**

- The most recent notification to ACT Health of a single case of meningococcal disease was the 27 February 2019.
- The case, diagnosed with serogroup B, was admitted to the Canberra Hospital and the person has since recovered.
- ACT Health has taken appropriate public health action, in accordance with national guidelines. Action included providing antibiotics to close contacts, and providing information about meningococcal disease to low-risk contacts.
- Meningococcal disease is rare, but can be severe, leading to life-long complications or death.

Background Information

- Meningococcal disease is caused by the bacteria *Neisseria meningitidis* (also known as meningococcus). It is a serious disease that can cause meningitis (infection of the membranes around the brain and spinal cord) and/or bacteraemia (infection of the blood). These are both severe infections that may lead to death.
- There are different types of meningococcus. Most illness in Australia is caused by serogroups B, W and Y. Other types include A and C. Since 2014, disease caused by serogroups W and Y has increased across Australia.
- Meningococcal disease can affect people of any age, but is most common in children less than five years of age and in those aged 15-25 years. The disease occurs more often in winter and spring.
- Young adults and older adolescents are at increased risk of meningococcal disease. They are more likely to carry the bacteria in their nose and throat, and more likely to spread the bacteria to others.
- The ACT government is aware that a meningococcal B vaccination program has been implemented in South Australia.
- A meningococcal B vaccination program for infants has been deferred for further consideration post 2019/20 Budget. The government has acted to protect young Canberrans against the more emerging risk posed by meningococcal W and Y strains.

Cleared as complete and accurate:	17/06/2019	
Cleared by:	Chief Health Officer	Ext: 49605
Contact Officer name:	Dr Kerry Coleman	Ext: 49605
Lead Directorate:	Health	
Cleared for release	Yes	
Information Officer name:	Conrad Barr	
TRIM Ref:	GBC19/224	

GBC19/310

Portfolio: Health & Wellbeing
Disability, Children & Youth

ISSUE: YEAR 7 HEALTH CHECK (Y7HC)

Talking points:

- The ACT Government is committed to improving the health of young people by identifying preventive health issues early and recognises the opportunity to identify these needs in the school setting.
- The Year 7 Health Check (Y7HC) will be collected in two parts: an assessment of healthy weight by measuring Body Mass Index (BMI), derived from weight and height; and an electronic survey that will encompass an assessment of emotional wellbeing along with capturing socio-demographic data.
- This is a ground-breaking program and a first for Australia. The Y7HC provides an exciting and shared opportunity to build an innovative program for the future, unseen anywhere else in Australia.

Key Information:

- Phase 1 consultation included representatives of Mental Health, Women's & Youth, Education and Mental Health. This has informed the shared development of an early operational model.
- Phase 2 consultation with the public and wider professional stakeholders was recently completed through the YourSay website.
- Overall, 63 per cent of respondents welcomed the proposed Y7HC with 41 per cent strongly supporting and 22 per cent supporting the program. 11 per cent remained neutral about the implementation of the program, and 11 per cent of respondents opposed and 14 per cent strongly opposed the program.

Cleared as complete and accurate:	14/06/2019	
Cleared by:	Executive Group Manager	
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Lead Directorate:	Health	
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Information Officer name:	Dave Pepper	Ext: 49180
TRIM Ref:	GBC19/310	

QUESTION TIME BRIEF

- The health and emotional wellbeing risk factor survey component was well received by the majority of respondents. However, there were differing views on the assessment of the BMI component. Some respondents expressed concern over potential body image, eating disorders, low self-esteem, bullying and depression issues that may result from the proposed healthy weight measurement.
- The respondents requested an expansion of nutrition, emotional wellbeing, overweight and obesity management services for this age group prior to implementation of the Y7HC. Most respondents reported that current services are at capacity and have limited availability.
- A listening report has been prepared with a summary of findings from the YourSay consultation and was made available publicly on 7 May 2019.
- The project team is currently working with the Children & Young People Commissioner's Office to conduct face-to-face student consultation. One session has already been completed, with another to follow in School Term 2, 2019. Outcomes of this consultation will inform the design of the data collection and strategies to reassure children and their parents regarding the key elements of the Y7HC program.
- It is proposed that the first electronic Y7HC survey will occur in 2019. An expanded version also containing the emotional wellbeing component will roll out in 2020 as part of a comprehensive survey package.
- The healthy weight (BMI) assessment will occur in Term 4 (Oct-Dec 2019) in the first year of the program, aligning with dose 2 of the HPV immunisation schedule. In doing so, ACT Health will continue to minimise school disruption, while utilising the expertise of health professionals.

Cleared as complete and accurate:	14/06/2019	
Cleared by:	Executive Group Manager	
Contact Officer name:	Alan Philp	Ext: 51854
Lead Directorate:	Health	
Cleared for release	Yes	
Information Officer name:	Dave Peffer	Ext: 49180
TRIM Ref:	GBC19/310	

Background Information

- The target population is all Year 7 students in the ACT. The program will aim for universal coverage, taking into account the needs of individuals and organisations.
- The program will adhere to high ethical standards and will provide a private place for height and weight measurements, taken with sensitivity by trained staff.
- Parents and legal guardians must provide written (active) consent for their child to participate in the Y7HC program.
- Feedback from the Y7HC program is provided to parents and to a nominated general medical practitioner (GP) if agreed, and will include information about local services that can offer further information, assessment or treatment.
- With one in five (21 per cent) ACT children in Year 6 now overweight or obese and 26 per cent of all children aged 5-17 years either overweight or obese, increasing the proportion of people at a healthy body weight in the population is a major priority.
- Six per cent of 12-13 year-olds in the ACT are reported to have experienced an emotional wellbeing problem, increasing to 19 per cent in those aged 14-17 years.
- The Y7HC will help us to understand the changing nature of the Territory's population needs and inform future service and program design.
- The information gathered from the consultation with the both the public and Young Persons Commissioner will be considered by the operational stakeholders to finalise the Y7HC program model. It will further be used to discuss service improvements and strategies to reassure children and their parents regarding the key elements of the Y7HC program.
- BMI is a simple, inexpensive, and noninvasive measure of excess weight. It is a validated tool used as a population level measure, however it does not distinguish between excess fat, muscle, or bone mass of an individual. For children and adolescents between 2 and 20 years old, BMI is interpreted relative to a child's age and sex, because the amount of body fat changes with age and varies by sex.
- BMI has also been successfully utilised as part of the Kindergarten Health Check for many years.

Cleared as complete and accurate:	14/06/2019	
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Contact Officer name:	Alan Philp	Ext: 51854
Lead Directorate:	Health	
Cleared for release	Yes	
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TRIM Ref:	GBC19/310	

GBC19/310

Portfolio: Health & Wellbeing**ISSUE: NURSES AND MIDWIVES:TOWARDS A SAFER CULTURE****Talking points:**

- In December 2018, the Minister for Mental Health and I launched ACT Health Directorate's strategy to improve the workplace health and safety of nurses and midwives.
- The *Nurses and Midwives: Towards a Safer Culture – The First Step Strategy (the strategy)* outlines ACT Health Directorate's vision of an ACT public health care system where staff, patients, and visitors are protected from harm and feel safe at all times.
- The Strategy is being led by ACT Health Directorate and includes Canberra Health Services, the University of Canberra Hospital, and Calvary Public Hospital Bruce.
- Engagement with nurses, midwives and executives across the three workplaces continues to raise awareness of the Strategy.
- The Nurses and Midwives: Towards a Safer Culture – The First Step Strategy Steering committee has been established, chaired by the Chief Nursing and Midwifery Officer, to provide governance for decision making, project direction and monitoring project deliverables.
- An expert advisory group will be established to provide advice on each of the key focus area of the strategy being:
 - organisation wide governance;
 - occupational violence and aggression;
 - challenging occupational behaviour; and
 - safe work practices.
- To date, interactive consultation sessions with 126 nurses and midwives from across the Canberra Health Services, the University of Canberra Hospital, and Calvary Public Hospital Bruce have occurred to inform the implementation of the strategy.

Cleared as complete and accurate:	18/06/2019	
Cleared by:	Executive Group Manager	Ext:49628
Contact Officer name:	Leanne Done	Ext:49906
Lead Directorate:	Health	
Cleared for release	Yes	
Information Officer name:	Leanne Done	
TRIM Ref:	GBC19/310	

Key Information

- The Nurses and Midwives, Towards a Safer Culture Project was successfully funded and continues to develop the project strategy and implementation.
- The project officers have clinical experience and are a dedicated resource to develop and implement the strategy by the end of financial year 2020-2021.
- A key component of the strategy is the piloting and evaluation of the Safewards model.
- The Safewards Model is a mental health in-patient health program developed in the United Kingdom by Professor Len Bowers and has been successfully implemented internationally and nationally in public health services in Victoria, NSW and Queensland.
- The project team is liaising closely with other ACT Government Directorates and jurisdictions to centralise the introduction of Safewards in ACT public health services to support staff in the workplace.

Background Information

- Workplace (occupational) violence and aggression is a threat facing all health care workers and health services world-wide.
- Addressing this threat is a major focus for all health services as they strive to provide a safe and healthy workplace for staff in a constantly changing health care environment.
- Nurses and Midwives are at the forefront of health care delivery and are the largest health care group exposed to Occupational Violence and Aggression (OVA).
- Research suggests significant under-reporting of OVA incidents against staff due to a multitude of factors, including complexity of reporting systems, a culture of normalisation of OVA and stigma related to reporting.

Cleared as complete and accurate:	18/06/2019	
Cleared by:	Executive Group Manager	Ext:49628
Contact Officer name:	Leanne Done	Ext:49906
Lead Directorate:	Health	
Cleared for release	Yes	
Information Officer name:	Leanne Done	
TRIM Ref:	GBC19/310	

GBC19/259

Portfolio: Health and Wellbeing**ISSUE: SENIOR MANAGEMENT UPDATE AT ACT HEALTH, CALVARY AND CANBERRA HEALTH SERVICES****Talking points:****ACT Health Directorate**

- On 15 May 2019, Mr Dave Peffer commenced in the role of Deputy Director-General Health Systems, Policy and Research while a process is undertaken to fill the position longer term. This is following the departure of the former Deputy Director-General, Ms Leonie McGregor, to take up a position in the Australian Government.
- Mr Alan Philp commenced in the role of Executive Group Manager Preventive and Population Health on 20 May 2019.
- Mr Michael Culhane commenced in the role of Executive Group Manager, Policy Partnerships and Programs on 1 May 2019.
- Both Mr Culhane and Mr Philp joins ACT Health Directorate from the Australian Government Department of Health.
- On 18 March 2019, Dr Dinesh Arya commenced the role of acting Chief Medical Officer (CMO). Dr Arya has had an extensive career in Australia and internationally.
- Mr Hamish Jeffrey commenced as acting ACT Chief Nursing and Midwifery Officer (CNMO) on 15 April 2019.
- Dr Kerry Coleman commenced as acting ACT Chief Health Officer (CHO) on 5 March 2019 following the departure of the former ACT Chief Health Officer, Dr Paul Kelly, who took up the role of the Chief Medical Advisor, Health Products Regulation Group at the Commonwealth Department of Health.
- ACT Health Directorate is establishing recruitment processes to recruit permanently to the current vacancies and acting roles.

Cleared as complete and accurate:	31/05/2019	
Cleared by: ACTHD	Director-General	Ext: 49400
CHS	Chief Executive Officer	Ext: 42100
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CHS	Christine Whittall	Ext: 42100
Lead Directorate:	Health	
Cleared for release	Yes	
Information Officer name:	Karen Doran	
TRIM Ref:	GBC19/259	

Calvary Public Hospital Bruce

- No recent updates.

Canberra Health Services

- The Chief Operating Officer, Chris Bone resigned effective 18 April 2019. Permanent recruitment for this position is currently underway.
- The following executive appointments in Canberra Health Services took effect in April:
 - Karen Grace (nee Faichney) – Executive Director, Mental Health, Justice Health, Alcohol and Drug Services
 - Lisa Gilmore – Executive Director, Critical Care
 - Jacqui Taylor – Executive Director, Medicine
 - Linda Kohlhagen – Executive Director, Rehabilitation, Aged and Community Services
 - Cathie O’Neill – Executive Director, Cancer and Ambulatory Support
 - Daniel Wood – Executive Director, Surgery
 - Katrina Bracher – Executive Director, Women, Youth and Children
 - Denise Patterson, Executive Director, Nursing & Midwifery
 - Paul Dugdale, Executive Director, Medical Services

Cleared as complete and accurate:	31/05/2019	
Cleared by: ACTHD	Director-General	Ext: 49400
CHS	Chief Executive Officer	Ext: 42100
Contact Officer name: ACTHD	Vanessa Dal Molin	Ext: 49401
CHS	Christine Whittall	Ext: 42100
Lead Directorate:	Health	
Cleared for release	Yes	
Information Officer name:	Karen Doran	
TRIM Ref:	GBC19/259	

QUESTION TIME BRIEF

GBC19/259

Portfolio/s: Health and Wellbeing

ISSUE: PROFESSIONAL AND CLINICAL LEADERSHIP ROLES

Talking points:

- On 16 July 2018, the Office of Professional Leadership was created to support the work of the Chief Medical Officer (CMO), Chief Nursing and Midwifery Officer (CNMO), and Chief Allied Health Officer (CAHO).
- The Office creates an environment for consistent high-quality clinical standards and multidisciplinary collaboration.
- The Office plays a key role in:
 - Identifying trends in the delivery of health services and workforce across the ACT
 - Encouraging leadership and strategic direction for the clinical workforce
 - Collaborating with other areas that lead whole of ACT health strategy and planning functions, both within the Health Directorate, Canberra Health Services
 - Leading and maintaining high professional standards, recruitment and education required under the National Registration and Accreditation Scheme (NRAS)
 - Providing expert, strategic, timely advice on emerging issues at the local, state, national and international levels; and develops policies and initiatives which support the delivery of health priorities and achievement of government health objectives
 - Guiding and promoting research and continuous improvement of professional practice
 - Representing the Territory on relevant national forums.
- On 1 October 2018, the reporting lines for the CMO, CNMO and CAHO were aligned to the Deputy Director-General, Health Systems, Policy and Strategy within the ACT Health Directorate.

Cleared as complete and accurate: 29/05/2019
Cleared by: Deputy Director-General Ext:
Information Officer name: Dave Peffer
Contact Officer name: Geraldine Grayland Ext: 49170
Lead Directorate: Health
Cleared for release: Yes
Information Officer name: Dave Peffer
TRIM Ref: GBC19/259

QUESTION TIME BRIEF

Difference Between Roles – ACT Health Directorate and Canberra Health Services

- The CMO previously had hospital based operational responsibilities for supervision and provision of clinical services.
- These responsibilities are now managed by the Director of Medical Services in addition to other responsibilities such as GP and Primary Health, Health Technology Management, Medical Imaging, Pharmacy and Pathology. This in keeping with operating models in other states and jurisdictions.
- The CMO role is responsible for developing a collaborative and strategic approach to medicine for the ACT and at a national level.
- The role is responsible for setting the strategic, professional and workforce oriented agenda for medicine in the ACT including the creation and maintenance of effective clinical governance policy in relation to medicine and continuous improvement of medical practice to improve clinical and health system outcomes and drive system wide improvement.
- The CNMO role previously combined the role of Chief Nurse, which is a hospital based, operational role; with that of the CNMO which is a territory wide, professional leadership role.
- The CNMO role is no longer responsible for the hospital based aspects of the position allowing it to focus on strategic workforce and professional matters across the territory.
- The two roles will work closely together to ensure consistency of professional practice and standards.
- The Chief Nurse is an operational role providing professional supervision and direction to nursing and midwifery staff. The Chief Nurse will focus on matters such as rostering and resourcing for Canberra Health Services, implementation of quality and safety improvement programs, management of nursing and ward support services.
- Having the CMO, CNMO and CAHO together in one functional area helps to promote multi-disciplinary and integrated health care across the ACT health system.

Cleared as complete and accurate: 29/05/2019
Cleared by: Deputy Director-General Ext:
Information Officer name: Dave Peffer
Contact Officer name: Geraldine Grayland Ext: 49170
Lead Directorate: Health
Cleared for release: Yes
Information Officer name: Dave Peffer
TRIM Ref: GBC19/259

Background Information

- The CMO is responsible for the provision of professional and strategic leadership for the medical professions within ACT Health, Canberra Health Services and across the Territory, and for collaborating and providing advice to the ACT Government regarding medical matters. The position is responsible for assisting in the delivery of workforce reforms, workforce planning, professional education, and for strengthening and developing medical services through innovative models of care and service delivery. The position represents the ACT Government, and ACT Health system at national forums and is instrumental in ensuring the future capability of the medical profession.
- The CNMO is responsible for the provision of professional and strategic leadership for the nursing and midwifery professions within ACT Health, Canberra Health Services and across the Territory, and for collaborating and providing advice to the ACT Government regarding nursing and midwifery related matters. The position is responsible for assisting in the delivery of workforce reforms, workforce planning, professional education, and for strengthening and developing nursing and midwifery services through innovative models of care and service delivery. The position represents the ACT Government, and ACT Health system at national forums and is instrumental in ensuring the future capability of the nursing and midwifery profession.
- The CAHO is responsible for the provision of professional and strategic leadership for the allied health professions within ACT Health, Canberra Health Services and across the Territory, and for collaborating and providing advice to the ACT Government regarding allied health matters. The position is responsible for assisting in the delivery of workforce reforms, workforce planning, professional education and for strengthening and developing allied health services through innovative models of care and service delivery.

Cleared as complete and accurate: 29/05/2019
Cleared by: Deputy Director-General Ext:
Information Officer name: Dave Peffer
Contact Officer name: Geraldine Grayland Ext: 49170
Lead Directorate: Health
Cleared for release: Yes
Information Officer name: Dave Peffer
TRIM Ref: GBC19/259

GBC19/259

Portfolio: Health & Wellbeing

ISSUE: CONSULTANCY CONTRACTS LED BY ACT HEALTH AND CHS**Talking points:**

- ACT Health Directorate and Canberra Health Services engages consultants to undertake work and provide expert advice in all areas of health care delivery and planning, including health infrastructure planning and design to meet the health care needs of our growing city.
- It is not unusual for Government Departments, both Federal and State, to engage consultants for this type of work.
- There are a number of different types of consultants that ACT Health Directorate and Canberra Health Services engages for specialist technical advice on projects such as these. They include:
 - Cost consultants including commercial and economic advisers;
 - Architects;
 - Master planners;
 - Health facility planners; and
 - Engineers including traffic and parking; structural; aeronautical (Surgical Procedures, Interventional Radiology and Emergency Centre), civil, geotechnical, façade and mechanical, electrical or hydraulic.
- The Contracts register is a publicly available website and can be found at <https://tenders.act.gov.au>

Key Information

- For the financial period 2017-18, ACT Health (then including CHS) entered into contracts to the value of \$95,071,964.29. This is inclusive of consultants to the value of \$16,063,137.00, contractors to the value of \$35,538,877.88, and community-based services, Goods and Works to the value of \$43,469,949.41.

Cleared as complete and accurate:	31/05/2019	
Cleared by:	Executive Group Manager	Ext: 49869
Contact Officer name:	John Fletcher	Ext: 79063
Lead Directorate:	Health	
Cleared for release	Yes	
Information Officer name:	Tim Roach	
TRIM Ref:	GBC19/259	

ISSUE: NGO FUNDING AND PROCUREMENT OF SERVICES FROM COMMUNITY SERVICES

Talking points:

- Community organisations play an important role in supporting health and wellbeing outcomes for the Canberra community.
- The ACT Health Directorate (ACTHD) is committed to working with community organisations to ensure ongoing delivery of effective health related services.
- ACTHD has been working with service providers with agreements expiring on 30 June 2019 to vary agreements and provide funding certainty.
- Contact by email, meeting or phone has been now made with each community organisation and agreements are on track for finalisation before 30 June 2019.
- ACTHD Executives have individually contacted all providers to seek feedback on the process so far and answer any remaining questions.
- As this process extends existing funding for a further three years, base funding amounts have not changed.
- A number of providers have indicated interest in putting forward service delivery proposals to a future procurement process. Such a process would enable reconsideration of base funding in line with the ACT Government procurement requirements.
- Where eligible, Equal Remuneration Order supplementation has been applied on top of the base funding.
- ACTHD will send all funded organisations letters of indexation setting out final funding figures for 2019-20 following the release of the ACT Budget.

Cleared as complete and accurate:	18/06/2019	
Cleared by:	Executive Branch Manager	Ext: 49699
Contact Officer name:	Christina Grant	Ext: 49436
Lead Directorate:	Health	
Cleared for release	Yes	
Information Officer name:	Dave Pepper	
TRIM Ref:	GBC19/259	

QUESTION TIME BRIEF

GBC19/259

Portfolio: Health & Wellbeing**ISSUE: 2019-20 Budget Summary (including summary of Initiatives)****Talking points:**

- Health expenses grow to \$1.753 billion in 2019-20 (excluding Territorial capital grants).
- This represents an increase of:
 - \$70 million (4.17%) on the published 2018-19 Budget; or
 - \$43 million (2.53%) on the 2018-19 estimated outcome.
- The 2019-20 Budget Papers (Health Statements) shows the former Health Directorate split between the new ACT Health Directorate and Canberra Health Services.
- For the purposes of the 2018-19 estimated outcome, the former Health Directorate's original budget shows against Canberra Health Services. This reflects that technically the former Health Directorate's name was changed to Canberra Health Services and a new entity was create for the ACT Health Directorate.
- Controlled Recurrent Payments (Appropriation) is only received by the ACT Health Directorate and the Local Hospital Network going forward. The Local Hospital Network will purchase services from the ACT's public hospitals including Canberra Health Services.
- Canberra Health Services will receive Capital Injection directly from ACT Treasury to undertake capital works.
- The 2019-20 Budget allocates \$27.8 million to health service delivery (including Health Protection Services and Calvary Public Hospital) and \$9.2 million to health policy, research, administration and support services inclusive of \$2.9 million for ACT Health Core IT Systems.
- New health service delivery over the forward estimates (four years) will be \$194.7 million.

Cleared as complete and accurate:	29/05/2019	
Cleared by:	Deputy Director-General	Ext: 49706
Contact Officer name:	Kate Chambers	Ext:
Lead Directorate:	Health	
Cleared for release	Yes	
Information Officer name:	Kate Chambers	
TRIM Ref:	GBC19/259	

QUESTION TIME BRIEF

- New health policy, research, administration and support services over the forward estimates (four years) will be \$44.1 million, which includes \$19.9 million for ACT Health Core IT Systems.
- Outyear funding for the three Health entities does not include funding held in the Health Central Provision. The amounts withheld are:

	2019-20	2020-21	2021-22
Health Central Provision	\$26.187m	\$60.009m	\$105.041m

Key information

There are no significant new savings targets contained in this Budget, however, Canberra Health Services will be required to internally fund \$1.213 million towards the Emergency Department Doctor increase initiative per annum.

Savings listed in the Appropriation tables for insurance and workers' compensation premiums will be achieved through reduced billing by ACT Treasury.

Cleared as complete and accurate:	29/05/2019	
Cleared by:	Deputy Director-General	Ext: 49706
Contact Officer name:	Kate Chambers	Ext:
Lead Directorate:	Health	
Cleared for release	Yes	
Information Officer name:	Kate Chambers	
TRIM Ref:	GBC19/259	

QUESTION TIME BRIEF

Treasury Ref	Mental/Health	Recurrent					Capital			
		2019-20 \$000's	2020-21 \$000's	2021-22 \$000's	2022-23 \$000's	Total \$000's	2019-20 \$000's	2020-21 \$000's	2021-22 \$000's	Total \$000's
Canberra Health Services										
CHS E01		7,149	7,041	7,235	7,341	28,766				
	Expanding intensive care services at Canberra Hospital									
CHS E02	MH	1,680	1,722	1,765	1,809	6,976				
	Expanding public inpatient mental health care									
CHS E03		3,086	3,448	3,559	3,617	13,710				
	More beds at The Canberra Hospital									
CHS E05		556	1,139	1,167	1,197	4,059				
	Expanding public Fracture Clinic services									
CHS E06		513	515	529	537	2,094				
	Improving access to maternity services across Canberra									
CHS E08		114	214	220	223	771				
	More specialised women's health care									
CHS E12		175	180	185	188	728				
	Expanding public dermatology services									
CHS E13		240	462	474	481	1,657				
	Strengthening care for chronic disease									
CHS E15	MH	800	1,234	1,268	1,292	4,594				
	7-day-a-week Mental Health Consultation Liaison service									
CHS E16	MH	0	488	999	1,078	2,565	1,764	756		2,520
	More mental health services at The Canberra Hospital									
CHS E25		470	482	494	506	1,952				
	Strengthening care for older Canberrans									
CHS E26		250	512	525	538	1,825				
	More support for families travelling for healthcare									
CHS E27		302	545	749	813	2,409	2,212	3,318		5,530
	Expanding pharmacy services at Canberra Hospital									
CHS E29		250	0	0	0	250				
	Expanding public ophthalmology services									
CHS E30		567	765	784	796	2,942				
	Strengthening care for childhood and gestational diabetes									
CHS E31	MH	258	266	273	277	1,074				
	Expanding health services at the Alexander Macdonochie Centre									
CHS E32		0	750	770	790	2,310	611			
	More opioid treatment services on Canberra's northside									
CHS CW04		100	677	1,217	1,458	3,452				
	More public medical imaging services for Canberra Hospital									
HEA E02		1,946	2,705	2,887	2,933	10,471				
	Delivering the Weston Creek Walk in Centre									
HEA E26		147	0	0	0	147				
	Delivering better mental health care for people in crisis									
HEA E29		751	749	768	787	3,035				
	Alternative justice pathways for people with mental illness									
HEA E30		949	644	660	677	2,930				
	Expanding early intervention and diversion programs for people experiencing alcohol and drug dependence									
CHS E33		0	0	0	0	0				
	More doctors in the Canberra Hospital Emergency Department to respond to increased demand									
Health System, Policy and Research										
HEA E06		408	363	373	519	1,663				
	Expanding palliative care for older Canberrans									
HEA E07		1,000	1,000	1,000	0	3,000				
	Investing in medical and health research									
HEA E08		87	0	0	0	87				
	Supporting better healthcare for lesbian, gay, bisexual, transgender, intersex and queer Canberrans									
HEA E09		321	377	285	289	1,272				
	Implementing the recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse									
HEA E11	MH	179	442	683	913	2,217				
	Expanding public healthcare services for eating disorders									
HEA E13		500	1,000	1,000	0	2,500				
	Delivering better care for Canberrans with complex needs through general practice									
HEA E14		226	231	0	0	457				
	Strengthening capacity for mental health carers									
HEA E15		180	310	310	315	1,115				
	Delivering the ACT Strategic Priorities for Aboriginal and Torres Strait Islander Health 2019-2028									
HEA E16a		200	0	0	0	200				
	Delivering the ACT Drug Strategy Action Plan									
HEA E16b		300	308	315	323	1,246				
	Delivering the ACT Drug Strategy Action Plan									

Cleared as complete and accurate: 29/05/2019
 Deputy Director-General Ext: 49706
 Contact Officer name: Kate Chambers Ext:
 Lead Directorate: Health
 Cleared for release: Yes
 Information Officer name: Kate Chambers
 TRIM Ref: GBC19/259

QUESTION TIME BRIEF

Attachment B (continued)

Treasury Ref	Mental Health	Recurrent				Capital				Total \$'000's	
		2019-20 \$'000's	2020-21 \$'000's	2021-22 \$'000's	2022-23 \$'000's	2019-20 \$'000's	2020-21 \$'000's	2021-22 \$'000's	2022-23 \$'000's		
Canberra Health Services											
HEA E18		320	328	337	342					1,327	0
HEA E23		560	588	144	0					1,292	0
HEA E25		300	0	0	0					300	0
HEA CW08		0	-30	-30	-30					-90	2,114
HEA E31		2,500	4,000	4,000	0	788	1,326			10,500	0
Corporate											
HEA CW01		0	3,990	14,990	20,510	3,000	30,000	10,550	0	39,490	43,550
HEA CW02		0	200	400	500	59,700	42,300	126,900	159,000	1,100	381,900
HEA CW04		0	0	60	120	2,000	2,000	2,000	0	180	6,000
HEA CW05		0	2,648	2,687	2,744	1,100	614	0	0	8,079	1,714
HEA CW09		2,860	4,625	7,975	4,487	3,920	24,574	25,504	16,380	19,947	70,378
Calvary											
HEA E01		432	962	991	1,021	2,500				3,406	2,500
HEA E03		1,539	3,302	3,461	3,625	640	14			11,927	654
HEA E04		3,021	6,143	6,352	6,475					21,991	0
Cross-agency											
CSD 03c		1,179	1,208	1,239	1,270					4,896	0
CSD E15		216	296	296	301					1,109	0
JACS E39		300	0	0	0					300	0
JACS E01	MH	82	277	285	0					644	0

Cleared as complete and accurate: 29/05/2019
 Deputy Director-General Ext: 49706
 Contact Officer name: Kate Chambers Ext:
 Lead Directorate: Health
 Cleared for release: Yes
 Information Officer name: Kate Chambers
 TRIM Ref: GBC19/259

**Minister for Mental Health
ACT Health Directorate
Question Time Briefs**

Hot Issues		
1	Independent Review into ACT Health's Culture	
Framework and Data		
2	ACT Health / CHS Organisational Reform	
3	Territory-Wide Health Services Framework (MH focus)	
4	ACT Health System-Wide Data Review	
Mental Health in the Community		
5	Updated - Office of Mental Health and Wellbeing	
6	Updated - Impact of NDIS in Mental Health Community	
Suicide Related Issues		
7	Updated - Suicide Prevention Programs	
8	Updated - ACT Regional Mental Health and Suicide Prevention Plan	
People and Culture		
9	Updated - Nurses and Midwives: Towards a Safer Culture	
Infrastructure		
10	CHWC Infrastructure Expansion Timeframes – Adolescent Mental Health Section	
Other		
11	Mental Health Budget Initiatives	

ISSUE: INDEPENDENT REVIEW INTO ACT HEALTH'S CULTURE**Talking points:**

- On Thursday 16 May 2019, the Minister for Health and Wellbeing tabled the Government's Response to the Final Report of the Independent Review into the Workplace Culture within ACT Public Health Services.
- The Government has reaffirmed our steadfast commitment to the implementation of all 20 recommendations made by the Independent Review.
- The Minister and I also signed a public commitment document with the leaders of the Health Directorate, Canberra Health Services and Calvary Public Hospital on Thursday 16 May 2019.
- The public commitment together with the government response reaffirms our commitment to cultural change and the implementation of the recommendations of the independent review.
- I can not stress enough how important this work is in ensuring that staff feel supported and valued.
- Statements received throughout the Review process highlight how poor workplace culture can affect the wellbeing of staff.
- That is why mental health and wellbeing of our workforce will be central to the changes we will implement, ensuring staff feel safe and supported in the important work they do for our community.
- Positive change is already happening within our organisations. Work to stabilise and refine organisational structures and redefine strategic visions and values is already underway in the ACT Health Directorate and Canberra Health Services. Calvary Public Hospital Bruce is engaging with staff to ensure its vision and values are understood and embedded. Learnings from the review have helped to inform all of this work.
- Staff involvement, insights and experiences continue to contribute in a positive way to the real and enduring change we need to see.

Cleared as complete and accurate:	07/05/2019	
Cleared by:	Executive Branch Manager	Ext: 49400
Contact Officer name:	Jodie Junk-Gibson	Ext: 49923
Lead Directorate:	Health	
Cleared for release	Yes	
Information Officer name:	Jodie Junk-Gibson	
TRIM Ref:	GBC19/260	

QUESTION TIME BRIEF

- The effect of this will be a better public health system for staff and the Canberra community.

Further talking points:

- Together with the Minister for Health and Wellbeing, I have been extremely clear around my expectation for a positive culture in the delivery of public health care in the ACT.
- The Government has zero tolerance for bullying and harassment.
- Since March 2018, there has been significant work undertaken within our public health system to improve culture and governance, and to build an environment of genuine engagement.
- I have seen significant improvements in workplace culture since this time.
- Building on these achievements, the decision was made to put in place several processes to assist in further improving culture within ACT Health. This included the establishment of an Independent Review of the workplace culture within ACT Public Health Services and the formation of a Clinical Leadership Forum.
- The Terms of Reference (released on 21 September 2018) for the Independent Review required the appointed Panel to deliver an interim report to me by 31 January 2019, with a final report due on or before the end of March 2019.
- The Review Panel delivered its interim report to the Minister for Health and Wellbeing by the due date, and this was subsequently released publicly on 1 February 2019.
- The Final Report was released to staff and the public on 7 March 2019. And was tabled on 19 March 2019.
- We understand the importance of working with staff and stakeholders to put the final recommendations into practice in a way that drives the real change we need to see. The Final Report has also given the Government clear implementation and timeline guidance.
- Through the establishment of strong and transparent governance arrangements, we will ensure that implementation is efficient and effective, and that staff and stakeholders are appropriately engaged.

Cleared as complete and accurate:	07/05/2019	
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Contact Officer name:	Jodie Junk-Gibson	Ext: 49923
Lead Directorate:	Health	
Cleared for release	Yes	
Information Officer name:	Jodie Junk-Gibson	
TRIM Ref:	GBC19/260	

QUESTION TIME BRIEF

- The Government is moving quickly to begin implementation and I attended the inaugural Culture Review Oversight Group meeting on 28 March 2019 which was chaired by the Minister for Health and Wellbeing.
- The membership of the Group has been settled and includes representation from unions, tertiary institutions, ACT Health Directorate, Canberra Health Services, Calvary and relevant colleges.
- The inaugural meeting of the Culture Review Oversight Group also considered, amongst other things, our Terms of Reference and the Implementation Timeline for the Independent Review's recommendations.
- I look forward to working closely with the members of the Group to ensure that our public health care system continues to deliver a high level of care to the community and is seen as an employer of choice for health professionals.
- We do not shy away from the fact that, at times, the Report makes difficult reading. It is disappointing to read that staff working in our public health system have experienced bullying, intimidation and harassment.
- The ACT Government invests significantly in the delivery of public health services to ensure safe, high quality healthcare for the ACT community and our surrounding region. In addition to taking care of our community, we are also working hard to ensure that our staff are looked after.
- With new Executive leadership teams being established across our three health services there is a strong commitment to developing a positive workplace culture. Signs of a shift in positivity are already being demonstrated, and it was pleasing to read in the Final Report that there is cautious optimism by many within the service around the new leadership.
- The Final Report also highlights the fact that the issue of culture within public health services is not unique to the ACT – it is a concern at a national level.
- The Review recommendations give us practical recommendations which provides us with the opportunity to lead the nation in developing a positive workplace culture across our health systems.
- This Review has provided staff with the opportunity to be heard, to share their experiences, their stories and contribute in a positive way to real change.

Cleared as complete and accurate:	07/05/2019	
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Contact Officer name:	Jodie Junk-Gibson	Ext: 49923
Lead Directorate:	Health	
Cleared for release	Yes	
Information Officer name:	Jodie Junk-Gibson	
TRIM Ref:	GBC19/260	

QUESTION TIME BRIEF

- I want to thank the staff, individuals and organisations that contributed to the Review. That so many made a submission to the Review panel is a testament to the confidence that the Canberra community, including staff and patients, had in the Review team to deliver appropriate recommendations.
- I would also like to take this opportunity to again thank Panel members, Mick Reid, Fiona Brew and David Watters for the extensive work they have undertaken throughout this process.

Clinical Leadership Forum

- This is a high level forum that will provide advice to both Ministers.
- The Forum will provide independent advice to contribute to the continuous improvement of the ACT's health system.
- The Forum will include a range of areas from across Canberra Health Services, Calvary Public Hospital and the broader ACT health services sector.
- The Forum will provide an important mechanism for clinical leaders to advise on health services planning and infrastructure, clinical culture and training and education.
- Work is well underway to appoint members to the Forum, with an Expression of Interest process recently closing.

ACT Health Cultural Survey

- Culture is complex and dynamic, particularly in large health care organisations such as ACT Health. Over many years ACT Health has been closely monitoring its workplace culture and utilising a range of methods drawn from best practice to encourage respectful and supportive environments for staff and patients.
- ACT Health's Quality Strategy 2018-2028 was officially launched in March 2018. The Strategy supports the delivery of person-centred, safe and effective care, through three key enablers – Culture, Leadership and Communication. The inclusion of culture as a key enabler will further strengthen the implementation of the Strategy.
- Given the ACT Government's decision to create two organisations from October 2018, as well as the need to address other key organisational

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Lead Directorate:	Health	
Cleared for release	Yes	
Information Officer name:	Jodie Junk-Gibson	
TRIM Ref:	GBC19/260	

QUESTION TIME BRIEF

challenges, culture development is a central area of focus. Key actions focusing on leadership, values and engagement are being planned and implemented.

- Building a cohesive senior leadership team is critical to improved workplace culture in both organisations. Since July 2018, the Director-General, Deputy Directors-General and Executives have participated in a number of high-level workshops to discuss culture improvement, refreshing organisational vision, values-based behaviours and leading staff through the organisational transition.
- The findings and recommendations of the independent review into the workplace culture within public health services will help inform the content of the next Staff Culture Surveys for both organisations.
- The timing for the next Staff Culture Survey will be considered as part of the implementation of recommendations of the Review into the Workplace Culture within ACT Public Health Services.

Background

Review Panel Profiles

- Mr Reid has undertaken many roles in the Australian health system, spanning four decades. He has been a bureaucrat, consultant and academic which gives him a breadth of experience and depth of knowledge of the Australian health care system.
- Ms Fiona Brew has a nursing background. She is a senior health executive with more than ten years' experience in managing public health services and aged care in various senior roles. She is a values-based leader and an expert in reforming culture in health services.
- Professor Watters was president of the Royal Australian College of Surgeons (RACS) from 2015 to 2016. During this time, he established an expert group to combat bullying, harassment and discrimination in the health sector. This included looking at how RACS could lead the elimination of bullying and harassment from hospitals and health departments. He has a strong interest in workplace culture and professional issues across the health sector. Professor Watters is Professor of Surgery at Deakin University, working at Barwon Health and the University Hospital Geelong.
- The membership of the Culture Review Oversight Group includes:
 - the Director-General of the ACT Health Directorate
 - The chief Executive officer of Canberra Health Services

Cleared as complete and accurate:	07/05/2019	
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Contact Officer name:	Jodie Junk-Gibson	Ext: 49923
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Cleared for release	Yes	
Information Officer name:	Jodie Junk-Gibson	
TRIM Ref:	GBC19/260	

QUESTION TIME BRIEF

- The Regional Chief Executive of Calvary ACT
- The Branch Secretary of the ANMF ACT
- The President of the AMA ACT
- The Regional Secretary of the CPSU
- The President of ASMOF ACT
- The President of the VMOA ACT
- The Dean of the College of Health and Medicine at ANU
- The Executive Dean of the Faculty of Health at the University of Canberra
- The Minister for Mental Health as Deputy Chair
- The Minister for Health and Wellbeing as Chair

Cleared as complete and accurate:	07/05/2019	
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Information Officer name:	Jodie Junk-Gibson	
TRIM Ref:	GBC19/260	

GBC19/260

Portfolios: Mental Health**ISSUE: ACT HEALTH ORGANISATIONAL REFORM****Talking points:**

- It has been just over 8 months since the ACT Health transition was implemented. Members will recall, in March 2018, the decision to create two health organisations with clear scope and accountabilities was announced.
- The ACT Health Directorate Executive Leadership Team, with the support of a dedicated Transition Office, were responsible for overseeing the transition planning and implementation.
- On 1 October 2018, two directorates were formally established and ACT Health and Canberra Health Services became operational.
- Staff who deliver frontline health services to the Canberra community now come under the umbrella of a dedicated health services delivery organisation – Canberra Health Services.
- The ACT Health Directorate is now responsible for strategic policy, research and planning and will set the strategic direction for health services across the ACT.
- The creation of two health organisations has enabled a clearer focus on efficiency and effectiveness for clinical operations and enabled the ACT Health Directorate to undertake core strategy and system stewardship functions.
- This change has been an essential evolution for our growing population and expanding health system and has also brought greater clarity about the distinct roles and responsibilities of frontline staff and corporate staff.
- For patients, consumers and their families, the transition has been a seamless one.

Cleared as complete and accurate:	31/05/2019	
Cleared by:	Executive Branch Manager	Ext: 49401
Contact Officer name:	Vanessa Dal Molin	Ext: 49401
Lead Directorate:	Health	
Cleared for release	Yes	
Information Officer name:	Director-General	
TRIM Ref:	GBC19/143	

QUESTION TIME BRIEF

- People visiting our public hospitals, our popular Walk-in Centres or accessing the many community-based health services that we offer have continued to be seen by the same hard working and dedicated people who make up our health system.
- Following the appointment of a Chief Executive Officer for Canberra Health Services, a review of the structure was undertaken.
- Changes to the Canberra Health Services structure were required to realign some reporting lines at the senior level to enable similar work functions to be grouped together. This ensures the structure supports how the health service works now and how we need it to work in the future.
- Following consultation with staff and relevant stakeholders a final organisational structure was released to staff and took effect on 1 March 2019.
- Due to a significant recruitment process to appoint all clinical Executive Directors to each Division, a phased approach to transitioning teams was required, and now is fully implemented.

Key Information

- The ACT Health Directorate Executive Leadership Team, with the support of a dedicated Transition Office, were responsible for overseeing the transition planning.
- The transition was managed within the current funding envelope, with a clear aim to minimise duplication of functions across the organisations, whilst ensuring each organisation had the requisite capability to be effective.
- New capabilities were identified to ensure the success of the two organisations and the fulfilment of their purpose – this includes the strategic commissioning and procurement functions in the ACT Health Directorate. These will be critical to ensuring the directorate is able to hold the territory's health services accountable for the delivery of high quality, effective health services. These capabilities are currently being recruited to.

Achievements

- The project successfully achieved the overall aim to split the organisation by 1 October 2018. This is reflected with the following benefits/achievements:
 - Organisational structures for the ACT Health Directorate and Canberra Health Services established. They are publicly available on the Health website (<https://health.act.gov.au/about-our-health-system/organisation-structures>)

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QUESTION TIME BRIEF

- Administrative Arrangements enacted
- Cost centres, ABNs, bank accounts, Financial Delegations and Instructions for each organisation established and operational
- HR Delegations Manual, Change Leadership Training, Staff Workshops and Change Management Guide completed
- Activities planned for Strategic Accommodation, Parking, Switchboard, Procurement, realignment of Contracts and identification of Health Infrastructure assets, risks, systems and processes completed
- Governance framework developed and endorsed
- Aligning Government Directory to new organisational structure and mapping systems and administrators to new structure and cost centres are 80-99% complete
- Extensive consultation with senior leaders, staff and external stakeholders including unions.

Financial

- There was no additional budget for the ACT Health Transition Project. Staffing was sourced through reallocation of existing staff and through engagement of corporate support functions. Costs were contained through use of internal resources and supports where available.
- Spring Green Consulting were engaged to support the project and provided continuity from the Form and Function review.
- No front-line positions have been identified as being redundant through the restructure of ACT Health.
- As at 14 November 2018, the ACT Health Directorate comprises 560 (head count) staff and Canberra Health Services 7177 (head count). This includes casual and unattached officers.

Executive Recruitment

- Both organisations are in the process of finalising their executive structures. All executive roles have been sized to ensure equity and transparency.
- Recruitment processes to fill changed executive roles are now underway.

Next Steps

- Governance frameworks are being implemented and refined.
- Process review, policy updates and settling of team structures will continue throughout the next few months.

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GBC19/260

Portfolio: Mental Health**ISSUE: ACT HEALTH TERRITORY-WIDE HEALTH SERVICES STRATEGY****Talking points:**

- The ACT Health and Wellbeing Strategic Framework 2019-2029 (the Framework) provides an anchor for ACT Health's vision "Your Health – Our Priority" and a foundation for a person-centred, innovative and high performing health system for the Territory.
- An ACT Health Territory-wide Health Services Strategy (the Strategy) has also been developed under the guidance of the Territory-wide Health Services Advisory Group to reflect the transition to two directorates and the development of a Territory-wide Health Services Plan 2019-2024 (the Plan).
- Development of the Plan is well underway and will be informed by the work undertaken to date on Specialty Service Plans (SSPs) as well as the Framework and Strategy. The Plan will identify priorities for health service development and redesign. It will be based on a comprehensive assessment of health service needs across the care continuum on a geographic basis and for priority population groups, and consider the range of public health services provided by Canberra Health Services, Calvary Public Hospital Bruce and other organisations in the community.
- The SSPs are also progressing well. There are approximately 46 SSPs in total in development. This includes 40 specialty services and six core services such as pathology and pharmacy.

Cleared as complete and accurate:	29/05/2019	
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TRIM Ref:	GBC19/260	

GBC19/260

Portfolio: Mental Health**ISSUE: ACT HEALTH SYSTEM-WIDE DATA REVIEW****Talking points:**

- ACT Health undertook a System-Wide Data Review in 2017-2018 to address underlying issues around data and reporting, after it was unable to provide data on emergency department performance, elective surgery waiting times and mental health data for the 2017 Report on Government Services.
- The Minister for Health and Wellbeing tabled the Outcomes Report and first six-monthly Implementation Plan in the Legislative Assembly on 21 August 2018.
- The Outcomes Report made nine key recommendations, and set out a program of activities that was developed in accordance with best practice data management and performance reporting principles.
- An Implementation Plan for the next six months' work has now been published by ACT Health. It covers the program's second phase and provides an update on the significant progress that has been made against the activities identified in the first Implementation Plan.

Auditor-General's report

- On 30 May 2019, the Auditor-General published his report *Program management of the System-Wide Data Review implementation*.
- The audit reviewed the program management arrangements for the implementation of the System-Wide Data Review's recommendations and activities.
- The audit also examined the project management arrangements for the largest project under the System-Wide Data Review program: the Data Repository Population Project.

Cleared as complete and accurate:	30/05/2019	
Cleared by:	Executive Group Manager	
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Lead Directorate:	Health	
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Information Officer name:	Emily Harper	Ext: 49541
TRIM Ref:	GBC19/260	

QUESTION TIME BRIEF

- The audit has made two recommendations on governance arrangements and project planning, noting that these arrangements are still under development and require improvements to support the implementation of the Review effectively.
- The audit has also found the project management and governance arrangements for the Data Repository Population Project are well-established, thorough and mature.
- ACT Health has welcomed these audit findings, and is using the successful Data Repository Population Project management and governance arrangements as a platform to improve the approach for the System-Wide Data Review program.

Mental Health performance metrics

- In response to the System-Wide Data Review, ACT Health is also working to develop and enhance dedicated mental health performance metrics. This work will:
 - consolidate existing information and reporting;
 - make information more relevant to stakeholder and community requirements;
 - include the development of metrics that will support mental health reforms at the local and national level; and
 - address the information management recommendations from the Auditor-General's 2017 report *Mental Health Services – Transition from Acute Care*.
- To deliver this work, ACT Health has undertaken a co-design process with ACT mental health stakeholders to:
 - address the core issues raised by the Auditor-General's 2017 report; and
 - enhance performance indicators specific to mental health services provided in the Territory and funded by ACT Health.

Cleared as complete and accurate:	30/05/2019	
Cleared by:	Executive Group Manager	
Contact Officer name:	Peter O'Halloran (Chief Information Officer)	Ext: 49000
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QUESTION TIME BRIEF

- This work is being used to inform the development and enhancements of dedicated mental health performance metrics.

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Contact Officer name:	Peter O'Halloran (Chief Information Officer)	Ext: 49000
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Portfolios: Mental Health**ISSUE: OFFICE FOR MENTAL HEALTH AND WELLBEING****Talking points:**

- Dr Elizabeth Moore commenced in the position of Coordinator-General on the 3 of December 2018. Dr Moore brings great experience to the ACT and since her commencement she has met with a wide range of key stakeholders across the community, mental health sector and government.
- Within the 100 days from the commencement of the Coordinator-General, the Office for Mental Health and Wellbeing has undertaken a process of co-design in conjunction with the peak non-government organisations to create a territory-wide vision for mental health and wellbeing and to inform the development of the Office Work Plan.
- The co-design workshops were attended by 119 people and over 210 responses were received through online processes, including the ACT Government's Your Say website.
- Through this consultation, the Office Work Plan was developed within the 100 day commitment, and was presented to Cabinet in April for endorsement. The Office Work Plan was officially launched on 30 April 2019 and is available on the Office website.
- The Work Plan sets the ongoing commitment to enhance the mental health and wellbeing of our community, by partnering with government, non-government and the community to support the people in the ACT and surrounds experiencing mental health concerns.
- The Work Plan introduces the territory-wide vision for mental health and wellbeing:
 - A kind, connected and informed community working together to promote and protect the mental health and wellbeing of all.

Cleared as complete and accurate:	17/06/2019	
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TRIM Ref:	GBC19/326	