



ACT
Government

ACT Health

FOI18-81

Dear 

Freedom of information request: FOI18/81

I refer to your application under section 30 of the *Freedom of Information Act 2016* (the Act), received by ACT Health on 6 September 2018.

In your application you requested:

“Documents related to the recruitment and resignation of Janet Anderson.”

As the Principle Officer of ACT Health, I am authorised to make a decision on access to government information held by ACT Health.

ACT Health was required to provide a decision on your access application by 26 October 2018.

Decision on access

Searches were completed for relevant documents and 13 documents were identified that fall within the scope of your request.

I have included as Attachment A to this decision the schedule of relevant documents. This provides a description of each document that falls within the scope of your request and the access decision for each of those documents.

I have decided to grant full access to four documents and partial access to nine documents.

My access decisions are detailed further in the following statement of reasons and the documents released to you are provided as Attachment B to this letter.

I have decided to grant access, under section 50 of the Act, to copies of documents with redactions applied to information that I consider would be contrary to the public interest to disclose.

In reaching my access decision, I have taken the following into account:

- the FOI Act, particularly Schedule 2;
- the content of the documents that fall within the scope of your request;
- the views of relevant third parties; and
- the *Human Rights Act 2004*

My reasons for deciding not to grant access to the identified documents and components of these documents are as follows.

Folios 1, 11, 12, 16, 17, 19, 20, 22, 34-36 and 38 of the identified documents are composed of, or contain information that I consider, on balance, to be contrary to the public interest to disclose under the test set out in section 17 of the Act as the information contained in these folios is personal information about individuals.

I have identified that there are no factors favouring disclosure of this information under Schedule 2, section 2.1 and I have identified that the following factor favours non-disclosure:

- Schedule 2 2.2 (ii) - prejudice the protection of an individual's right to privacy or any other right under the *Human Rights ACT 2004*.

On balance, the information identified is contrary to the public interest and I have decided not to disclose this information.

Further, folios 27-31 and 40-41 are released with redactions as the information falls outside the scope of your request.

Charges

Processing charges are not applicable for this request because the number of pages released to you is less than 50 pages, pursuant of Section 104 (4) of the FOI Act.

Online publishing – disclosure log

Under section 28 of the Act, ACT Health maintains an online record of access applications called a disclosure log. Your original access application, my decision and documents released to you in response to your access application will be published in the ACT Health disclosure log not less than three days but not more than 10 days after the date of this decision. Your personal contact details will not be published.

You may view ACT Health's disclosure log at <https://www.health.act.gov.au/about-our-health-system/freedom-information/disclosure-log>.

Ombudsman review

My decision on your access request is a reviewable decision as identified in Schedule 3 of the Act. You have the right to seek Ombudsman review of this outcome under section 73 of the Act within 20 working days from the day that my decision is published on ACT Health's disclosure log, or a longer period allowed by the Ombudsman.

If you wish to request a review of my decision you may write to the Ombudsman at:

The ACT Ombudsman
GPO Box 442
CANBERRA ACT 2601

Via email: ACTFOI@ombudsman.gov.au

ACT Civil and Administrative Tribunal (ACAT) review

Under section 84 of the Act, if a decision is made under section 82(1) on an Ombudsman review, you may apply to the ACAT for review of the Ombudsman decision.

Further information may be obtained from the ACAT at:

ACT Civil and Administrative Tribunal
Level 4, 1 Moore St
GPO Box 370
Canberra City ACT 2601
Telephone: (02) 6207 1740
<http://www.acat.act.gov.au/>

If you have any queries concerning the ACT Health's processing of your request, or would like further information, please contact the FOI Coordinator on 6205 1340 or e-mail HealthFOI@act.gov.au.

Yours sincerely



Michael De'Ath
Director-General
ACT Health

18 October 2018

FREEDOM OF INFORMATION REQUEST SCHEDULE

Please be aware that under the *Freedom of Information Act 2016*, some of the information provided to you will be released to the public through the ACT Government's Open Access Scheme. The Open Access release status column of the table below indicates what documents are intended for release online through open access.

Personal information or business affairs information will not be made available under this policy. If you think the content of your request would contain such information, please inform the contact officer immediately.

Information about what is published on open access is available online at: <https://www.health.act.gov.au/about-our-health-system/freedom-information/disclosure-log>

NAME	WHAT ARE THE PARAMETERS OF THE REQUEST	File No
[REDACTED]	"Documents related to the recruitment and resignation of Janet Anderson."	FOI18/81

Ref No	No of Folios	Description	Date	Status	Reason for non-release or deferral	Open Access release status
1	1-10	E-mail with attachment – PD CEO Health Services 2018	26/04/2018	Partial	Schedule 2, section 2.2 (ii)	Yes
2	11-12	E-mail with attachment – Press Ad	23/05/2018	Partial	Schedule 2, section 2.2 (ii)	Yes
3	13-14	E-mail - Message from the Head of Service 2018	31/08/2018	Full		Yes
4	15-16	E-mail	31/08/2018	Partial	Schedule 2, section 2.2 (ii)	Yes

5	17-19	E-mail with attachment – Fitzharris Media Release – New Health Appointments	31/08/2018	Partial	Schedule 2, section 2.2 (ii)	Yes
6	20-23	E-mail with attachment – Minister Fitzharris with Michael De-Ath, Janet Anderson and Minister Rattenbury	03/09/2018	Partial	Schedule 2, section 2.2 (ii)	Yes
7	24-25	E-mail from Head of Service – Directors-General Announcement	03/09/2018	Full		Yes
8	26	E-mail to all Staff - A Message from the Interim Director-General	03/09/2018	Full		Yes
9	27-32	E-mail with Hot Issues and Media Monitoring	04/09/2018	Partial	Documents contain some information outside the scope of the request	Yes
10	33	E-mail from Head of Service - Directors-General Announcement	06/09/2018	Full		Yes
11	34-36	E-mail	06/09/2018	Full	Schedule 2, section 2.2 (ii)	Yes
12	37-38	E-mail	06/09/2018	Partial	Schedule 2, section 2.2 (ii)	Yes
13	39-41	E-mail with Hot Issues and Media Monitoring	07/09/2018	Partial	Documents contain some information outside the scope of the request	Yes



ACT
Government

ACT Health

Total No of Docs

13

Dal Molin, Vanessa (Health)

From: Dal Molin, Vanessa (Health)
Sent: Thursday, 26 April 2018 10:29 PM
To: Power, Leanne
Subject: RE: draft PD for new health positions [SEC=UNCLASSIFIED, DLM=Sensitive]
Attachments: PD CEO Health Services 2018.docx; PD DG Health Directorate 2018.docx

Hi Leanne,

So sorry it's taken me this long to get these back to you. I've made some minor suggested changes and have also just included some comments for you, for consideration.

Happy to talk tomorrow if you would like. I need to call you about the other consultancy too – Michael would like to proceed, so hoping to catch up with you, if you have time.

Thanks so much, and hope the attachments are helpful.

Regards
Vanessa

From: Power, Leanne
Sent: Thursday, 12 April 2018 3:13 PM
To: Whitten, Meredith <Meredith.Whitten@act.gov.au>; Dal Molin, Vanessa (Health) <Vanessa.DalMolin@act.gov.au>
Subject: draft PD for new health positions [SEC=UNCLASSIFIED, DLM=Sensitive]

Hi Meredith and Vanessa

Attached are the draft position descriptions for the CEO and DG roles. Vanessa, could you please check to make sure there is nothing of major error from a service perspective. Treasury is helping with getting the budget numbers. I have sent these to Mercers with caveats about their draft status.

Happy to discuss

Thanks
Leanne

Leanne Power | Director, Office of the Head of Service

Phone: 02 620 75990 | Mobile: [REDACTED] | Email: leanne.power@act.gov.au

Chief Minister, Treasury and Economic Development Directorate | ACT Government

Level 5, Canberra Nara Centre, 1 Constitution Avenue Canberra ACT 2601 | GPO Box 158 Canberra ACT 2601 | www.act.gov.au



POSITION DESCRIPTION

Position Details

Directorate:	ACT Health Directorate
Position Title:	Chief Executive Officer, Canberra Hospital and Health Services
Position Number:	EXXX
Remuneration Package:	\$xxxx or \$xxx per annum (dependant on current superannuation arrangements) from 1 July 201x

Overview

The Australian Capital Territory Government

When the Australian Capital Territory (ACT) became self-governing in 1989, its Legislative Assembly was given responsibility for both state (eg. health and education) and municipal (eg. waste management) functions, making it unique in Australia. As a result, the ACT is sometimes referred to as a city state. The ACT Chief Minister fulfils the roles of both State Premier and Mayor. The ACT Public Service has 22,000 staff.

ACT Government Structure

Under a 'one service' structure, services are delivered to the ACT community through seven Directorates:

- Chief Minister, Treasury and Economic Development
- Community Services
- Education
- Environment, Planning and Sustainable Development
- Health
- Justice and Community Safety
- Transport Canberra and City Services.

In the ACT, the role and functions of Directors-General are prescribed under Section 20 of the *Public Sector Management Act 1994*.¹ The Director-General is responsible for leading the Directorate and leadership in the ACT Public Service and is accountable to the Minister and Head of Service.

The Director-General is also responsible for providing advice to the Head of Service about the development, coordination and implementation of whole of government strategies. Directors-General are required to work efficiently, effectively and constructively with other Directors-General to ensure a whole-of-government focus and promote cooperation and collegiality within and between Directorates.

Commented [DMV(1)]: Do we need to clarify that the CEO is title, but classification under the legislation is DG?

Commented [DMV(2)]: Will this be the role of the CEO, or primarily of the DG?

¹ <http://www.legislation.act.gov.au/a/1994-37/default.asp>

As the leaders, Directors-General are to promote and uphold in the Service the public sector values of Respect, Integrity, Collaboration and Innovation, the public sector principles and the conduct required of a public servant, including by personal example.

The Head of Service and Directors-General comprise the Strategic Board that is responsible for providing strategic leadership and direction to the Service, including in relation to cross-cutting policy and program design and management of the Service as a whole.

Commented [DMV(3): Consider whether this is more a role for the DG of the Directorate, rather than the CEO role. This could potentially confuse the roles.

Could the CEO be invited to attend Strategic Board meetings, as required – similar to the CPO ?

Further information about the ACT Public Service is available at

<https://www.jobs.act.gov.au/about-the-actps> .

About ACT Health

On 23 March 2018, the Government announced that the current Health Directorate will be split into two organisations. One organisation will be responsible for clinical operations and will focus on the operational delivery of quality health services to the community. The second organisation will be responsible for strategic policy and planning stewardship of the ACT's health system. It will oversee the health system as a whole and set the strategic direction for health services, as well as provide health protection services and health promotion. Both organisations will continue ACT Health's commitment to the health of the community, as well as a commitment to quality, innovation, engagement and accountability.

The new structure will commence from 1 October 2018. The CEO role will be instrumental in assisting the Director-General of ACT Health with the transition to two entities, outlined above.

ACT Health is a values-led organisation encompassing the ACT Health Directorate and Canberra Hospital and Health Services (CHHS). ACT Health's vision is *'Your Health – Our Priority'*. ACT Health provide services where the patient is the central focus and this patient-centred care is delivered within a workplace culture that showcases the values of care, excellence, integrity and collaboration:

- **Care** - go the extra distance in delivering services to our patients, clients and consumers. Be diligent, compassionate and conscientious in providing a safe and supportive environment for everyone. Be sensitive in managing information and ensuring an individual's privacy. Be attentive to the needs of others when listening and responding to feedback from staff, clinicians and consumers. .
- **Excellence** - be prepared for change and strive for continuous learning and quality improvements. Acknowledge and reward innovation in practice and outcomes. Develop and contribute to an environment where every member of the team is the right person for their job and is empowered to perform to the highest possible standard.
- **Collaboration** - actively communicate to achieve the best results by giving time, attention and effort to others. Respect and acknowledge everyone's input, skills and experience by working together and contributing to solutions. Share knowledge and resources willingly with your colleagues.
- **Integrity** - be open, honest and trustworthy when communicating with others and ensure correct information is provided in a timely way. Be accountable, reflective and open to feedback. Be true to yourself, your profession, consumers, colleagues and the government. .

ACT Health aims to support its people and strengthen teams by helping staff to reach their potential, promoting a learning culture and providing high-level leadership.

ACT Health strives to deliver better services to the community, on behalf of the ACT Government and to the ACT Government, to meet the needs of the community. ACT Health aims for improved efficiency in the use of resources by designing sustainable services that deliver outcomes efficiently and embed a culture of research and innovation within the organisation. ACT Health also aims to help staff reach their potential, by providing high-level leadership and promoting a learning culture.

Hospital and Health Services

The Canberra Hospital and Health Services (CHHS) provides acute, subacute, primary and community-based health services to the ACT community and surrounding region.

Commented [DMV(4)]: Suggest we include a caveat here that states that the roles and functions of CHHS may change, with the separation process?

The key strategic priority for CHHS is to ensure the delivery of ACT Health's Territory Wide Health Services Framework, the ACT Health Quality strategy and government priorities.

The key operational priority for acute services is to deliver timely access to effective and safe hospital care services. The hospital delivers a full range of medical, surgical and obstetric services, including complex procedures in areas such as cardiac surgery, neurosurgery and neonatal intensive care.

Strong links exist between hospital and community-based services, as many of the operational divisions deliver services across the continuum of care to ensure continuity of care for patients. Community based services delivered by ACT Health include early childhood, youth and women's health; dental services, rehabilitation and community care mental health and alcohol and drug services. In addition, justice health services are provided within the Territory's detention facilities.

CHHS aims for sustainability and improved efficiency of resources, by designing sustainable services to deliver outcomes efficiently and embedding a culture of research and innovation.

CHHS has nine service divisions:

- Division of Surgery and Oral Health
- Division of Women, Youth and Children
- Division of Critical Care
- Division of Pathology
- Division of Medicine
- Division of Cancer, Ambulatory and Community Health Support
- Division of Rehabilitation, Aged and Community Care
- Division of Mental Health, Justice Health, Alcohol and Drug Services

Division of Clinical Support Services.

In addition, the following areas report to the CEO:

- Chief of Clinical Operations
- Donate Life
- Medical Imaging

Commented [DMV(5)]: It may be the Chief Nurse and Midwifery Officer, Chief Medical Officer and Chief Allied Health Officer report here – depending on outcomes of the transition process.

CHHS comprises the following key service areas:

1. The *Canberra Hospital* is the largest public hospital in the region, supporting a population of almost 540,000 with strong links to community-based services that provide continuity of care for patients. Canberra Hospital is an acute care teaching hospital of approximately 600 beds, and a tertiary referral centre that provides a broad range of specialist services to the people of the ACT and South East NSW.

CHHS is a partner in teaching with the Australian National University, the University of Canberra and the Australian Catholic University. The Hospital has a strong national and international reputation in research and teaching, and is affiliated with pre-eminent research institutions, including the internationally acclaimed John Curtin School of Medical Research at the Australian National University.

Canberra Hospital's Emergency Department is a specialised unit designed to provide quality emergency care 24 hours per day, every day of the year. Demands on the emergency department are very unpredictable, so waiting times do vary. Approximately 85,000 patients presented to the Emergency Department during 2016-17.

2. The new *University of Canberra Hospital: Specialist Centre for Rehabilitation, Recovery and Research* (UCH) will be operational from mid-2018. UCH will be Canberra's first purpose-built rehabilitation hospital to support people recovering from surgery or injury, or experiencing mental illness.

UCH will be the largest rehabilitation centre in the ACT and region. At full capacity it will have 140 overnight inpatient beds, 75 day places and additional outpatient services. The hospital will bring together rehabilitation services and specialist staff from many locations across Canberra into one purpose-built location - making it easier for people to access the services they need. UCH will provide:

- dedicated therapy spaces, including therapeutic gyms and kitchens to promote independence
- therapeutic outdoor spaces that include a rehabilitation courtyard and recreational spaces
- hydrotherapy pool
- Clinical Education and Research Centre shared with the University of Canberra.

The ACT Local Hospital Network (ACT LHN) consists of a networked system that includes the Canberra Hospital and Health Services, Calvary Public Hospital, Clare Holland House and the Queen Elizabeth II Family Centre. The ACT LHN has a yearly Service Level Agreement (SLA) which sets out the delivery of public hospital services and is agreed between the ACT Minister for Health and the Director General of the ACT LHN.

Commented [DMV(6)]: Suggest removing this paragraph, as probably confuses things more. I would expect that the DG of the Directorate would have responsibility for signing this SLA in the transition?

Budget

CHHS has an annual budget of approximately \$900m [still to be finalised].

Community and consumer partners

CHHS partners with the community and consumers to improve health outcomes by delivering patient and family-centred care, strengthening partnerships, promoting good health and wellbeing, improving access to appropriate health care, having robust safety and quality systems.

CHHS works closely with other ACT Government Directorates and agencies, including Community Services Directorate (CSD), Justice and Community Safety Directorate (JACS), Chief

Minister, Treasury and Economic Development Directorate (CMTEDD), ACT Ambulance Services, ACT Policing.

CHHS also has consultative arrangements with a range of non-government organisations, including ACT Health Care Consumers Association (HCCA), Capital Health Networks, mental health, alcohol and drug and other community service providers.

Commented [DMV(7)]: The majority of this work is undertaken within the Directorate.

There are relationships with NGOs and CHHS, but contracts are managed within the Directorate.

The tertiary and training sectors are key partners in the planning, development and delivery of healthcare services. CHHS has formal partnership arrangements with Australian National University Medical School, University of Canberra, Australian Catholic University and the Canberra Institute of Technology.

Further information about CHHS can be found at www.health.act.gov.au

Role and Responsibilities

The Chief Executive Officer is a Director-General appointed under Section 20 of the *Public Sector Management Act 1994*.

The Chief Executive Officer is responsible for leading CHHS in the delivery of ACT Health's vision and to ensure that the Government meets its obligations to deliver the quality healthcare services for the community. The Chief Executive Officer will also have a strong working relationship with the Little Company of Mary in the delivery of public hospital services through Calvary Public Hospital Bruce, under a contractual agreement with ACT Health.

Commented [DMV(8)]: Is this correct?

The Chief Executive Officer is accountable to the Minister for Health and Wellbeing and Minister for Mental Health.

Commented [DMV(9)]: Do we need to describe the reporting relationship between the DG, Health Directorate and CEO, CHHS here?

The Chief Executive Officer will work jointly with the Director-General ACT Health Directorate on health service strategic planning. Where there is an overlap between operational planning and health service strategic planning, the Director-General ACT Health Directorate will be accountable.

The Chief Executive Officer will be a member of Strategic Board and will work with the Head of Service and other Directors-General on cross-cutting issues and the leadership of the ACT Public Service.

Commented [DMV(10)]: Query whether you would want the DG of Health Directorate and the CEO of the Hospital on Strat Board? Does the CEO get invited to attend particular meetings, where there is a focus on health broadly? Maybe similar to arrangements for the CPO?

The Chief Executive Officer will have the opportunity to build on the high performance of the service and continue to increase performance through exemplary leadership, collaboration, innovation and harness staff and stakeholder engagement.

The Chief Executive Officer will lead and champion the important transformational agenda that is underway to bring exceptional and innovative health outcomes to the community and set new standards and models of healthcare in Australia.

The Chief Executive Officer will possess a unique understanding of the responsibilities and accountabilities of this role and be able to work collaboratively across a range of health services. The successful candidate will provide outstanding leadership, communicate

professionally and work with flexibility, efficiency and diplomacy.

Candidate Profile

The Chief Executive Officer will be an experienced senior executive who has demonstrated a values based leadership style and who can motivate teams to achieve exceptional outcomes for patients, whilst delivering safe and cost effective services, using innovative solutions in collaboration with a range of service providers. The position requires an individual who offers superior capabilities and experience in the following distinct areas:

- leading the delivery of some of the Territory's most important strategic priorities
- advising the Government and Ministers on key strategic and policy issues
- working with the Director-General, ACT Health, Head of Service and Directors-General across Government to advance the Government's agenda.

In order to undertake the role successfully, the candidate must possess the following attributes:

- a demonstrated record of achievement and success in a similar role
- a proven record of ethical, respectful and skilled leadership of people
- a commitment to providing high quality client focused health services
- demonstrated knowledge and understanding of the health sector
- highly developed leadership skills
- highly developed stakeholder management skills
- ability to articulate vision and strategy
- personal drive, energy, resilience and commitment.

The Chief Executive Officer's key responsibilities are leading and accountability for:

- delivery of quality health services through the CHHS
- delivery of the Clinical Operations Strategy and Outcomes Framework to support new and existing functions within CHHS
- health outcomes that are consistent with expectations of the ACT Government and community
- strategic and operational advice to the Director-General, ACT Health related to the functional areas for the position
- engagement with health service stakeholders and clients, resolving issues and facilitating improved service delivery outcomes
- development and implementation of the knowledge management infrastructure
- effective and efficient resource management and delivering identified financial targets
- change in a complex and dynamic environment
- major health system improvement and facilitating CHHS staff and stakeholders to design innovative models of health care improvement.

Executive Capabilities/Selection Criteria

Your application must include a statement which sets out your claims against the five criteria detailed below. You should provide evidence of your experience and concrete achievements in relation to each of the criteria.

The behaviours and capabilities underpinning each of the criteria illustrate the operating style displayed by an Executive in the ACT Public Service and do not need to be separately

addressed in your application. For example, an Executive who leads and values people will motivate and develop his or her team; value diversity and respect individuals; and build a culture of improving practice.

Criterion 1 – Leads and values people

Behaviours and capabilities:

- motivates and develops people
- values diversity and respects individuals
- builds a culture of improving practice

Criterion 2 – Shapes strategic thinking

Behaviours and capabilities:

- inspires a sense of purpose and direction
- encourages innovation and engages with risk
- thinks broadly and develops solution

Criterion 3 – Achieves results with integrity

Behaviours and capabilities:

- develops organisational capability to deliver results
- manages resources wisely and with probity
- progresses evidence-based policies and procedures
- shows sound judgement, is responsive and ethical

Criterion 4 – Fosters collaboration

Behaviours and capabilities:

- listens and communicates with influence
- engages effectively across government
- builds and maintains key relationships

Criterion 5 – Exemplifies citizen, community and service focus

Behaviours and capabilities:

- understands, anticipates and evaluates client needs
- creates partnerships and cooperation
- works to improve outcomes

The ACT Executive Capabilities are at:

https://www.cmtedd.act.gov.au/_data/assets/pdf_file/0014/1112711/execcapabil.pdf

Remuneration

From 1 July 2017, the position attracts a total remuneration package of \$~~xxxxx~~ or \$~~xxx~~ per annum (depending on existing superannuation), including a \$~~xxxxx~~ cash (salary) component, a private plated vehicle, parking, and superannuation benefits. Superannuation for defined benefit schemes from Commonwealth and State jurisdictions are portable to the ACT in most circumstances.

Location

The position will be located at the Canberra Hospital in Woden.

Contract Period

The Chief Executive is engaged by the Head of Service under section 31(2) of the *Public Sector Management Act 1994*. The successful applicant will be required to enter into a contract for a period of up to five years.

Relocation

A relocation allowance is provided to assist a person to relocate from a residence outside the ACT region. The maximum available allowance is \$51,533. It is not expected that the allowance will necessarily cover all relocation costs.

Further Information

Information on the organisation can be found on the Directorate's website at <http://www.health.act.gov.au/>. Details of current Directorate activities and performance can be found in documents available through the Publications tab on the homepage.

The following key legislation is relevant to the position. Legislation can be accessed at www.legislation.act.gov.au.

- Blood Donation (Acquired Immune Deficiency Syndrome) Act 1985
see Blood Donation (Transmittable Diseases) Act 1985 A1985-27
- Drugs of Dependence Act 1989 A1989-11
- Epidemiological Studies (Confidentiality) Act 1992 A1992-26
- Food Act 2001 A2001-66
- Gene Technology (GM Crop Moratorium) Act 2004 A2004-40
- Gene Technology Act 2003 A2003-57
- Health (National Health Funding Pool and Administration) Act 2013 A2013-2
- Health Act 1993 A1993-13
- Health Practitioner Regulation National Law (ACT) Act 2010 A2010-10
- Health Professionals (Special Events Exemptions) Act 2000 A2000-25
- Health Records (Privacy and Access) Act 1997 A1997-125
- Human Embryo (Research) Act 2004
see Human Cloning and Embryo Research Act 2004 A2004-22
- Intoxicated Persons (Care and Protection) Act 1994
see Intoxicated People (Care and Protection) Act 1994 A1994-85
- Medicines, Poisons and Therapeutic Goods Act 2008 A2008-26
- Mental Health (Secure Facilities) Act 2016 A2016-31
- Mental Health Act 2015 A2015-38
- Public Health Act 1997 A1997-69
- Radiation Protection Act 2006 A2006-33
- Smoking (Prohibition in Enclosed Public Places) Act 2003
see Smoke-Free Public Places Act 2003 A2003-51
- Smoking in Cars with Children (Prohibition) Act 2011 A2011-40
- Supervised Injecting Place Trial Act 1999 A1999-90
- Tobacco Act 1927
see Tobacco and Other Smoking Products Act 1927 A1927-14
- Transplantation and Anatomy Act 1978 A1978-44
- Drugs of Dependence Regulation 2009 SL2009-5

- Epidemiological Studies (Confidentiality) Regulation 1992 SL1992-24
- Food Regulation 2002 SL2002-10
- Gene Technology Regulation 2004 SL2004-17
- Health Regulation 2004 SL2004-14
- Medicines, Poisons and Therapeutic Goods Regulation 2008 SL2008-42
- Public Health Regulation 2000 SL2000-1
- Radiation Protection Regulation 2007 SL2007-18
- Smoking (Prohibition in Enclosed Public Places) Regulation 2005
see Smoke-Free Public Places Regulation 2005 SL2005-21
- Supervised Injecting Place Trial Regulation 2003 SL2003-24
- Transplantation and Anatomy Regulation 2001 SL2001-38

Dal Molin, Vanessa (Health)

From: Power, Leanne
Sent: Wednesday, 23 May 2018 12:06 PM
To: Dal Molin, Vanessa (Health)
Subject: FW: 0188JM - Press ad. [SEC=UNCLASSIFIED]
Attachments: 0188JM_ACT_v5.pdf

Draft jobs listing - for your review only please

Leanne Power | Director, Office of the Head of Service

Phone: 02 620 75990 | Mobile: [REDACTED] | Email: leanne.power@act.gov.au

Chief Minister, Treasury and Economic Development Directorate | ACT Government

Level 5, Canberra Nara Centre, 1 Constitution Avenue Canberra ACT 2601 | GPO Box 158 Canberra ACT 2601 | www.act.gov.au

From: [REDACTED] [mailto:[REDACTED]@dxglobal.com]

Sent: Wednesday, 23 May 2018 12:00 PM

To: [REDACTED]

Cc: Power, Leanne <Leanne.Power@act.gov.au>

Subject: RE: 0188JM - Press ad.

Hi Guys,

Version 5 for your proofing attached.

Cheers

[REDACTED]

FedGovt.advertising@dxglobal.com

dentsu X

dentsu X Australia

105 York Street, South Melbourne, VIC 3205, Australia

Email: [REDACTED]@dxglobal.com

Tel: +61 (0)3 9693 8393

Confidential Email

The information in this message and any attachments are intended for the recipient named on this email. If you are not that recipient, please do not read, copy, distribute or act upon the message as the information it contains may be privileged and confidential. If you have received this message in error, please notify us immediately by return email and delete the material from any computer. We cannot guarantee the integrity or suitability of this message for your computer. It is possible that this message might contain destructive programmes known as viruses or worms and we do not accept any liability for consequential effects caused to your computer, or others connected to it and that you should determine the likelihood of such content yourself. Business e-mails are sent to you subject to our usual terms of business. When the content of an e-mail is a personal message, the sender is not acting in his/her capacity as our partner or employee. Thank you for your cooperation.



Lead the ACT Health System

Two high-profile CEO roles

• Deliver exceptional health outcomes for the ACT community

• Career-defining leadership opportunities

• Responsibility, autonomy, accountability

• Substantial remuneration packages

With Canberra's third public hospital set to open in mid-2018 and increasing demands on the health system as a result of population growth, the ACT Government has decided to make a change to the ACT Health Directorate. From 1 October 2018 the Health Directorate will become two organisations. One will be responsible for clinical operations and will focus on the delivery of high quality health services. The other will be responsible for strategic policy, planning and stewardship of the ACT's health system, including health protection and health promotion services. The Head of Service is seeking applications from people who have a demonstrable record of achievement in similar organisations to deliver high quality health outcomes for the people of the ACT:

Director-General

ACT Health Directorate

In this challenging and rewarding role, you will have overall responsibility for the governance, leadership and management of a large, diverse and complex Directorate. Working closely with the CEO of Canberra Hospital and Health Services, you will develop policies, strategies, systems and processes to support strong health and wellbeing outcomes for the ACT community. You will have accountability for health infrastructure and planning, quality and risk management frameworks, population health strategies and the development of new and innovative initiatives across the portfolio. You will work collaboratively with other ACT Directors-General, develop strong and enduring relationships with a wide range of stakeholders and represent the ACT Government in a number of public settings and in cross-jurisdictional negotiations with the Commonwealth and NSW Governments.

To be a strong contender for either of these roles, you will need to be an outstanding leader with an impressive record of achievement in a large, complex and politically sensitive health care organisation. You will also have a proven capacity to drive change, demonstrated ability to broker decisions through collaboration and consensus, and a personal style that engenders trust and respect. For the Director-General position you will need to have impressive policy development and strategic direction-setting skills and the ability to provide timely and robust advice to Ministers on a range of portfolio-wide issues. Applicants for the CEO CHHS position will need to have a proven record of achievement in the provision of high quality client-focused clinical and allied health services, preferably gained in a large state, territory or regional health service.

Before applying, please obtain selection documentation by emailing admin@ianhansen.com.au.

For further information, please contact: [REDACTED] Applications close on 24 June 2018

Ian Hansen & Associates
Executive Search

dentsu X

URGENT PROOF

Please read and check that all information is correct

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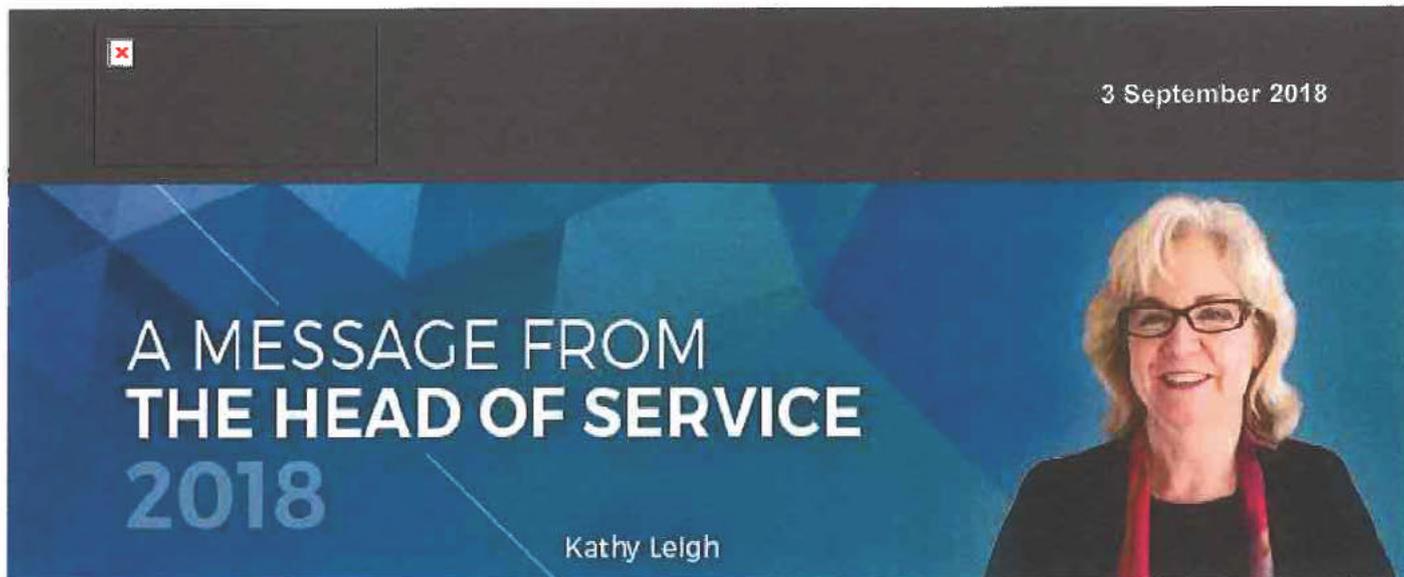
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W76910

Dal Molin, Vanessa (Health)

From: Power, Leanne
Sent: Friday, 31 August 2018 12:02 PM
To: Janet Anderson; De'Ath, Michael (Health)
Cc: Dal Molin, Vanessa (Health)
Subject: draft Announcement [SEC=UNCLASSIFIED]

Hi Janet and Michael, please see final draft of announcement for Monday. It is intended that this is released to whole of service at the time the Minister is making the announcement at around 9.15am. Happy to discuss further if needed. Thanks Leanne



Draft
Directors-General Announcement

Colleagues

I have previously advised that from 1 October 2018, the ACT Health Directorate will be split into two organisations. One organisation will be responsible for clinical operations and the delivery of quality health services to our growing community; the other organisation will be responsible for strategic policy and planning stewardship of the ACT's health system, setting the strategic direction for health services and providing health protection services and health promotion.

Following a national recruitment process I am pleased to announce the following appointments to the two senior executive roles that will lead the two new organisations.

Director-General ACT Health Directorate

I am pleased to announce that Michael De'Ath has been appointed as the Director-General ACT Health Directorate. Michael has been the Interim Director-General ACT Health since early April 2018 and has led the Directorate over the last four months.

Michael was previously the Director-General Community Services Directorate, a position he has held since October 2016. Prior to this Michael held Deputy Secretary roles in the Department of Health and Human Services and Department of Education and Early Childhood Development in Victoria. In these roles Michael had responsibilities in areas including health funding and performance, child protection, disability services, public housing and youth justice.

Michael has a Bachelor of Education, Masters in Education Administration, First Class Honours both from Massey University and an Executive Masters in Public Administration from ANZSOG.

Chief Executive Officer, Canberra Hospital and Health Services

I am pleased to announce that Janet Anderson PSM has been appointed as the Chief Executive Officer, Canberra Hospital and Health Services. Janet is currently Chief Coordinator of the Reform Management Office in the Northern Territory Government with responsibility for leading the response to the final Report of the Royal Commission into the Protection and Detention of Children in the Northern Territory.

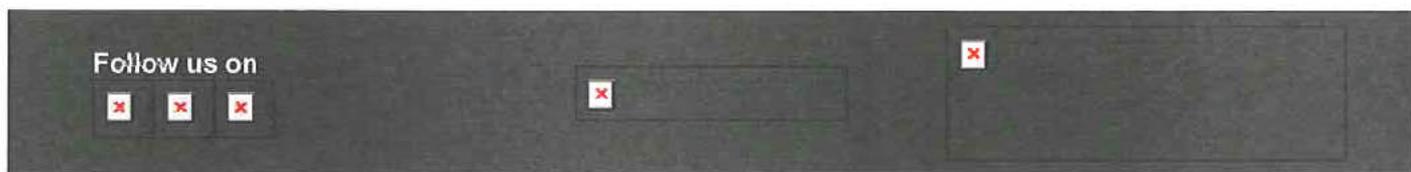
Previously Janet was the Chief Executive (Acting) and Deputy Chief Executive, Northern Territory Department of Health. In these roles Janet had Territory-wide responsibilities encompassing the Top End Health Service and Central Australia Health Service including health policy development, strategic and clinical services planning and delivery, financial, quality and performance management, and providing strong and effective leadership for staff across the public health system.

Before moving to the Northern Territory, Janet held a number of senior positions in the Australian Government Department of Health and the NSW Department of Health and was Adjunct Professor, Faculty of Nursing, Midwifery & Health at the University of Technology Sydney.

Janet has a Bachelor of Health Administration, First Class Honours from the University of NSW. She was awarded the Public Service Medal in 2009 and she is an Associate Fellow of the Australian College of Health Service Management.

Both Michael and Janet will commence in these roles on 1 October 2018.

Kathy Leigh
Head of Service



Trevillian, Sarah (Health)

From: Pulli, Tracey (Health)
Sent: Friday, 31 August 2018 3:06 PM
To: Bisset, Ellena
Cc: Dal Molin, Vanessa (Health)
Subject: Lines from Fitz speech ... [SEC=UNCLASSIFIED]

Hi Ellena

Please see below as discussed, input from Mins speech for Monday that may be of help.

One of the other changes you have heard me talk about this year, is the decision to split ACT Health into two organisations: one focussed on the strategic policy and planning stewardship of the health system, and one operational organisation focussed on delivery of quality health services to our growing community.

ACT Health employs around 7,000 people and delivers healthcare to more than half a million people in the ACT and surrounding region.

Currently the ACT is the only jurisdiction that doesn't have two distinct organisations for health service delivery and policy. The separation of ACT Health into two distinct organisations from 1 October will bring it into line with other jurisdictions, including those of a similar size.

To that end, I am pleased today to announce that Janet Anderson has been appointed as the CEO of operational services at ACT Health. I am delighted that Janet has been able to join us today for this launch, prior to commencement in the organisation from 1 October this year.

Janet comes to ACT Health following an extensive senior management career across the Commonwealth Public Service and experience working in a number of jurisdictional services, on health systems and policy development and reform.

I am also very pleased to announce that Michael De'Ath has been appointed to the role of Director General, ACT Health. Michael has already demonstrated a strong track record for leadership of the organisation and Michael's senior, public sector experience from across Australia stands him in good stead for this important role.

Cheers
Tracey

Tracey Pulli
Deputy Director of Media | ACT Health

P | 6205 3708 M | [REDACTED]
E | tracey.pulli@act.gov.au
URL | www.health.act.gov.au

Trevillian, Sarah (Health)

From: Pulli, Tracey (Health)
Sent: Friday, 31 August 2018 4:02 PM
To: Bisset, Ellena; Phillips, Georgia
Subject: RE: 180831 - Fitzharris Media Release - New Health Appointments.dotx [SEC=UNCLASSIFIED]
Attachments: 180831 - Fitzharris Media Release - New Health Appointments_TP edit.docx

Hi Georgia

See attached with quick tracked changes from me, only minor changes...

Great release Ellena. 😊

Cheers
Tracey

Tracey Pulli
Deputy Director of Media, ACT Health

P | 6205 3708 M | [REDACTED]
E | tracey.pulli@act.gov.au
URL | www.health.act.gov.au

From: Bisset, Ellena
Sent: Friday, 31 August 2018 3:53 PM
To: Phillips, Georgia <Georgia.Phillips@act.gov.au>
Cc: Pulli, Tracey (Health) <Tracey.Pulli@act.gov.au>
Subject: 180831 - Fitzharris Media Release - New Health Appointments.dotx [SEC=UNCLASSIFIED]

Hi Georgia,

As discussed earlier today, please find attached the media release for the two health appointments.

Thank you,

Ellena Bisset | Acting Director
P: 02 6207 6101 | M: [REDACTED]
Communications and Engagement | Chief Minister, Treasury and Economic Development Directorate
ACT Government
Level 5, Canberra Nara Centre, 1 Constitution Avenue, Canberra City | GPO Box 158 Canberra City ACT 2601 | www.act.gov.au



Meegan Fitzharris MLA

Minister for Health and Wellbeing
Minister for Higher Education
Minister for Medical and Health Research
Minister for Transport
Minister for Vocational Education and Skills

Member for Yerrabi

3 September 2018

Leadership team driving future of ACT health

Minister for Health and Wellbeing Meegan Fitzharris today announced the appointment of the Health Director-General and Chief Executive Officer.

Following a national recruitment process, Michael De'Ath has been appointed as the Director-General of the Health Directorate and Janet Anderson PSM has been appointed as the Chief Executive Officer.

On 1 October 2018, ACT Health will be split into two distinct organisations to bring the ACT into line with other jurisdictions. One will be focussed on the strategic policy and planning stewardship of the health system, and one will ensure the delivery of quality health services to our growing community.

Minister Fitzharris said she was looking forward to working collaboratively with both organisations to achieve better outcomes for patients.

"Both Mr De'Ath and Ms Anderson have experience in health jurisdictions across Australia, working as senior managers responsible for key policy development and reform," Minister Fitzharris said.

"Under their strong leadership I am confident our public health system can deliver the best possible care to Canberrans so that we continue to be the healthiest people in the country.

"Janet comes to ACT Health following an extensive senior management career across the Commonwealth Public Service and experience working in a number of jurisdictional services, on health systems and policy development and reform.

"Michael has already demonstrated a strong track record for leadership of the organisation and Michael's senior, public sector experience from across Australia stands him in good stead for this important role."

Director-General

ACT Legislative Assembly

Phone (02) 6205 0051 Email: fitzharris@act.gov.au

@MeeganFitzMLA

MeeganFitzharrisMLA





Meegan Fitzharris MLA

Minister for Health and Wellbeing
Minister for Higher Education
Minister for Medical and Health Research
Minister for Transport
Minister for Vocational Education and Skills

Member for Yerrabi

Mr De'Ath has been the Interim Director-General ACT Health since early April 2018 and has led the Directorate over the last four months.

Mr De'Ath was previously the Director-General Community Services Directorate and has held Deputy Secretary roles in several Victoria Government departments, including the Department of Health and Human Services. In these roles Mr De'Ath was responsible for health funding and performance, child protection, disability services, public housing and youth justice.

Mr De'Ath has a Bachelor of Education, Masters in Education Administration, First Class Honours both from Massey University and an Executive Masters in Public Administration from ANZSOG.

Chief Executive Officer

Ms Anderson is currently Chief Coordinator of the Reform Management Office in the Northern Territory Government and led the response to the final Report of the Royal Commission into the Protection and Detention of Children in the Northern Territory.

Previously, Ms Anderson held several executive roles in Northern Territory Department of Health with responsibility for health policy development, and strategic and clinical services planning and delivery. Ms Anderson has also held several senior positions in the Federal and NSW governments, and was Adjunct Professor, Faculty of Nursing, Midwifery & Health at the University of Technology Sydney.

Ms Anderson has a Bachelor of Health Administration, First Class Honours from the University of NSW. She was awarded the Public Service Medal in 2009 and she is an Associate Fellow of the Australian College of Health Service Management.

Both Mr De'Ath and Ms Anderson will begin in these roles on 1 October 2018.

Statement ends

Media contact/s:

Claire Johnston T (02) 6205 0022 M [REDACTED] ClaireV.johnston@act.gov.au

ACT Legislative Assembly

Phone (02) 6205 0051 Email: fitzharris@act.gov.au

@ MeeganFitzMLA

MeeganFitzharrisMLA



Trevillian, Sarah (Health)

From: Pulli, Tracey (Health)
Sent: Monday, 3 September 2018 11:57 AM
To: De'Ath, Michael (Health); [REDACTED]@gmail.com
Cc: Jean, David (Health); Dal Molin, Vanessa (Health)
Subject: FITZHARRIS MEDIA RELEASE - Leadership team to drive future investment in ACT Health [SEC=UNCLASSIFIED]
Attachments: Minister Fitzharris with Michael De'Ath, Janet Anderson and Minister Rattenbury.jpg

Hi Michael and Janet

Please see below and attached the media release and photo from this morning's event that has been issued by the Minister's office.

Let me know if you need anything further.

Kind regards
 Tracey

Tracey Pulli
 Deputy Director of Media | ACT Health

P | 6205 3708 M | [REDACTED]
 E | tracey.pulli@act.gov.au
 URL | www.health.act.gov.au

From: ACT Government Executive Media
Sent: Monday, 3 September 2018 11:19 AM
Subject: FITZHARRIS MEDIA RELEASE - Leadership team to drive future investment in ACT Health



Media release

Meegan Fitzharris MLA

Minister for Health and Wellbeing
 Minister for Higher Education
 Minister for Medical and Health Research
 Minister for Transport
 Minister for Vocational Education and Skills

Member for Yerrabi

3 September 2018

Leadership team to drive future investment in ACT Health

Minister for Health and Wellbeing Meegan Fitzharris today announced the appointment of the Director-General and Chief Executive Officer who will lead ACT Health into the future, ensure Canberrans continue to receive the highest quality public healthcare and remain the healthiest community in Australia.

Following a national recruitment process, Michael De'Ath has been appointed as the Director-General of the Health Directorate and Janet Anderson PSM has been appointed as the Chief Executive Officer.

On 1 October 2018, ACT Health will be split into two distinct organisations to bring the ACT into line with other jurisdictions. One will be focussed on the strategic policy and planning stewardship of the health system, and one will ensure the delivery of quality public health services to our growing community.

Minister Fitzharris welcomed the new appointments and said she was looking forward to working with both organisations to deliver patient-centred care across Canberra.

"As our city grows, as our community ages and as more challenges and opportunities emerge in healthcare delivery, we must make sure we have the most contemporary governance structures here in the ACT," said Minister Fitzharris.

"Through the restructure we are future-proofing our healthcare system to better respond to our city's current and future health needs.

"These two key leadership positions are incredibly important. Mr De'Ath and Ms Anderson will head up two organisations committed to keeping our community healthy through person-centred care, quality, innovation, engagement and accountability.

"They will play key roles in sustaining a positive and committed organisational culture. And they will both have vital positions as partners with our higher education sector to collaborate in health and medical research and support teaching and training of our future health workforce." Minister Fitzharris said

Both Mr De'Ath and Ms Anderson have experience in health jurisdictions across Australia, working as senior managers responsible for key policy development and service delivery.

"Under their strong leadership I am confident our public health system will deliver the best possible care to Canberrans so that we continue to be the healthiest Australians," said Minister Fitzharris.

"Ms Anderson comes to ACT Health following an extensive senior management career across the Commonwealth Public Service and experience working in a number of jurisdictional services, on health systems, health policy development and reform.

"Mr De'Ath has already demonstrated a strong track record for leadership of ACT Health and Michael's senior, public sector experience from across Australia and New Zealand stands him in good stead for this important role.

"Minister for Mental Health Shane Rattenbury and I look forward to working with them on our health and wellbeing agenda as we continue to make record investment in our community's health care needs.

"I know they are both looking forward to working with the skilled and committed ACT Health workforce, and working collaboratively with our important partners across the ACT's health system and with the NSW and Commonwealth Governments."

Director-General

Michael De'Ath has been the Interim Director-General ACT Health since early April 2018 and has led the Directorate over the last four months.

Mr De'Ath was previously the Director-General of the Community Services Directorate and has held deputy secretary roles in several Victoria Government departments, including the Department of Health and Human Services. In these roles Mr De'Ath was responsible for health funding and performance, child protection, disability services, public housing and youth justice.

Mr De'Ath has a Bachelor of Education, Masters in Education Administration, First Class Honours both from Massey University and an Executive Masters in Public Administration from ANZSOG.

Chief Executive Officer

Janet Anderson is currently Chief Coordinator of the Reform Management Office in the Northern Territory Government and led the response to the final Report of the Royal Commission into the Protection and Detention of Children in the Northern Territory.

Previously, Ms Anderson held several executive roles in the Northern Territory Department of Health with responsibility for health policy development, and strategic and clinical services planning and delivery. Ms Anderson has also held several senior positions in the Federal and NSW governments, and was Adjunct Professor, Faculty of Nursing, Midwifery & Health at the University of Technology Sydney.

Ms Anderson has a Bachelor of Health Administration, First Class Honours from the University of NSW. She was awarded the Public Service Medal in 2009 and she is an Associate Fellow of the Australian College of Health Service Management.

Both Mr De'Ath and Ms Anderson will begin in these roles on 1 October 2018.

Statement Ends

Media contact:

Claire Johnston T (02) 6205 0022 M [REDACTED] E ClaireV.Johnston@act.gov.au

ACT LEGISLATIVE ASSEMBLY

Phone (02) 6205 0051

fitzharris@act.gov.au

 [@MeeganFitzharrisMLA](https://twitter.com/MeeganFitzharrisMLA)

 [MeeganFitzharrisMLA](https://www.facebook.com/MeeganFitzharrisMLA)

 [meeganfitzmla](https://www.instagram.com/meeganfitzmla)



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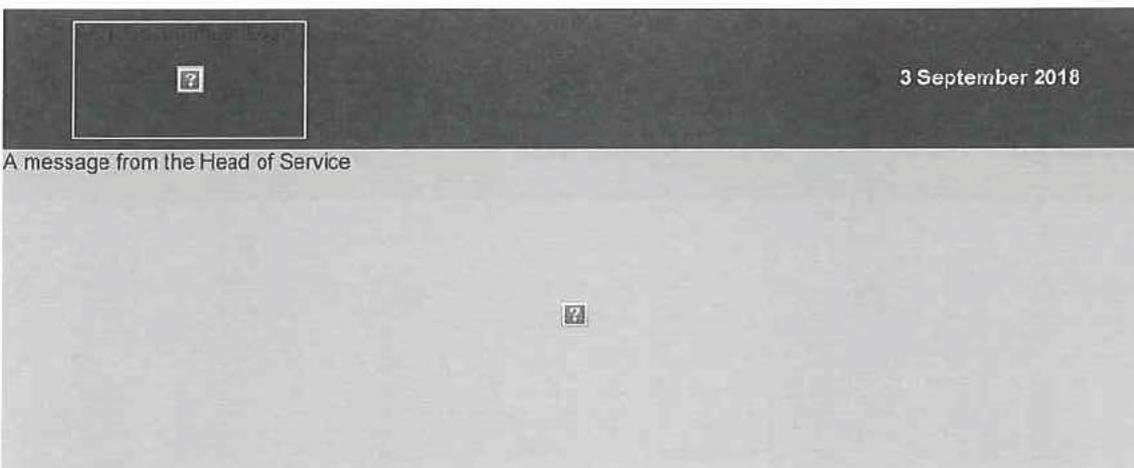
Walk in for walking
MINOR

act.gov.au

WIN NEWS

WIN NEWS

From: [Head Of Service](#)
Subject: Directors-General Announcement [SEC=UNCLASSIFIED, DLM=For-Official-Use-Only]
Date: Monday, 3 September 2018 9:33:06 AM



Directors-General Announcement

Colleagues

I have previously advised that from 1 October 2018, the ACT Health Directorate will be split into two organisations. One organisation will be responsible for clinical operations and the delivery of quality health services to our growing community; the other organisation will be responsible for strategic policy and planning stewardship of the ACT's health system, setting the strategic direction for health services and providing health protection services and health promotion.

Following a national recruitment process I am pleased to announce the following appointments to the two senior executive roles that will lead the two new organisations.

Director-General

I am pleased to announce that Michael De'Ath has been appointed as Director-General to lead the organisation with responsibility for strategic policy and planning stewardship of the ACT's health system. Michael has been the Interim Director-General, ACT Health Directorate since early April 2018 and has led the Directorate over the last four months.

Michael was previously the Director-General Community Services Directorate, a position he has held since October 2016. Prior to this Michael held Deputy Secretary roles in the Department of Health and Human Services and Department of Education and Early Childhood Development in Victoria. In these roles Michael had responsibilities in areas including health funding and performance, child protection, disability services, public housing and youth justice.

Michael has a Bachelor of Education, Masters in Education Administration, First Class Honours both from Massey University and an Executive Masters in Public Administration from ANZSOG.

Chief Executive Officer

I am pleased to announce that Janet Anderson PSM has been appointed as the Chief Executive Officer to lead the organisation with responsibility for clinical operations and the delivery of quality health services. Janet is currently Chief Coordinator of the Reform Management Office in the Northern Territory Government with responsibility for leading the response to the final Report of the Royal Commission into the Protection and Detention of Children in the Northern Territory.

Previously Janet was the Chief Executive (Acting) and Deputy Chief Executive, Northern Territory Department of Health. In these roles Janet had Territory-wide responsibilities encompassing the Top End Health Service and Central Australia Health Service including health policy development, strategic and clinical services planning and delivery, financial, quality and performance management, and providing strong and effective leadership for staff across the public health system.

Before moving to the Northern Territory, Janet held a number of senior positions in the Australian Government Department of Health and the NSW Department of Health and was Adjunct Professor, Faculty of Nursing, Midwifery & Health at the University of Technology Sydney.

Janet has a Bachelor of Health Administration, First Class Honours from the University of NSW. She was awarded the Public Service Medal in 2009 and she is an Associate Fellow of the Australian College of Health Service Management.

Both Michael and Janet will commence in these roles on 1 October 2018.

Kathy Leigh
Head of Service



From: [Stevenson, Nicole \(Health\)](#)
To: [##All Staff ACT Health](#)
Subject: A message from the Interim Director-General - Director-General and Chief Executive Officer Appointments
Date: Monday, 3 September 2018 10:01:12 AM

Image



Monday 3 September 2018

Good morning,

By now you will have seen a message from the Head of Service announcing appointments to the positions of Director-General and Chief Executive Officer.

I am delighted to be continuing on in the role of Director-General for the longer term. We have a significant program of work ahead of us. I was motivated to stay on in the role to continue working with you all to guide this work.

I would also like to congratulate Ms Janet Anderson PSM on her appointment to the role of CEO. I am looking forward to working closely with Janet in ensuring the transition to two organisations is smooth, and in the context of moving forward as two separate organisations.

It goes without saying that the two new organisations will need to have close, collaborative working relationships. I have already had preliminary conversations with Janet, and we are both committed to a close working relationship, to ensure the transition is successful into the future.

I feel that the organisation has already come such a long way. We have worked together to achieve an excellent accreditation result. We have successfully opened the new University of Canberra Hospital, and there is a lot of good work taking place to improve our organisational culture and workplace. There is a powerful vision emerging that will see us working with our strategic partners to develop our research, practice and policy capability. These are truly exciting times.

It is a real privilege to be able to stay on in the Director-General role to lead such a hard-working and dedicated group of people who are committed to ensuring that all Canberrans have access to the most contemporary, high quality healthcare system that we can provide.

I am genuinely looking forward to working with you all as Director-General.

Thank you

Michael De'Ath
Interim Director-General
ACT Health
DGACTHealth@act.gov.au

www.health.act.gov.au

From: [Grayland, Geraldine \(Health\)](#)
To: [Cramond, Sarah \(Health\)](#); [Trevillian, Sarah \(Health\)](#); [Allen, Jonas \(Health\)](#)
Subject: FW: Hot issues and media monitoring Tuesday 4 September 2018 [SEC=UNCLASSIFIED]
Date: Tuesday, 4 September 2018 10:08:43 AM
Attachments: [image001.png](#)
[MonitorReport-4Sep18.pdf](#)

FYI

Geraldine Grayland

A/g Senior Manager
 Freedom of Information Unit

Level 5, 2-6 Bowes Street

Woden ACT

Phone: 6205 2976

E-mail: geraldine.grayland@act.gov.au

Care ▲ Excellence ▲ Collaboration ▲ Integrity



From: Milenkovic, Katarina (Health) **On Behalf Of** Health Media

Sent: Tuesday, 4 September 2018 8:39 AM

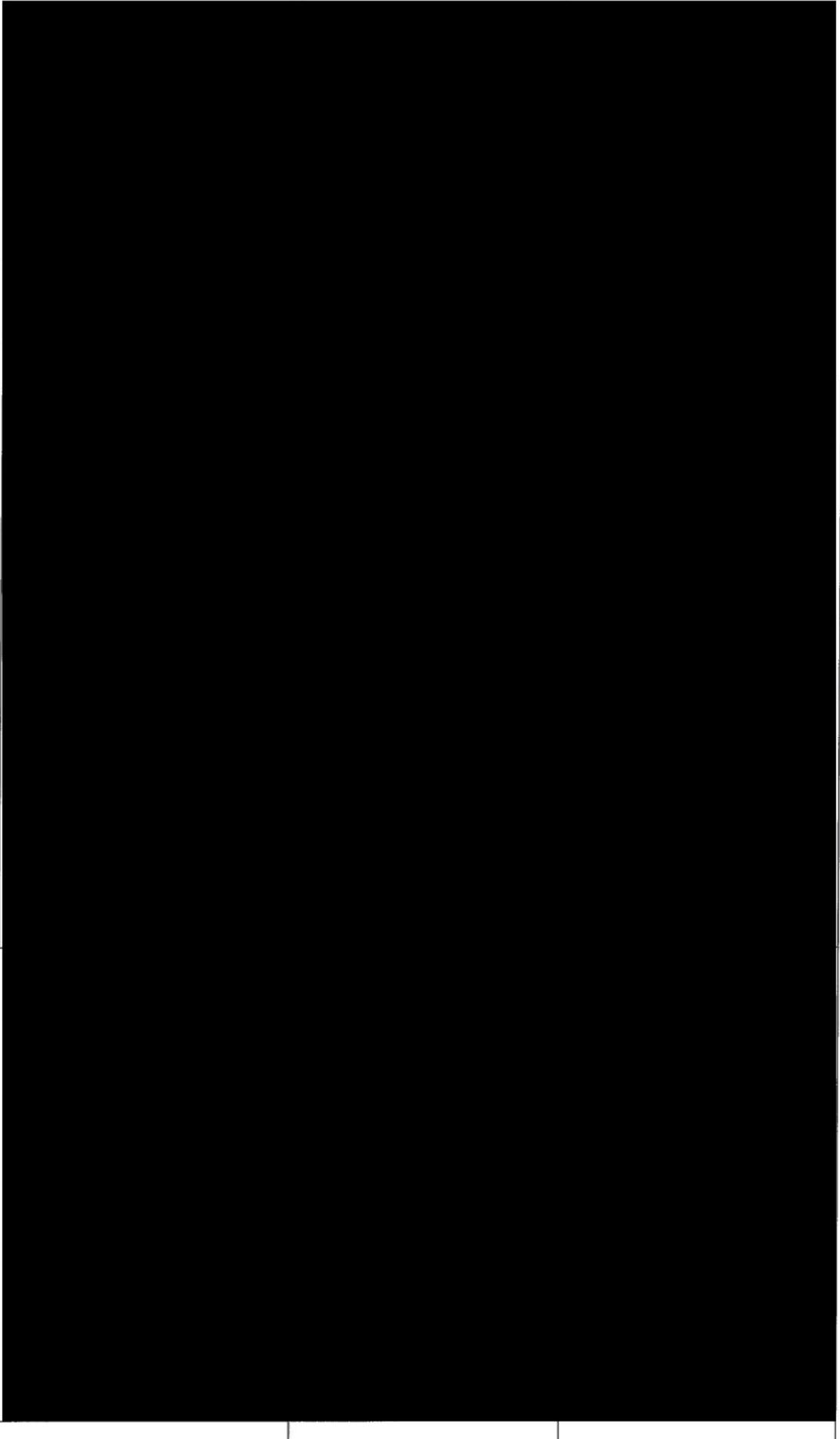
Subject: Hot issues and media monitoring Tuesday 4 September 2018 [SEC=UNCLASSIFIED]

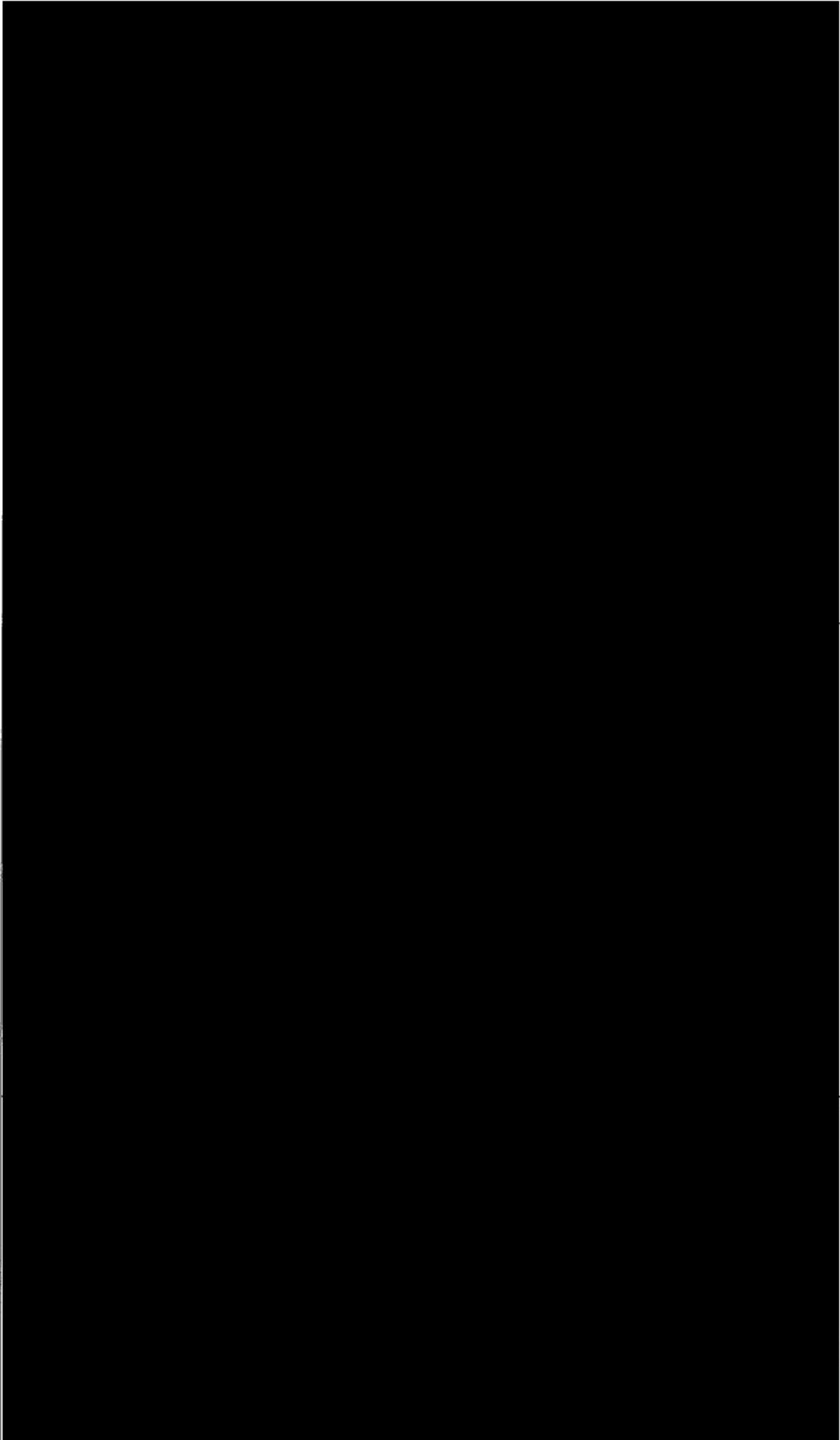
Good morning,

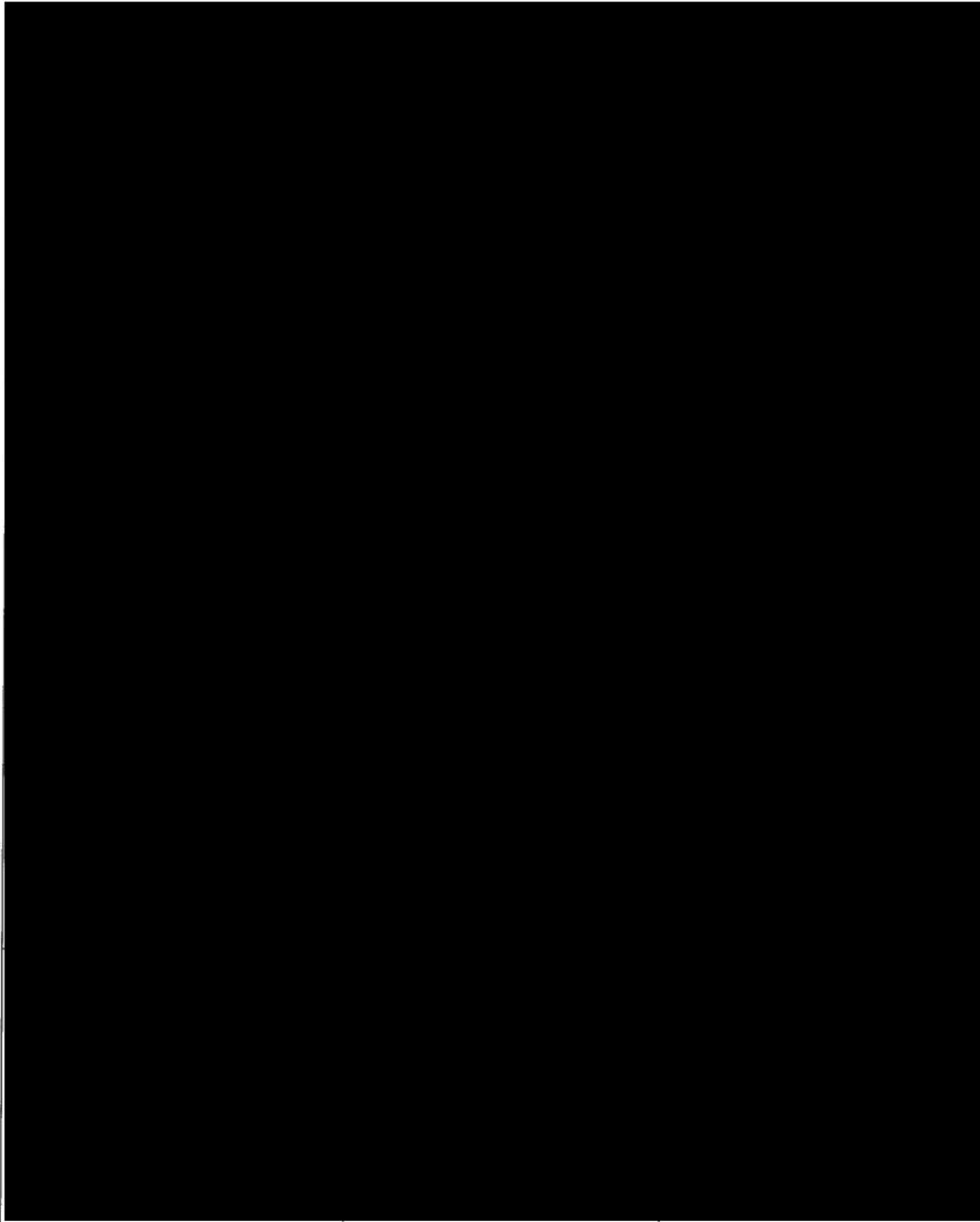
Today's media coverage.

Issue	Media	Notes
<u>Shake up at ACT Health: government announces new health bosses</u>	Canberra Times, 04/09/2018, Finbar O'Mallon, P1	The coordinator of the Northern Territory government's response to the youth detention royal commission will head clinical delivery of health services in the ACT. Janet Anderson was announced as chief executive of Health Services, which would oversee Canberra Hospital, on Monday morning.

<p>Health Minister Meegan Fitzharris has announced two executives will head up the new split health department</p>	<p>ABC News, 03/09/2018, 7:04pm, Dan Bourchier <i>Similar coverage also appeared on WIN Canberra and 2CC.</i></p>	<p>Meegan Fitzharris, Health Minister, has announced two executives will head up the new split health department. ACT Health will be split in two and Janet Anderson will take charge of the Canberra and local health centres while Michael De'Ath will be handling the Health Directorate. There were complaints levelled against former ACT Health Nicole Feely.</p>
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Kind regards,

Katarina Milenkovic

Media Officer | Strategic Communications and Media

Government and Communications | Level 3, 6 Bowes Street Phillip ACT 2606

Ph: (02) 6205 1785 | Email: katarina.milenkovic@act.gov.au



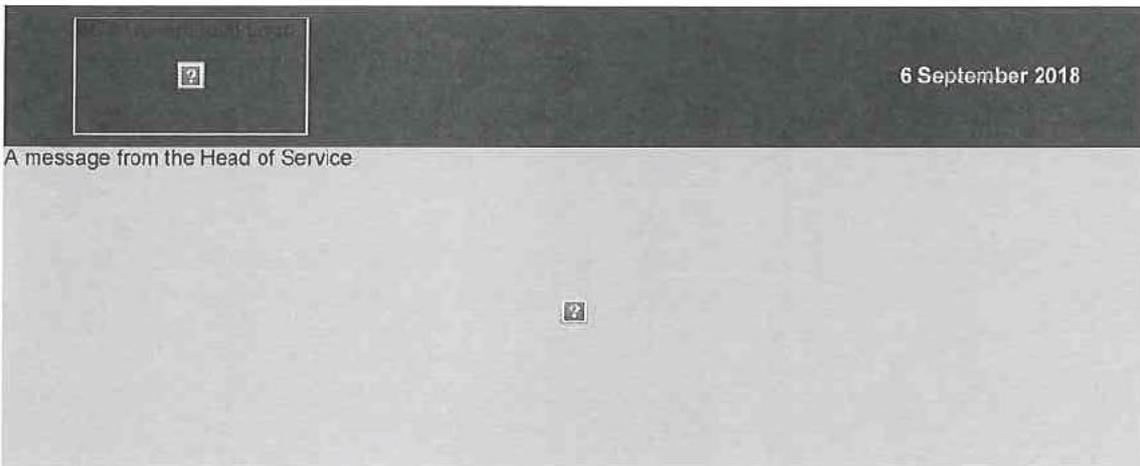


[@ACTHealth](#)



facebook.com/ACTHealthDirectorate

From: [Head Of Service](#)
Subject: Director-General Announcement [SEC=UNCLASSIFIED, DLM=For-Official-Use-Only]
Date: Thursday, 6 September 2018 8:39:54 AM



A message from the Head of Service.

Director-General Announcement

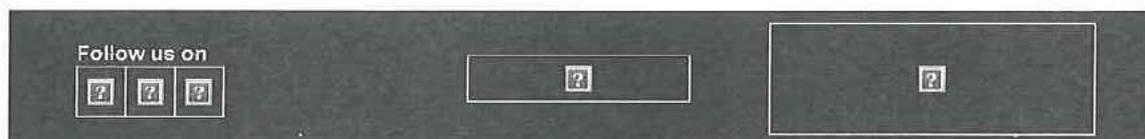
Colleagues

Earlier this week I announced the appointment of Janet Anderson PSM as Chief Executive Officer to lead the organisation with responsibility for clinical operations and the delivery of quality health services under the new arrangements for the ACT Health Directorate. Janet was to commence the role on 1 October 2018.

Due to personal circumstances, Janet has advised that she is no longer able to take up this appointment. I know that she genuinely regrets having to withdraw from her appointment and I wish her all the best for her future.

The current arrangements for the management of our Health Services will continue and I will provide further advice about recruitment for the Chief Executive Officer role in due course.

Kathy Leigh
Head of Service



Stevenson, Nicole (Health)

From: Pulli, Tracey (Health)
Sent: Thursday, 6 September 2018 10:00 AM
To: Bisset, Ellena
Cc: Dal Molin, Vanessa (Health); De'Ath, Michael (Health)
Subject: RE: Janet Anderson [SEC=UNCLASSIFIED]

Hi Ellena

Minister has said on radio this morning that there is already a current Deputy Director-General of Canberra Hospital and Health Services in place so I think a suggested response could be:

- There will be no impact. There is currently a Deputy Director-General of Canberra Hospital and Health Services in place and the recruitment for the Chief Executive Officer role will be a priority for the Head of Service.

Let me know if you need anything further.

Michael and Vanessa – please see emails below. A few questions that have come through from CT this morning following the email. CMTEDD have responded to most of them at this point.

Cheers
 Tracey

Tracey Pulli
 Deputy Director of Media | ACT Health

P | 6205 3708 M | [REDACTED]
 E | tracey.pulli@act.gov.au
 URL | www.health.act.gov.au

From: Bisset, Ellena
Sent: Thursday, 6 September 2018 9:40 AM
To: Pulli, Tracey (Health) <Tracey.Pulli@act.gov.au>
Subject: Fwd: Janet Anderson

Do you have lines from the TPs on this topic we could use? Sorry in with Kathy atm

Sent from my iPhone

Begin forwarded message:

From: [REDACTED] <[\[REDACTED\]@fairfaxmedia.com.au](mailto:[REDACTED]@fairfaxmedia.com.au)>
Date: 6 September 2018 at 9:38:31 am AEST
To: "Bisset, Ellena" <Ellena.Bisset@act.gov.au>
Subject: Re: Janet Anderson

Thanks Elle! I'll get those lines into the asset now, but an answer on the last question would be good, I think that's the one everyone is a little worried about!

[REDACTED]
 Reporter - The Canberra Times
 Australian Metro Media

m [REDACTED]
 [REDACTED]@fairfaxmedia.com.au
 www.canberratimes.com.au



The Canberra Times

COMMUNITY : AUDIENCE & CUSTOMERS : RESULTS : EACH OTHER

On 6 September 2018 at 09:37, Bisset, Ellena <Ellena.Bisset@act.gov.au> wrote:

Sorry on iPhone so it went before I could say I don't have an answer to your last question yet but can follow up if you need.

Ellena

Sent from my iPhone

On 6 Sep 2018, at 9:36 am, Bisset, Ellena <Ellena.Bisset@act.gov.au> wrote:

Hi [REDACTED],

Due to personal circumstances, Janet has advised that she is no longer able to take up this appointment. We understand that she genuinely regrets having to withdraw from her appointment and wish her all the best for her future.

The current arrangements for the management of our Health Services will continue and we will provide further advice about recruitment for the Chief Executive Officer role in due course.

Thank you
 Elle

Sent from my iPhone

On 6 Sep 2018, at 9:27 am, [REDACTED]
 <[REDACTED]@fairfaxmedia.com.au> wrote:

Good morning guys,

We know Janet Anderson has pulled out of the health gig.

Can you please tell me:

- Why has she pulled out?
- Who will fill her role? Will there be an interim head in place or will it go to someone else who was interviewed?
- Will this affect the ACT Health split in any way?

I'm filing ASAP and will update copy when you get me a statement. Thanks heaps!

Reporter - The Canberra Times
Australian Metro Media

m [REDACTED]
[REDACTED]@fairfaxmedia.com.au
www.canberratimes.com.au



The Canberra Times

COMMUNITY : AUDIENCE & CUSTOMERS : RESULTS : EACH OTHER

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Trevillian, Sarah (Health)

From: Johnston, ClaireV
Sent: Thursday, 6 September 2018 1:22 PM
To: Pulli, Tracey (Health); Jean, David (Health)
Cc: Dal Molin, Vanessa (Health)
Subject: Statement from Minister - ABC transcript

In case you need it. I have sent to media that asks.

Claire

That the incoming CEO of Canberra Hospital and Health Services Janet Anderson will not be coming to fulfil that role due to "personal reasons". What can you tell us about these circumstances given her position was just announced?

Look, obviously this is disappointing and very unfortunate and this has obviously only come about this week so it will take some time to plan for how we then recruit to this position.

Did she contact you about her concerns and her wish to be removed from this role?

In terms of that, those appointments are made by the Head of Service and those discussions were had with the Head of Service. As Janet has said they were for personal reasons.

Do you know what those reasons are?

I'm not fully aware and can't obviously speculate publically around someone's personal reasons. Clearly it is disappointing, and we will be able to have a plan in place over the next week in terms of the recruitment to that position. What I would say is that there are interim arrangements anyway, there is a deputy director-general of Canberra Hospital and Health Services.

So they will be fulfilling this role in the interim?

Yes, as they are now that's right. And of course Michael De'Ath who has led the process, and of course it's never about one individual, but I think what Michael has done is enable other senior leaders in ACT Health to really step up – really shine – and that's what has been so incredible about the past few months. We clearly have a number of issues to continue to work through – I'm deeply committed to that. I for not one minute want to have an organisation that people don't feel confident to raise issues in. That's really important to me. It's really important to the government and it's really important to the director-general.

I want to stay on this issue of Janet Anderson... was she well qualified for the position? Could that have had a bearing on her perhaps second guessing if she was the right person for this role?

Certainly look as I say this is quite new news and obviously new to your listeners and will take some time to plan. Like I say, for personal reasons which I don't want to speculate about publically.

Has the directorate been told? Do they know what those reasons are?

Certainly the directorate has been informed this morning. Equally this morning there were also all-staff forums both at Canberra Hospital and at Bowes Street in Woden – ACT Health headquarters – about the transition and around the transition to two organisations. We have seen a very considered and lengthy process. Staff have been engaged, there has been a website established, and as I say from 1 October – that's just one date – there will be continuing work and I know the Director-General and other senior leaders are very committed.

On Janet Anderson though. How much concern with respect to staff will there be that the person they were told was going to lead them, just days after that announcement was made, won't be the person that sets their direction and oversees the work there?

Look I will understand their disappointment, which I share as well. There is an existing deputy director-general who is heading up Canberra Hospital and Health Services, which effectively is the new health services organisation. So in terms of the impact on staff for one about the transition it is the case that CHHS which is the largest part of the directorate – that is going to be moved effectively into its own organisation. What doctors and nurses and allied health staff have said to me is 'we just want to get on and do our job. That's what we love doing, we're here for patients' – that is going to be the absolute focus of that organisation.

Have doctors and nurses told you though they want to see a person who has run a hospital previously, who has experience, and an understanding that Janet Anderson had not had that experience prior to taking up this role?

Certainly she had a lot of experience across a number of different health systems and had been involved in the operational elements of health service delivery.

Of hospitals?

Yes, and health service delivery as well and involved in overseeing a number of areas. As I say, it's very new news. It's disappointing. We will get on as quickly as possible. In the meantime there is a deputy director-general in place.

When will the new CEO be in place?

If you could give us a week to work through this and we will be able to make further announcements about that over the course of the next week. I've reassured staff and your listeners and all the patients that on 1 October there's really not going to be a noticeable difference in any way. It's a 24/7 operation and we will continue to improve. Clearly there have been challenges in Health over a long time. Every health minister I talk to experiences challenges. But our city is growing, the health environment is rapidly changing and becoming more complex. The reason to have two organisations like everywhere else in the country, including NT and Tasmania which are smaller jurisdictions...

You've explained your reasons prior to this...

...One entirely focused entirely on service delivery and another focused on the health system. And I think that's a really important point. The health system is complex. I've just had added to my portfolio Health and Medical Research. Enormous benefits to be gained right here in Canberra from incredibly skilled doctors, nurses, ANU and UC. The health system working with GPs – really important work – we will be able to much better focus on that. Working with people who can't access healthcare, vulnerable people in our community, that's the role of the health system.

You mentioned that Janet Anderson had had experience running a hospital – where and when was that? The NT? Another jurisdiction?

She was the acting head of the Northern Territory health service, and also in NSW she had experience too.

Was it the hospital specifically, or just the health services directorate?

Certainly in the NT it was the operation, but like I say, that now unfortunately will now not be going ahead and while we wish Janet all the very best and obviously it is a bit unsettling, but it's a priority for me to work with the Head of Service who makes these appointments to get a process in place.

From: [Grayland, Geraldine \(Health\)](#)
To: [Cramond, Sarah \(Health\)](#); [Trevillian, Sarah \(Health\)](#); [Allen, Jonas \(Health\)](#)
Subject: FW: Hot issues and media monitoring Friday 7 September 2018 [SEC=UNCLASSIFIED]
Date: Friday, 7 September 2018 12:49:46 PM
Attachments: [image001.png](#)
[MonitorReport-7September18.pdf](#)

FYI

Geraldine Grayland

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From: Milenkovic, Katarina (Health) **On Behalf Of** Health Media

Sent: Friday, 7 September 2018 8:35 AM

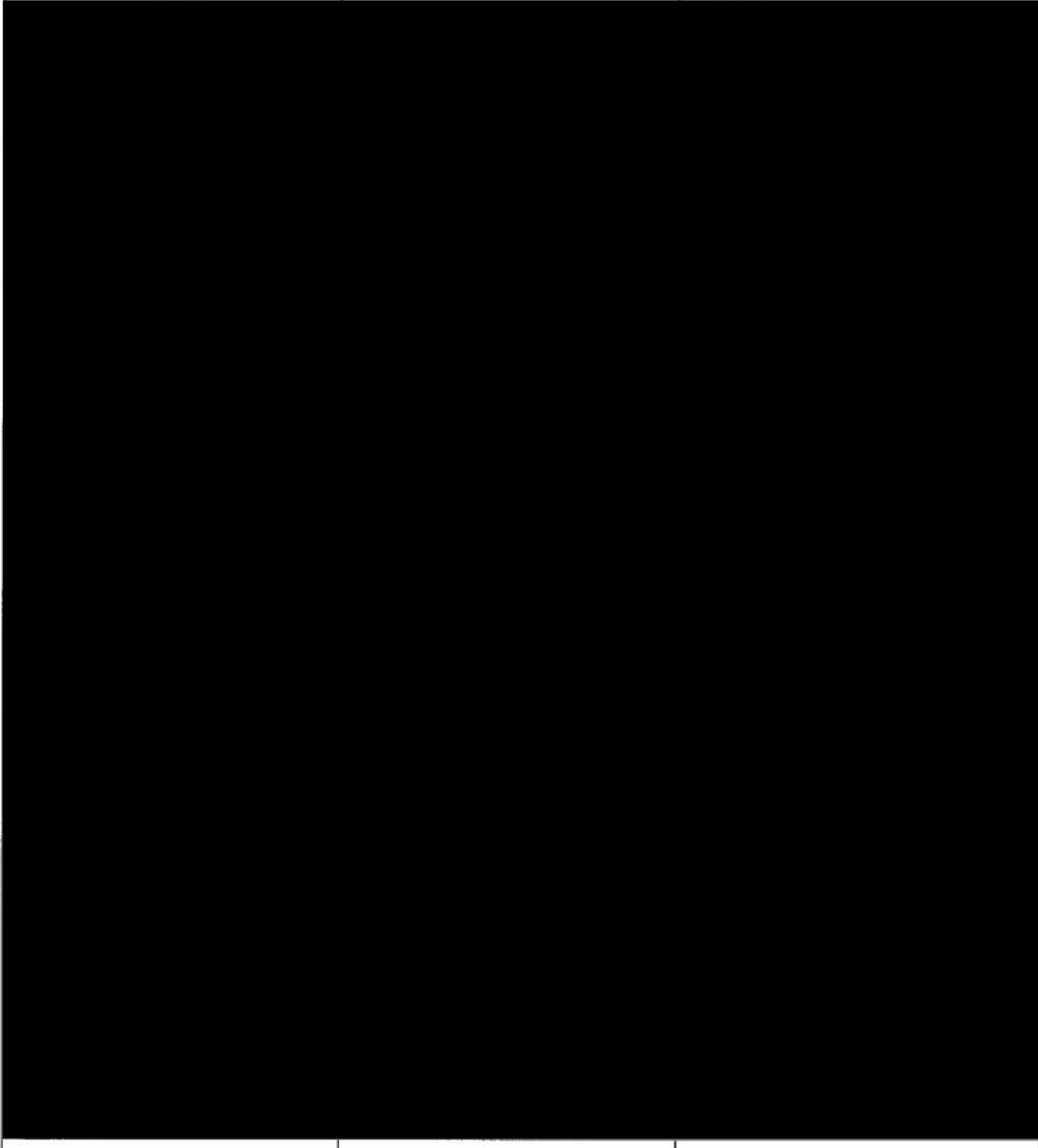
Subject: Hot issues and media monitoring Friday 7 September 2018 [SEC=UNCLASSIFIED]

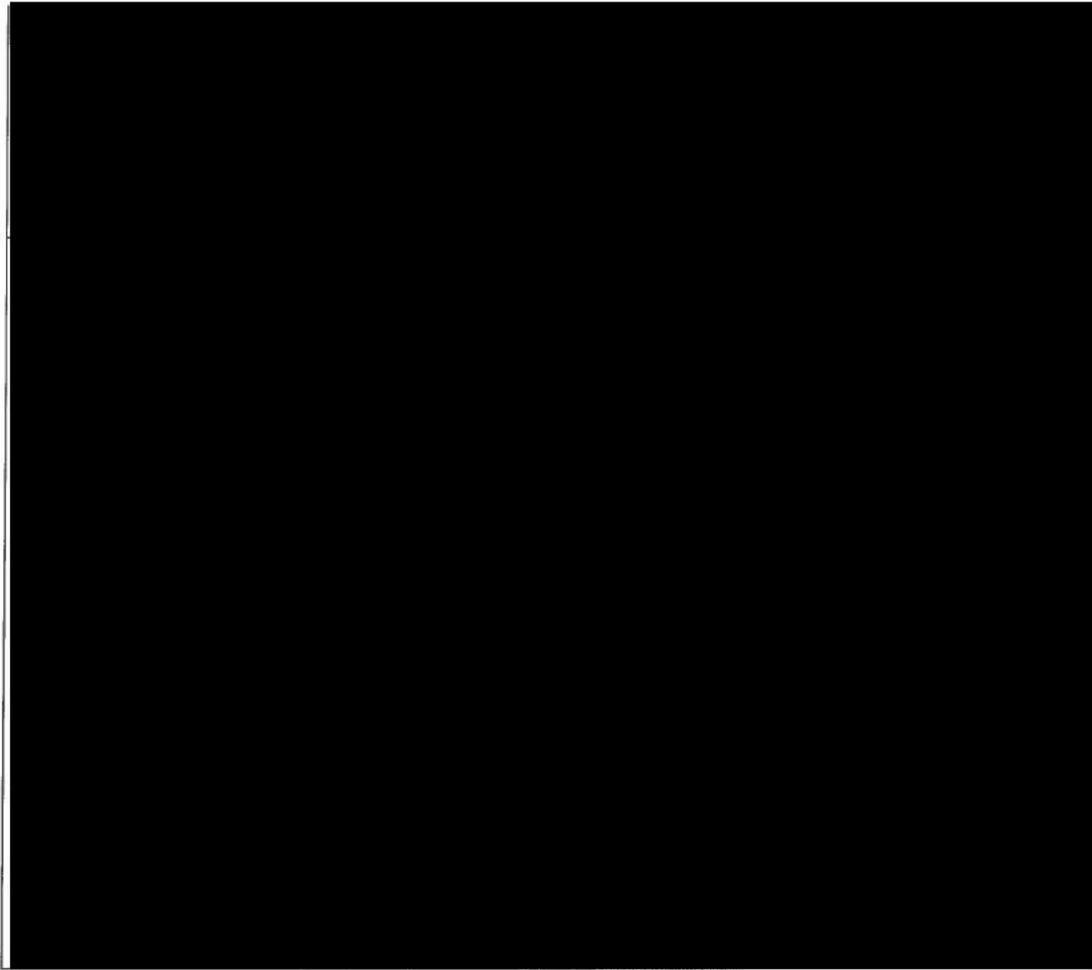
Good morning,

Today's media coverage.

Issue	Media	Notes
<u>Shock exit adds to restructure pressure</u>	Canberra Times, 07/09/2018, Katie Burgess, P1	The Barr government has been left scrambling to find a new chief executive for Canberra's clinical health services, after the new boss resigned three days after it was announced she would head up the troubled health system. Janet Anderson was announced as the chief executive of Health Services, which would oversee Canberra Hospital, on Monday morning at the opening of a nurse-led walk-in centre in Gungahlin.

<p><u>Embattled ACT health system hit again as new CEO quits post three days after appointment</u></p>	<p>The RiotACT, 06/09/2018, 4:41pm, Glynis Quinlan</p>	<p>The embattled ACT health system has been hit hard again with the new chief executive of Canberra Hospital and Health Services quitting the post just three days after the ACT Government announced her appointment.</p>
<p>The ACT Government is in need to find a new Health Services boss</p>	<p>2CC, 07/09/2018, Newsreader</p>	<p>The ACT Government is in need to find a new Health Services boss after Janet Anderson pulled out of Canberra Hospital. According to Health Minister Meegan Fitzharris, they'll look for a replacement immediately.</p>





Kind regards,

Katarina Milenkovic

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