



Culture Review Implementation

our journey of positive change



Culture Reform Oversight Group Communique of meeting on 7 May 2021

The ninth meeting of the Cultural Reform Oversight Group (Oversight Group) was held on Friday, 7 May 2021.

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

Significant items discussed by the Oversight Group included:

Oversight Group Workshop

The second workshop for the Oversight Group members was held on 18 March 2021. The purpose of the workshop was to review the measures of success for the culture review implementation program identified in July 2019. The Workshop offered another chance to bring members together to talk about ongoing investment in culture reform and future changes.

At the Oversight Group meeting it was agreed by members to change the name of the group to the **Culture Reform Oversight Group** for the final year of the program to be solution-focused and future facing.

A new vision was also agreed to - **Building a better health system through organisational reform that respects our workforce, our patients and the community.**

Three new working groups were established, with the focus of the Working Groups to be:

- system-wide Human Resources (HR) and people related matters;
- early intervention, supporting proactive engagement over matters that impact the workforce of the system; and
- supporting the transitioning of students to early career professionals.

HR Functions Review

A review of the HR Function in the ACT Health Directorate, Canberra Health Services and Calvary Public Hospital Bruce was undertaken during 2020. A number of findings were made, and all three organisations are currently considering the findings and looking at implementing as appropriate.

The group discussed the findings and priorities for action recognising that a considerable amount of work had already been done to improve the services provided to staff.

The HR Function Review reports will be published on the ACT Health website.



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'Culture Connect' Newsletter

The Culture Connect Newsletter was launched and tabled at the ACT Legislative Assembly on 31 March 2021 to complement the Biannual Update Ministerial Statement. The Newsletter outlines progress and initiatives and will be another way to provide updates to the ACT public health system workforce, patients and the ACT community. The Newsletter will be published on a quarterly basis.

The Second Annual Review

Second Annual Review of the Culture Review Implementation is progressing with the procurement process almost complete. Subject to finalising the reviewers contract the review will commence later in the month and involve consultation with a broad range of stakeholders from across the system.

Meeting schedule

The Oversight Group meets bi-monthly and its next meeting is scheduled for 29 June 2021.

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