



LEGISLATIVE ASSEMBLY

FOR THE AUSTRALIAN CAPITAL TERRITORY

QoN No. 06

STANDING COMMITTEE ON HEALTH AND COMMUNITY WELLBEING

Mr Johnathan Davis MLA (Chair), Mr James Milligan MLA (Deputy Chair), Mr Michael Pettersson MLA

Inquiry into Annual and Financial Reports 2020-2021 QUESTION ON NOTICE

Leanne Castley MLA: To ask the Minister for Mental Health

Mental Health, Canberra Health Services Annual Report 2020-21, Workplace profile

Topic: Workforce profile 2020-21 – Average length of service

Table 22 (p81) reveals the average years of service for our health workforce.

For women, the average years of service is **7.9 years**.

For men, it is **6.7 years**.

The average years of service for the total health workforce is **7.6 years**.

Questions:

Why are our health staff leaving after just seven years?

What are the average years of service for mental health workers in the ACT? Provide A breakdown of average total Length of service, as well as the average for men and women is detailed in the table below.

Where are they going?

What is the government doing about it?

How do these figures compare with average years of service for the last five years?

Is the situation improving or getting worse?

What impact does this huge loss of talent and experience have on our mental health system?

MINISTER DAVIDSON: The answer to the Member's questions are as follows:

Exit survey data indicates that the main reasons our health staff are leaving their positions within Canberra Health Services is due to promotion/new employment opportunity or that they have had a change in their personal circumstances.

Average Length of Service for staff working within the Division of Mental Health, Justice Health and Alcohol and Drug Services as at 28 February 2022:

2022	Average of Length of Service (years)
Female	6.7
Male	5.9
Average	6.5

Exit survey data indicates that staff that have left were primarily leaving to take up a new employment opportunity within another state agency, private enterprise or commonwealth government agency.

Canberra Health Services are working on implementing focused training programs on clinical leadership and post graduate study to improve attraction and retention rates.

The average Length of Service per year as well as the average for males and females within MHJHADS is detailed in the table below. Data is only listed from 2019 due to the split in services between ACT Health Directorate and CHS in 2018. Exit data prior to the split of organisations is not able to be reported.

	Average of Length of Service (years)		
	2021	2020	2019
Female	6.8	6.5	6.8
Male	6.0	5.8	6.0
Average	6.6	6.3	6.6

From the information provided above, the average length of service for staff in MHJHADS has remained consistent since 2019.

The loss of talented and experienced mental health clinicians is impacting Mental Health Services achieving the right mix and distribution of skills across our mental health services. CHS is working to develop and implement focused training programs on clinical leadership and post graduate study to improve attraction and retention rates.

Approved for circulation to the Standing Committee on Education and Community Inclusion

Signature: 

Date: 21 MAR 2022

By the Minister for Mental Health, Emma Davidson