

2020

**THE LEGISLATIVE ASSEMBLY FOR
THE AUSTRALIAN CAPITAL TERRITORY**

STATEMENT

**ACT PUBLIC HEALTH SYSTEM
WORKPLACE CULTURE FRAMEWORK – INVESTING
IN OUR PEOPLE**

Presented by

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Madam Speaker, Members will recall that in August 2020, as part of the biannual update, I provided Members with information about the ACT Public Health System Workplace Culture Framework.

Sustainable organisational and cultural change takes time.

The partnership with the Australian National University's Research School of Management to develop the ACT Public Health System Workplace Culture Framework provides an evidence-based approach to inform organisational and cultural change. This has been an important part of our deliberate investment in a systematic and coordinated approach to improving the 'people' aspect of ACT public health services.

This report, *ACT Public Health System: Investing in Our People: A System-Wide, Evidence-Based Approach to Workplace Change* presents findings from exploratory research involving in-depth interviews, workshops and an online questionnaire of stakeholders from across the health system, alongside findings from a number of Rapid Evidence Assessments.

The Investing in Our People report comprises:

- ACT Public Health System: Evidence-Based Workplace Culture Framework,
- ACT Public Health System: Evidence-Based Workplace Skills Development Model, and
- Eight Rapid Evidence Assessment's.

Madam Speaker, the Workplace Culture Framework is the roadmap for the ACT Public Health System for the journey towards a thriving workplace culture. It builds on our strengths and identifies key cultural changes that we need to consider.

It is designed to act as a guide for each organisation in the system to develop and implement evidence-based practices that foster respect, inclusion and trust.

At the Framework's core are five cultural change priorities:

- Organisational trust,
- Leadership and people skills,
- Workplace civility,
- Psychological Safety, and
- Team effectiveness.

A four-step process to achieving these priorities has been developed:

1. Setting expectations system-wide,
2. Building knowledge through education,
3. Developing people and leadership skills, and
4. Measuring outcomes.

Madam Speaker, providing this Report to the Assembly demonstrates our Government's ongoing commitment to improving workplace culture across our ACT Public Health Services. These documents have also been provided to those who work across our health system.

This is another positive step to ensure that staff in our ACT Public Health Services can come to work each day in a positive environment to continue providing healthcare to our community where, and when they need it.