



**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

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STANDING COMMITTEE ON HEALTH AND COMMUNITY WELLBEING  
Mr Johnathan Davis MLA (Chair), Mr James Milligan MLA (Deputy Chair),  
Mr Michael Pettersson MLA

**CALVARY BRIEFINGS BY MINISTER FOR HEALTH  
COMMUNIQUÉ**

**Tuesday, 23 May 2023 (3:00 pm)**  
**Kiribati Room**

**Present:**

Committee Members: Mr Johnathan Davis MLA (Chair)  
Mr James Milligan MLA (Deputy Chair)  
Mr Michael Pettersson MLA

ACT Government: Ms Rachel Stephen-Smith (Minister for Health)

ACT Health:

Ms Cathie O'Neill (Deputy Director-General, Service Continuity, Northside  
Transition, CHS)

Ms Liz Lopa, Deputy Director-General, Infrastructure and Engagement, ACT Health  
Directorate

Secretariat: Dr David Monk

**Summary:**

The visitors briefed the Committee on Calvary Hospital. The meeting discussed processes for future briefings, including that:

- the next meetings would be on 13 and 20 June (due to sittings).
- there be standing agenda items for Calvary Bruce Private Hospital and Clare Holland House.
- the Minister will propose protocols for how the Committee will treat information provided during the briefings and what statements the Committee will make about the briefings.

**Tuesday, 20 June 2023 (4:00 – 4:30 pm)**  
**Kiribati Room**

**Present:**

Committee Members: Mr Johnathan Davis MLA (Chair)  
Mr James Milligan MLA (Deputy Chair)  
Mr Michael Pettersson MLA

ACT Government: Ms Rachel Stephen-Smith (Minister for Health)

ACT Health:

Mr Dave Pepper (Chief Executive Officer, Canberra Health Services)  
Ms Rebecca Cross (Director-General, ACT Health Directorate)  
Ms Cathie O'Neill (Deputy Director-General, Service Continuity, Northside Transition, CHS)

Secretariat: Dr Adele Chynoweth OAM  
Mr Peter Materne

**Summary:**

**1. Calvary Hospital Briefings – Agenda items**

1.1 The Minister for Health and officials have agreed to provide regular briefings to the Health and Wellbeing Committee on the following standing agenda items:

- Calvary Public Hospital Bruce
- Calvary Private Hospital Bruce
- Clare Holland House (CHH)
- Health Infrastructure Enabling Bill 2023

**2. Protocol for Management of Information**

2.1 The Minister for Health provided a proposed protocol for subsequent briefings (refer **Attachment A**).

**3. Briefing Summary**

- The briefing commenced at 4:05 pm.

Calvary Public Hospital Bruce - acquisition status and activities

- The recent ruling in the ACT Supreme Court has upheld the validity of the Health Infrastructure Enabling Act 2023, dismissing Calvary Health Care's application to declare it invalid.
- The transition team has held on-site meetings for staff at Bruce.
- The Minister also dropped in at the transition team kiosk and held conversations with staff last Friday (16 June 2023).
- Latest figures: 1,059 Calvary staff registered for employment offers (applied for transition).
- 560 offers of employment issued as at 19 June 2023 (Monday).
- 1,500 staff would be considered a 'functional workforce' (approximately 1,600 were paid at last pay day – including Clare Holland House staff).
- The transition date of 3 July 2023 not critical – transition can be extended for those staff who have not completed processes by then (i.e. allow for LWOP or on-leave staff).
- All senior executive staff have agreed to transition.

- New General Manager appointed.
- CHS Executives to support new Executive Team/Transition Team at Calvary.

#### Redundancy Issues

- Calvary staff survey as guide to potential redundancy numbers – 50/60 (up to 100) have indicated considering redundancy package options.
- While all staff have been offered roles, if staff take redundancy packages, the exclusion period equivalent to pay-out period applies (max. six months to 48 weeks) to exclude package recipient from subsequent re-employment with CHS (no salary double-dipping).
- Govt to reimburse Calvary for staff redundancy costs (via agreed process).
- Flexibility with regulations/processes to permit redundancies after 3 July (acquisition day).

#### Job Offers and Payroll/HR/IT System Matters

- Amendments to offer letters made that responded to staff feedback that reassurance was needed in relation to current job details / level / hours of work. This is to provide comfort to staff accepting offers and provides them with sufficient information that staff would maintain current work conditions 'as is' – that is, no change to position descriptions.
- Payroll to transition across as a whole to CHS Pay/HR systems (single large data transfer).
- Calvary to use independent contractor to 'cleanse data' as part of payroll system transfer.
- To maintain consistent pay cycles – cross-checks of system transfer to occur.
- Other IT systems will also be transitioned across to CHS systems (e.g. maintain TEL numbers, salary packaging, etc.), software licences/contracts also to be transferred.
- Transfer across email addresses (to @gov network) using ghost shell as required.

#### Transition Process Priorities

- Throughout acquisition of Calvary Public Hospital Bruce, the aim is to maintain certainty to staff and continuity of service.
- Noted proposed Federal Govt Bill for ACT Govt Inquiry into Calvary acquisition – if Inquiry required/takes place, Minister and officials to co-operate.
- Calvary Private Hospital – need to finalise new crown lease, with work underway to define property boundaries, including the open car park area.

#### Clare Holland House (CHH) Matters

- Negotiations on operation of CHH facility/staff underway – based on staff feedback to keep all areas together – home-based palliative care, aged care, PEPA, iPEPA, etc.
- CHH Staff – whether to integrate staff with Calvary Public Hospital Bruce and whether to operate under ACT Govt Enterprise Agreement for pay/conditions – including training and professional development systems and processes.
- If Calvary operates CHH, will need arrangements for ongoing status of/access to the pharmacy, as one example of integrated service delivery.
- There is a long history regarding the funding and operational arrangements for CHH between Calvary Public Hospital Bruce/CHH and ACT Govt/CHS – the ACT Government position is that Calvary can be considered to be currently operating CHH under a 'common law contract' (without formal/written contract), not the Calvary Network Agreement (CNA).
- If the CNA is severed and the ACT Govt acquires the Bruce property/land – this will impact on future operating arrangements at CHH and these issues need to be worked through.
- There may be challenges if the ACT Govt seek to unpack current arrangements with CHH. The Govt's focus is on maintaining the existing business/clinical patient care operations at CHH (as an ongoing 'operating entity') as an integrated model of care.

#### 4. Adjournment and next Briefing

- 4.1 The Chair closed the Briefing at 5:05 pm and adjourned the Committee until the next Calvary Briefing scheduled for 3:00 – 3:30 pm on Tuesday 1 August 2023, to coincide with the next HCW Committee Private Meeting.

*(Communiqué approved and signed)*

A handwritten signature in black ink, appearing to read 'Johnathan Davis', written in a cursive style.

Mr Johnathan Davis MLA  
Chair, Standing Committee on Health and Community Wellbeing  
July 2023

A handwritten signature in blue ink, appearing to read 'Rachel Stephen-Smith', written in a cursive style.

Ms Rachel Stephen-Smith MLA  
Minister for Health  
14 July 2023