



ACT Health

Andrew Gallagher
Health Services Union
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Dear Andrew

ACT Health is committed to effective consultation with employees and their representatives, and participation in decisions in matters that affect their employment.

I am writing to you today to introduce to you a recent proposal to enable staff from the Digital Health Record (DHR) program to return to the Bowes Street office of ACT Health. The DHR is already a government-critical system that is a core element of the COVID-19 response as the system managing bookings and administration of COVID-19 vaccinations.

With its full implementation in November 2022, it will replace many legacy systems and its full implementation is critical to ensure that we continue to deliver high quality, reliable digital support to all of our public health services.

A number of our existing legacy systems (such as ACTPAS, EMM and Kestral Pathology Laboratory System) that will be replaced by the DHR next year are experiencing significant reliability issues and the Digital Solutions Division Executive are examining options to fast-track the go-live of the DHR to address these issues with these critical legacy systems.

As you may be aware, prior to the recent lockdown, the DHR program team were working from the Bowes Street offices based on evidence around productivity from other similar health services implementing the same software globally. Since the lock-down has commenced, we have identified that this has had a significant negative impact on productivity of this team despite their best efforts to maintain their previous level of productivity.

We are proposing that these staff members could commence to return to the office from late next week if individual staff members have an urgent need to return to the office in advance of the formal commencement of this return on Monday, 18 October 2021.

The COVID-19 Safety Management Plan outlining the steps to be undertaken to ensure that this occurs in a COVID-safe manner is attached.

In accordance with section G1 of the *Administrative and Related Classifications Enterprise Agreement 2018-2021*, I am now formally inviting you to comment on this proposal. If you would like to discuss this proposal in more detail with me, please contact Divya Sahgal (02 5124 9000) to arrange a meeting. The following information is provided for your consideration:

- the termination of the employment of employees through redundancy;
Not applicable
- changes to the composition, operation or size of the directorate workforce or the skills required of employees;
Not applicable
- the elimination or diminution of job opportunities (including opportunities for promotion or tenure);
Not applicable
- the alteration of hours of work;
Not applicable
- the need to retrain employees;
Not applicable
- the need to physically relocate employees;
Not applicable
- the restructuring of job-roles, positions, structures or directorates;
Not applicable
- changes to employment policies;
Not applicable
- anything likely to materially affect workloads;
Not applicable

You are encouraged to provide feedback to this proposal by email to HDHR@act.gov.au by close of business Tuesday, 12 October 2021.

Yours sincerely



Peter O'Halloran
Chief Information Officer
Digital Solutions Division

6 October 2021