



ACT
Government

**Canberra Health
Services**

Consultation – Canberra Health Services Wellbeing Strategy 2023-2026

I write to commence consultation on Canberra Health Services' new Wellbeing Strategy 2023-2026.

What is the proposed change?

In October 2022, Minister for Health, Rachel Stephen-Smith MLA, announced an injection of \$8.75 million over the next four years, to help address the wellbeing needs of employees across the ACT Public Health System – Canberra Health Services (CHS), Calvary Public and the Health Directorate.

Prior to the Minister's announcement, CHS had already identified the need to improve and increase wellbeing supports for our staff, and in July 2022 the Workforce Culture and Leadership team (WCL) commenced a consultation process to seek input from our staff. The consultation process included:

- Wellbeing survey – July 2022
- CHS first ever wellbeing symposium – August 2022
- Online wellbeing forum – August 2022
- Formation of 12 multidisciplinary working groups – September 2022 – comprised of
- Action planning forum – October 2022. The 12 working groups prioritised wellbeing initiatives
- Nursing and Midwifery Wellbeing Focus groups November-December 2022 attended by 131 nursing and midwifery staff

To address the above, a new Wellbeing Strategy has been drafted. Using a co-design approach, WCL has integrated contemporary wellbeing research with staff feedback to embed enduring foundational wellbeing approaches to meet the unique challenges, opportunities, and goals of our organisation.

CHS seeks your feedback.

What are the benefits?

The purpose of a wellbeing program is to address the known occupational risks to wellbeing that are heightened for health care professionals.¹

The Wellbeing Strategy 2023-2026 identifies the essential requirements of organisational wellbeing in healthcare, to address staff feedback and enhance future of wellbeing at CHS.

Next steps?

I am inviting you to provide feedback on the Wellbeing Strategy 2023-2026 and give your views about the impact of the proposed direction by close of business 20 February 2023 to Tubi Oyston, Assistant Director, Workforce Culture and Leadership by email, tubi.oyston@act.gov.au

I look forward to your response and contribution to this consultation process. If you have any questions or concerns regarding the consultation process or to request additional information, please do not hesitate to contact Tubi Oyston on (02) 512 49606.

Yours sincerely



Kalena Smitham
Executive Group Manager
People and Culture

17 January 2023

CC:

Tubi Oyston, Assistant Director, Workforce Culture and Leadership Unit

Encl:

CHS Wellbeing Strategy 2023-2026

¹ Shanafelt T, Trockel M, Ripp J, Murphy ML, Sandborg C, and Bohman B, 2019. *Building a Program on Well-being: Key design considerations to meet the unique needs of each organisation*. Academic Medicine, Vol. 94, No. 2 / February 2019, 156-161.

