

Request for Costing an Election Commitment

Name of proposal:	CHS Culture Liaison Officer – continuation of position
Person requesting costing:	Andrew Barr MLA 
Date of request:	11 October 2024
Summary of proposal:	In acknowledgement of the positive impact the Culture Liaison Officer has had on culture at Canberra Health Services, a re-elected Labor Government will make this role ongoing to ensure that culture and staff wellbeing continues to improve, which results in better outcomes for patients and the community.
Issue the proposal will address:	The position was initially established after the Independent Review into Workplace Culture within ACT Public Health Services, to provide an avenue for staff to raise wellbeing concerns with management. Canberra Health Services management and staff have been working hard to improve cultural practices within the organisation, and the extension of this liaison role will continue that work.
Proposal's public announcement details (media release or policy statement published on a party website) ¹ :	act-labor-policy-position-statement-2024-7-october-2024.pdf (actlabor.org.au) page 110.

What are the key assumptions that have been made in the proposal?

Note: The costing will be developed on the basis of information and assumptions provided in the costing request. The professional judgment of the Under Treasurer will determine whether these assumptions are adopted in the costing of the proposal.

A re-elected Labor Government will make the current Culture Liaison Officer role ongoing. It is currently due to conclude at the end of the 2024-25 financial year.

The position will remain at the 1 FTE SOGC level. The Officer's work to date has contributed to marked improvements in workplace culture, including:

- Improved trust through having a member of the health workforce who understands how the health system works and knowledge of day-to-day service provision.
- Workers feeling more comfortable having their say on critical cultural matters which impact their workplace.
- Workers on the ground valuing that the Government had dedicated resources to creating

¹ As per Part 2, section 5 of the *Election Commitments Costing Act 2012*

the position and saw it as an act of good will from their employer.

- Improved engagement in the consultation process for workplace restructures or proposed changes to service provision.

This position has been costed as per the Average Salary Costing template with 1.76% workers compensation rate assumed.

What are the estimated revenue and operating costs each year (if available) and what are the capital requirements for this proposal and estimated costs each year (if available)?

	2024-25	2025-26	2026-27	2027-28	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
Revenue^(a)					
Expenses^(a)		-177.3	-182.5	-187.5	-547.3
Capital^(a)					
Depreciation^(a)					
Offset - Expenses^(a)					
Offset - Capital^(a)					
Full-time equivalent employees		1	1	1	

(a) A negative number indicates a decrease in revenue or an increase in expenses, depreciation or capital outflows. A positive number indicates an increase in revenue or decrease in expenses, depreciation or capital inflows. The expenses row is not to include depreciation costs.

Has any specific information or data been utilised in generating the proposal? Please provide links or attach information/data sources referenced.

No

Where relevant, is funding for the proposal to be demand driven or a capped amount?

The FTE for this function is a capped and ongoing across the forward estimates period.

Will third parties, for instance the Commonwealth or other State/Territories, have a role in funding or delivering the proposal? Does the proposal provide additional funding to, or redirect, any existing Commonwealth/State or Territory funding arrangements?

No

Will funding/the cost require indexation?
The 1 FTE has been costed as per the Average Salary Costing template
Who will administer the proposal?
CHS
How will the proposal be administered?
CHS will be responsible for the management of this role and provide the relevant officer with appropriate access to management to fulfil the responsibilities of the role.
Is the proposal part of a broader package? If so, please identify the other elements of the package.
The proposal to make the role ongoing forms part of Labor's Workers' Rights and Workplace Safety package, at act-labor-policy-positon-statement-2024-7-october-2024.pdf (actlabor.org.au) pp.109-110
Has an allowance been made for expenses necessary to support the implementation of this proposal?
– If no, will the government agency be expected to absorb expenses associated with this proposal? – If yes, please specify the key assumptions.
1 FTE SOGC will be allocated to conduct the responsibilities of the role.
Wider oversight of this proposal would be absorbed by CHS as part of its staff support corporate functions.
Will the proposal generate savings or offsets? If so, please quantify any savings or offsets.
No
Has the proposal been previously costed by an external (third) party? If so, will a copy of this material, including any assumptions, be made available to Treasury?
No
What are the community impacts associated with the proposal? Who and how many people will be affected?
The proposal will directly benefit staff working in CHS, to provide a safe liaison point to raise concerns about workplace culture with CHS management. In turn, this will continue to strengthen staff morale and productivity, which will lead to better outcomes for patients.
Are there any transitional considerations associated with implementation of the proposal? If so, how will they be managed?

No
What is the intended implementation date of the proposal?
The proposal will commence from 1 July 2025 and continue ongoing.
When is the proposal expected to be fully operational? Please provide details such as the start and end dates, the level of commitment during each period etc.
From 1 July 2025.
Will the proposal cease, and if so, when?
The proposal will be ongoing.
Is there any additional information relevant to this proposal?
No