

Request for Costing an Election Commitment

Name of proposal:	Health – Workplace culture
Person requesting costing:	Elizabeth Lee MLA
Date of request:	11 October 2024
Summary of proposal:	A Canberra Liberals Government will use workforce surveys to identify critical issues and inform decisions to improve workplace culture in Canberra Health Services. This will include commissioning further surveys in the next term of Government.
Issue the proposal will address:	This measure is a starting point for a Canberra Liberals Government to improve culture and morale in Canberra Health Services, which is a driver of staff turnover and negative outcomes for staff and patients.
Proposal's public announcement details (media release or policy statement published on a party website) ¹ :	Canberra Liberals website

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.

Where funding has not already been budgeted, a Canberra Liberals Government will fund annual workforce surveys of CHS staff. Based on contract 2022072701, the cost of a survey in 2023 was \$200,000, with future values adjusted for inflation.

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)	0	0	0	0	0
Expenses ^(a)	0	-220	-227	-235	-682
Capital ^(a)	0	0	0	0	0
Depreciation ^(a)	0	0	0	0	0
Offset - Expenses ^(a)	0	0	0	0	0
Offset - Capital ^(a)	0	0	0	0	0
Full-time equivalent	0	0	0	0	0

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

employees					
(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.					
N/a.					
Where relevant, is funding for the proposal to be demand driven or a capped amount?					
Capped.					
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?					
CHS will administer the proposal in line with past practice.					
Will funding/the cost require indexation?					
Funding estimates have been indexed.					
Who will administer the proposal?					
CHS will administer the proposal in line with past practice.					
How will the proposal be administered?					
CHS will administer the proposal in line with past practice.					
Is the proposal part of a broader package? If so, please identify the other elements of the package.					
No.					
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.					
Any administrative expenses will be absorbed by ACT Health.					
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 surveys will be used to reform the culture and management of CHS, which will improve workplace outcomes for CHS staff and health outcomes for CHS 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?
Funding will be provided for four years from the 2025/26 Budget.
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.
As above.
Will the proposal cease, and if so, when?
As above.
Is there any additional information relevant to this proposal?
No.