

Request for Costing an Election Commitment

Name of proposal:	First Nations' End-of-Life Supports – Canberra Health Services Community Aboriginal Liaison
Person requesting costing:	Andrew Barr MLA 
Date of request:	11 October 2024
Summary of proposal:	This proposal has three components: • Establishing a Community Aboriginal Liaison Officer • Canberra Health Services First Nations' End-of-Life Support Program Officer • Palliative Care Training
Issue the proposal will address:	Provides culturally appropriate palliative and end-of-life care.
Proposal's public announcement details (media release or policy statement published on a party website) ¹ :	More support for end-of-life care (andrewbarr.com.au)

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.

Establishing a Community Aboriginal Liaison Officer position

This proposal will establish 1 FTE ASO6 Community Aboriginal Liaison Officer (\$100,650 annual salary as at 1 July 2025) to support community outreach and home visits.

Assumptions for this position are as per the Average Salary Costing Template. Three-quarter year impact assumed in 2025-26 to enable recruitment and setup of the position.

It is assumed the community-based position will require use of an electric passenger vehicle as a fleet vehicle, this has been costed as per the Standard Costing Parameters (\$15,575 p.a.) provided by ACT Treasury. Fleet vehicle cost has been indexed at 2.5%.

Canberra Health Services First Nations' End-of-Life Support Program Officer

This proposal will establish 1 FTE ASO6 temporary program officer (\$106,650 annual salary as at 1 July 2025) to implement and embed palliative care and end-of-life supports for First Nations' people at Canberra Health Services. This position would develop and implement community co-design of pathways and services and culturally sensitive resources.

Assumptions for this position are as per the Average Salary Costing Template. Three-quarter year impact assumed in 2025-26 to enable recruitment and setup of the position.

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

Palliative Care Training

This proposal would support five existing Aboriginal Liaison Officers to obtain a Certificate of Palliative Care. Course costs for this Certificate have been assumed at \$400, this would result in a non-ongoing cost of \$2,000 in 2025-26.

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	-243.0	-325.0	-175.3	-741.3
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 employees	0	1.5	2	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.

ACTPS Administrative and Related Classifications Enterprise Agreement 2023-26.

ACT Aboriginal and Torres Strait Islander Agreement 2019-2028:

https://www.act.gov.au/_data/assets/pdf_file/0008/2381138/ACT-Aboriginal-and-Torres-Strait-Islander-Agreement-2019-2028.pdf

Unique knowledge, unique skills, unique role: Aboriginal and Torres Strait Islander Health Workers in Queensland, Australia: <https://gh.bmj.com/content/bmjgh/6/7/e006028.full.pdf>

PEPA Education – End-of-life care for Aboriginal peoples and Torres Strait Islander peoples:

<https://pepaeducation.com/support-and-education/cultural-considerations-providing-end-of-life-care-for-aboriginal-peoples-and-torres-strait-islander-peoples/>

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

Capped amount

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?

2.75% for staffing costs as per Average Salary Costing Template and 2.5% for the fleet vehicle.

Who will administer the proposal?
Canberra Health Services
How will the proposal be administered?
Canberra Health Services will be responsible for managing the recruitment and expansion of end-of-life supports.
Is the proposal part of a broader package? If so, please identify the other elements of the package.
Yes, this is part of Labor's plan to hire an extra 800 health workers and the commitment to further First Nations' end-of-life supports.
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.
Yes – 1 FTE Program Officer position will support administration and implementation of First Nations' end-of-life care supports.
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?
2021 Census data shows that 9000 people identified as being Aboriginal and/or First Nations in the ACT. It is estimated a further 8500 people identifying as Aboriginal and/or First Nations in surrounding regions utilise Canberra-based services. The ACT First Nations Agreement reported that 206 First Nations people in the ACT identified as seniors (65 years and older) and 430 were people that needed assistance with activities due to health conditions in 2016. Developing effective relationships between health professionals and consumers and their families will support better experiences and it is assumed reduce complications requiring higher levels of health service intervention.
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?
1 October 2025
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.
1 October 2025
Will the proposal cease, and if so, when?
The Community Aboriginal Liaison Officer will be an ongoing position, the Program Officer position will cease on 30 June 2027 and the Palliative Care Training funding will be provisioned in 2025-26.

Is there any additional information relevant to this proposal?
No