

CHILD SAFE GOVERNANCE REVIEW

GOVERNANCE ADVISORY PANEL

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Kathrine Morgan-Wicks
Secretary
Department of Health

Dear Secretary,

Subject: Interim Recommendations of the Child Safe Governance Review – Governance Advisory Panel

As you are aware the Child Safe Governance Review – Governance Advisory Panel (the Panel) met for the third time on Tuesday 20 September. This meeting was focussed on the senior executive structure of the Launceston General Hospital (LGH) as well as the reporting framework for child safety concerns at the LGH.

There was a general consensus of the Panel that dedicated senior executive leadership focus on the LGH was urgent and essential to commence the necessary organisational renewal and achieve the implementation of critical child safety reforms. These reforms include a clearer and stronger accountability framework, a more pro-active and responsive child patient safety system through effective implementation of the Child Safe Organisation Framework, and improvement in culture, staff morale and engagement.

The Panel also considered that senior leadership renewal to achieve a consistent and sustained focus on these reforms over both the immediate and longer term would be a critical contributor to their success.

The Panel also noted that allied health should be represented at the second tier of hospital leadership, as is presently the case for medical services, and nursing and midwifery services, in the interests of an integrated multi-professional approach to leadership and management of the LGH.

In light of the above, the Panel determined to make a number of interim recommendations regarding the Executive structure at the LGH for your consideration as follows:

- that the position of Chief Executive Hospitals North/North-West be replaced by two distinct senior executive roles being the Chief Executive Hospitals North Region encompassing the LGH and primary and community services and smaller facilities in the northern region, and a similar position of Chief Executive Hospitals for the North-West region.
- that the position of Chief Executive Hospitals North be created, advertised and filled on merit, with a key focus of the recruitment being organisational renewal and the ability to lead organisation wide cultural change.
- that the Director of Allied Health should sit at the second tier of the LGH executive structure, and it
- that the Executive Director of Nursing position should be retitled Executive Director Nursing and Midwifery to properly reflect its professional accountabilities.

The Panel also received an update from the Project Manager of the Child Safe Organisation Project and discussed the local systems for reporting child safety concerns at the LGH.

The Panel agreed that the child safety training which is now being rolled out by the Child Safe Organisation Project Team using a targeted approach, should be mandatory across the Tasmanian Health Service, with appropriate and regular refresher training being part of that implementation.

The Panel also discussed the availability of appropriate resources on the ground at the LGH to assist and support staff in assessing and reporting concerns around child safety. The Panel was advised that there is currently a part-time Child Safety Liaison Officer position on site at the LGH, provided by the Department of Communities Tasmania. The Panel noted that for those staff who were not routinely involved with the child safeguarding systems, and for which the need to report child safety concerns was rare, simplicity and ease of access to a reporting protocol was essential.

Considering the above, the Panel determined to make a number of interim recommendations in relation safeguarding children at the LGH for your consideration:

- that a simple, concise protocol and flow chart, preferably one page, communicating relevant contact points and details for the reporting of child safety concerns be immediately developed to give all staff at the LGH clarity around how to report child safety concerns under current arrangements. The Panel has requested that this work be prioritised and tested with those frontline LGH staff on the Panel over the next few weeks.
- that the size and complexity of the LGH warrants full-time resources for child safety liaison and the establishment of a dedicated Child Safe unit to support the reporting and training in child safety at the LGH under the Child Safe Organisation Framework and to provide expert advice to staff where needed.
- that the key executive management responsibility for ensuring oversighting child safeguarding at the LGH be clarified as a matter of urgency and the Child Safe unit report to this executive position.

The Panel considered that the immediate interests of good governance and child safety at the LGH required these recommendations be made ahead of the final recommendations of the Review.

Yours sincerely



Adjunct Professor Karen Crawshaw PSM

Co-Chairs
Child Safe Governance Review
Governance Advisory Panel



Adjunct Professor Debora Picone AO

27 September 2022