

Tasmanian Health Organisation – South

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Nick Duncombe
Community and Public Sector Union (CPSU)
157 Collins Street
HOBART TAS 7000

Dear Nick

Subject: Pathology Services Workplace Audit

Thank you for your letter titled Royal Hobart Hospital Pathology Services 3p Consulting report into Bullying and Harassment. The Group Manager of Clinical Support Services has received your letter and has assured me she has had regular contact with you in relation to the implementation of the Action Plan. The Action Plan has been developed to ensure effective implementation of the recommendations of the 3p report.

The understanding of the Group Manager of Clinical Support Services is that the email and phone correspondence with you in addition to the presentations, Action Plan and newsletter would have been sufficient to inform you and your members of our commitment to the effective implementation of the 3p report recommendations.


I would like to assure you we are taking the issue of workplace behaviour seriously and remain committed to a collaborative and consultative approach to implement the 3p report recommendations. We want to ensure the recommendations are implemented in a way that will achieve a real and sustainable change in the values and culture within Pathology Services. To that end we have undertaken some initial work on developing a strategic plan and engaged senior members of Pathology Services to review our current organisational structure. These tasks are important to ensure there is a clear direction established prior to releasing the proposals, in draft form, for comment. Additionally we have committed to ensure the recommendations of providing training to all staff on bullying and harassment and to managers on effective management of performance including dealing with allegations of bullying were implemented as a high priority.

An important part of implementation of the Action Plan is to engage with staff at all levels and ensure that appropriate ownership is accepted by all members of Pathology Services. We have called for expressions of interest for participation in a staff forum that will be responsible for oversight of the development, implementation and communication of the Action Plan. While I would like to guarantee all the recommendations are implemented in line with the dates indicated in your letter dated 7 February 2014, a good many of them are dependent on acceptance of change from all members of staff. I would ask that the CPSU engage with us in this process as a cooperative approach will serve to maximise the effectiveness of our efforts.

In the spirit of cooperation I propose we allow the staff forum to have genuine influence on the appropriate completion dates for the recommendations detailed in the 3p report and the Action Plan. Without true consultation any date proposed for completion may not have considered all requirements for the most effective outcomes to be achieved.

Please don't hesitate to contact the Group Manager Clinical Support Services for any additional information you require on the progression of this important initiative.

Yours sincerely



Jane Holden
Acting Chief Executive Officer

27 March 2014