



# EMHS Board communique

## December 2023



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The East Metropolitan Health Service (EMHS) Board meets each month to consider and decide on matters related to its regulatory and governance function.

This Communique aims to inform stakeholders of the work of the Board and provides an overview of items discussed. Due to the sensitivity of items, not all are included within this Communique. Please forward it onto colleagues and employees who may be interested in its content. All Board Communiqués can be accessed [via this link](#).

The meeting of the Board on **19 December 2023** was held in the Chief Executive Boardroom at Royal Perth Hospital (RPH). The meeting commenced at 08:30am and concluded at 12:55pm.

### Chair's report – Dr Denise Glennon (A/Chair)

- Dr Glennon provided an overview of the Ambulance Ramping Taskforce meeting and the EMHS Board Chair/Chief Executive's meeting with the Minister for Health, held on 11 December 2023. Discussion included EMHS business cases, workforce matters and progress of the transition of Next Steps (drug and alcohol services) to EMHS.



### Chief Executive's report – Dr Lesley Bennett

- Dr Bennett provided an update on key matters this month, including EMHS financial position and progress of the new human resources information management system – HRPlus.





# Presentations and discussions

## Board Code of Conduct

- The Board welcomed Megan Inglis (Executive Director, Governance & System Support Department of Health) to present to the Board on Code of Conduct.
- Ms Inglis provided an overview of expectations and duties of Board members in line with Commissioner's Instruction (CI) 40: Ethical Foundations, which came into effect 02 Oct 2023. CI 40 provides a new Code of Ethics which applies to all public sector bodies and employees, including Boards, and replaces CIs 7 and 8. Boards must develop, implement, and promote a code of conduct, and take action on non-compliance.
- The PSC Code of Ethics provides four minimum standards of conduct - integrity, impartiality, respect for others, and trust and accountability. This ensures Board members act in the public interest to maintain trust in the public sector and the community served.
- Health Service Provider (HSP) Boards must comply with the PSC Code of Ethics and have their own specific Code of Conduct. EMHS Board's Code of Conduct was updated in line with CI 40 in Oct 2023.

## Cultural competency

- EMHS Area Director Aboriginal Health, Francine Eades, attended the Board meeting for a strategic discussion on cultural competency.
- Ms Eades discussed the difference between cultural competency and cultural awareness – noting the importance of cultural competency in reducing inequalities in healthcare access and improving the quality and effectiveness of person-centred care for Aboriginal people.
- The current focus for the EMHS Aboriginal Health Team includes implementation of the EMHS Cultural Competency Framework, growing the Aboriginal Health Champions Program, and providing in-house training programs for staff.
- Ms Eades acknowledged strong partnerships with EMHS and Aboriginal community services and expressed she has felt welcomed in her first year at EMHS by the Area Executive Group and Board.





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## Cyber security

EMHS Cybersecurity

EMHS Executive Director Corporate Services and Contract Management, Philip Aylward, and EMHS Chief Cyber Security Officer, Helen McLeish, provided an update to the Board on cyber security.

Ms McLeish provided details of measures being put in place to protect EMHS systems against cyber threats.

## Presentations and discussions

### EMHS workforce strategy

- Ms Lara Moltoni (EMHS People, Capability and Culture) provided an overview of the process being undertaken to develop an EMHS' workforce - or 'people' - strategy.
- Ms Moltoni presented on the background and context, benefits of a strategy, method, approach, and sample outputs. The strategy considers three focus areas from the Your Voice in Health (YViH) survey – wellbeing and work practices, staffing and resources, and organisation, capability and development.

### EMHS Strategic Asset Plan (SAP)

- The Board welcomed the EMHS Executive Director Finance and Infrastructure, Graeme Jones, as well as consultants from KPMG, to provide an update on the EMHS' SAP refresh.
- Through stakeholder engagement, 22 strategic priorities / large scale projects have been identified and will be detailed in the SAP. The Board emphasised that safety is EMHS' critical priority.





# Other items

## Site updates

- Armadale Kalamunda Group noted positive feedback from Junior Medical Officers about experience and culture, which is largely due to changes to consultant rostering practices on the Acute Medical Unit.
- The Board discussed mental health workforce challenges at Royal Perth Bentley Group and potential alternative models.

## Mental health update (quarterly)

- The EMHS Clinical Mental Health Lead led a discussion with the Board about strategies to address mental health workforce shortages, including recruitment of international psychiatrists.
- EMHS has appointed a Peer Support Coordinator to develop a peer support strategy and incorporate ways of building and supporting an internal peer support workforce.

## Board Committee reports

- The Board discussed reports from the Chairs of the Board Safety & Quality; Audit and Risk; and Operational Performance and Strategy Committees.

## Approvals and endorsements

The Board:

- ✓ Endorsed for EMHS to progress a formal tender process for procurement of a surgical robot.

