

Appendix 14.1 Detailed scheduling of reform programs

PROPOSED IMPLEMENTATION SCHEDULE OCTOBER 2005 - DECEMBER 2007																											
Legend	Development			Intense Implementation									Ongoing Implementation									M	Milestone				
	2005			2006									2007														
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1 Immediate Workforce Issues																											
Overseas Recruitment (Medical)																											
RAPTS Program																											
Network of workforce planning personnel						M																					
New VMO Offers																											
VMO Arrangements																											
Recruit additional allied health																											
Recruit former nurses & graduates																											
Expand nursing & allied health roles																											
Partnership development - private providers & NGOs															M												
Select and train reform facilitators																											
2 Leadership/Culture																											
Leaders Program Stage 1																											
Leaders Program Stage 2																											
Leaders Program Stage 3																											
Managers and Supervisors Program										M																	M
Values and Code of Conduct	M									M																	

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	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
Review Leadership Performance																													
Culture & staff satisfaction surveys																												M	
3 Teaching & Training Renewal																													
Registrar Places						M																							
Specialist/VMO Training Time					M																								
Discipline specific development plans						M																						M	
Relief Pools/Backfill all categories																													
4 Hospital/Health Service Improvement																													
Reform facilitators recruited & district capacity building						M																							
District Project Plans						M																							
Clinical Network Priorities/Plans						M																							
Budget Reform																											M		
Urgent Elective Surgery Plan			M																										
Patient flow and waiting list plans										M									M										
5 Safety & Quality & Clinical Governance																													
Continue Patient Safety & Clinical Improvement initiatives																													
Establish Area Clinical Governance Units								M																					
Clinical Networks Functional																											M		
Incident monitoring and analysis system																											M		
Establish Health Commission						M																							
Establish Parliamentary Committee						M																							

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6 Patient Complaints																											
Appoint Area Complaints Managers						M																					
Training																											
Complaints System Database										M																	
Training Complaints Co-ords & Patient Liaison Officers																											
Complaints system development			M						M																		
7 Corporate Office Restructure																											
Reform leadership team formed			M																								
Central office restructuring	M								M																		
Fill Senior Positions			M																								
Re-allocation of positions & funding			M																								
Accommodation		M							M																		
Establish Area Health Services									M																		
Establish Business Services									M																		
8 Strengthen Partnerships																											
Leaders Program - DHC chairs																											
Area Health Council formation and implementation						M																					
Monthly meetings under new role DHC																											
Estab community partnerships																M											
Performance review by DHCs & AHCs																											
Service Ptn Progs (step up/step down)															M												

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9 Health Service & Workforce Planning																													
Appoint planning staff - Central Office & AHS					M																								
AHS Health Service Plans															M														
AHS Workforce Plans including strategic HR IR function															M														
Trial and implement new and extended health worker roles																													
10 Service enhancements for special groups																													
Identify Reform Team Member			M																										
Form Network - Indigenous Health										M																			
Form Network - Rural & Remote										M																			
Form Network - Mental Health										M																			
Chronic Disease Strategy										M																			
Child & Youth Health										M																			
11 Commonwealth Partnerships																													
12 Governance & Reporting																													
Performance KPIs & review processes						M														M									
New service models funding KPIs																													
Reform Program funding KPIs																													
External reporting						M														M									
13 Information																													
Realign priorities & structures																													
Computer literacy training								M																					
Increased desktop availability								M																					

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Internet Access							M																					
Systems enhancements (eg PRIME, ESP)																												
14 Assets																												
Establish function in Business Services & AHS									M																			
Implement revised governance arrangements									M																			
Revise asset strategic plan and priorities							M																					
Revised funding in line with strategic planning									M																			
Review capital and maintenance requirements															M													