

Our Department Management Team (as at 30 June 2015)



Dr Michael Cleary

A/Director-General, Queensland Health

Chief Operations Officer, Department of Health

Dr Michael Cleary's career in the public health system spans more than 30 years. Michael holds a Medical Degree and a Master of Health Administration with qualifications in disaster medicine, trauma care and pre-hospital care.

He is a Fellow of the Australasian College for Emergency Medicine and a Fellow of the Royal Australasian College of Medical Administrators, and is a surveyor for the Australian Council on Healthcare Standards.



Dr William Kingswell

A/Deputy Director-General, Health Service and Clinical Innovation

Dr William Kingswell was appointed Acting Deputy Director-General in February 2015. William has worked for Queensland Health for more than 25 years. In recent years, he occupied the role of Executive Director, Mental Health Alcohol and other Drugs Branch within Health Service and Clinical Innovation.

He recently satisfied the requirements for Fellowship of the Royal Australasian College of Medical Administrators, and has occupied teaching roles at all levels of medical training at the University of Queensland (UQ) and Griffith University Medical School.



Dave Waters

A/Chief Human Resources Officer, System Support Services

Dave Waters, an experienced human resource professional, is passionate about ensuring employees and managers are knowledgeable, resourced and empowered through the right employment arrangements to make the best decisions for the delivery of excellent patient care.

Dave holds a Bachelor of Business from the Queensland University of Technology (QUT) and a Bachelor of Arts from UQ in the areas of human resources management, government and economics. He is a Certified Professional Member of the Australian Human Resources Institute.



Annette McMullan

Chief Legal Counsel, System Support Services

Annette McMullan was appointed Chief Legal Counsel in 2011. Annette provides legal advice to the Minister, Director-General and senior executives on matters relating to legal risks associated with the department.

In addition to her legal qualifications, Annette holds a Bachelor of Nursing, having practiced as a registered nurse and midwife for more than 20 years prior to her admission to the Supreme Courts of Queensland and the Australia Capital Territory as a solicitor.



Malcolm Wilson

Chief Finance Officer, System Support Services

Malcolm Wilson has significant experience within the private sector, especially in mining and mineral processing facility development as well as commercial contract negotiations. He has also played a key role in corporate funding, off-balance sheet financing, acquisitions and divestments.

Malcolm holds a Bachelor of Science with First Class Honours in Chemistry and a Bachelor of Commerce. He is a Fellow of Certified Practising Accountants Australia and a Graduate Member of the Australian Institute of Company Directors.



Philip Davies

Deputy Director-General, Health Commissioning Queensland

Philip Davies, an experienced health policy professional, has held public, private and academic sector roles in Australia, New Zealand and the United Kingdom.

Philip is a Fellow of the Australian Institute of Company Directors and is an Adjunct Professor in the Faculty of Health at QUT and the School of Business, University of Technology, Sydney.



Dr Jeannette Young

Queensland Chief Health Officer

Dr Jeannette Young has more than 20 years experience in health management in Sydney and Queensland. Jeannette has specialist qualifications as a Fellow of the Royal Australasian College of Medical Administrators and as a Fellow by Distinction of the Faculty of Public Health of the Royal College of Physicians of the United Kingdom.

She is an Adjunct Professor at Griffith University's Centre for Environment and Population Health and QUT's School of Public Health and Social Work, and was recently awarded a Queensland Public Service Medal as part of the Queen's Birthday 2015 Honours List.



Bill Brett

Deputy Director-General, Office the Director-General

Bill Brett was appointed Deputy Director-General in July 2014. Previously, Bill worked for the Office of Government Owned Corporations within Queensland Treasury and Trade.

Bill has held leadership roles for a number of boards, including Chair of the Wesley Hospital, Wesley Research Institute and Wesley Radiation Oncology Trust. He has also been a Board Member of the National Building Suppliers Group, the World President's Organisation and Forest Products Queensland.



Russell Bowles ASM

Commissioner, Queensland Ambulance Service

Russell Bowles was appointed Commissioner in June 2011, continuing a distinguished Queensland Ambulance Service career which commenced in January 1981. As Commissioner, Russell has implemented a number of structural, technical and operational reforms, resulting in significant service delivery improvements across a range of ambulance performance measures.

Russell holds a Master of Business Administration and was awarded the Ambulance Service Medal (ASM) in the Australia Day Honours List 2005.



Colin McCririck

Chief Technology Officer, Health Services Information Agency

Colin McCririck was appointed Chief Technology Officer (CTO) in January 2015 and brings more than 30 years of technology experience from a variety of sectors, including banking, insurance, utilities and government departments.

Colin holds a Bachelor of Mathematics and a Master of Business Administration, and is a Graduate of the Australian Institute of Company Directors.



Mal Thatcher

Chief Health Information Officer, Office of the Chief Health Information Officer

Mal Thatcher was appointed Chief Health Information Officer (CHIO) in September 2014. He is an Adjunct Professor in the Faculty of Science and Engineering at QUT with more than 30 years of ICT experience.

Mal holds an Honours Degree from UQ, a Master's Degree from QUT, professional certification from Harvard University and is working to complete his PhD in information technology governance.



Susan Middleditch

Chief Executive, Health Support Queensland

Susan Middleditch, a certified practicing accountant, has extensive financial and business experience, and proven professional expertise in driving change and transformation in high performing organisations. She also has high-level experience in strategic planning, risk management, human resource policy development and commercial finance.

Susan holds a Bachelor of Business, is a Fellow of Certified Practising Accounts Australia, and is a Graduate of the Australian Institute of Company Directors, Australia and New Zealand School of Government and the Institute of Strategic Leadership.



Dr Frances Hughes

Chief Nursing and Midwifery Officer, Nursing and Midwifery Office Queensland Executive Director, Office of Data Integrity and Patient Safety

Dr Frances Hughes has extensive knowledge and networks relating to health policy, particularly in the field of nursing and mental health, research, and global health issues.

Frances has a Bachelor of Arts, Master of Arts and Doctorate in Nursing, and was appointed as the first Professor of Nursing at Auckland University and Chair of Mental Health Nursing. She was awarded the New Zealand Order of Merit in 2005 for her services to mental health.

Machinery-of-government changes

During 2014–15:

- there was a change in government and subsequent change of ministerial responsibilities. The Honourable Cameron Dick MP was appointed Minister for Health and Minister for Ambulance Services on 16 February 2015. His responsibilities include hospitals, public health, oral health, nursing homes and hostels, Aboriginal and Torres Strait Islander health, community health services, alcohol and drug services, registration of health professionals and ambulance services.
- Dr Michael Cleary was appointed Acting Director-General on 26 February 2015, replacing Ian Maynard.
- recruitment commenced to find a permanent replacement for the Director-General's role. Michael Walsh was appointed and commenced on 6 July 2015.
- the Queensland Health Renewal Taskforce was transitioned into the Department of Health from the Department of the Premier and Cabinet (DPC) to better support Queensland Health in the delivery of key renewal activities.
- a new division was established—Health Commissioning Queensland—formerly known as System Policy and Performance.
- Health Services Support Agency was renamed Health Support Queensland.
- the Office of the Chief Health Information Officer was established, including the appointment of a CHIO, as part of the recommendations from the *Queensland Health ICT strategic roadmap* (released in June 2014).
- a review of the department was undertaken and a new organisational structure was implemented from July 2015.

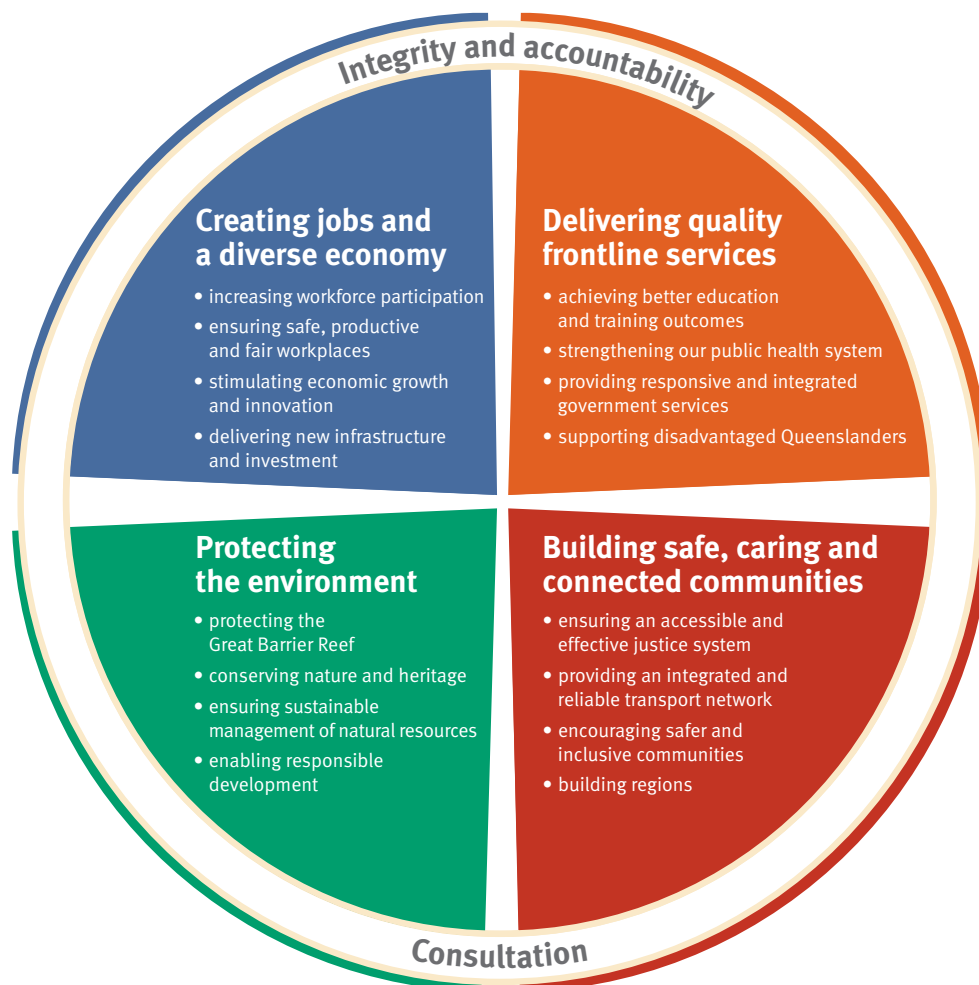
Our contributions to government

Our contribution to government objectives

With the change of government in February 2015, the department has focused its efforts on implementing the incoming government's objectives for the community, by:

- creating jobs and a diverse economy by employing more frontline staff to deliver health services; and the department's use of resources to assist in the delivery of health services to achieve value for money

- delivering quality frontline services by investing in HHSs to reduce outpatient and elective surgical waiting times, and improving access to frontline services through flexible, innovative models of care
- protecting the environment by ensuring existing and new health infrastructure, such as water supply, sewerage, waste management, drainage systems and sustainable services are adequate



- building safe, caring and connected communities by delivering healthy lifestyle initiatives to improve the health and wellbeing of all Queenslanders, and working collaboratively with primary healthcare providers and non-government organisations to improve the Queensland health system to better meet the needs and choices of the community.

Our contribution to The Queensland Plan

The department's policies, programs and services align with the Queensland Government Response to *The Queensland Plan*. The response supports the government's objectives for the community, and identifies the priorities and key initiatives that will contribute towards implementing Queenslanders' vision.

The department focused on:

- creating jobs and a diverse economy, by:
 - implementing strategies to increase the uptake of new health graduates
 - introducing new workforce models for rural and remote areas
 - allocating funding to introduce and evaluate new health technologies
- delivering quality frontline services, by:
 - promoting healthy lifestyle initiatives to improve the health and wellbeing of Queenslanders

- adopting a nurse endoscopy model to address the rapidly growing demand for endoscopy services
- expanding allied health practitioners' scope of practice to best meet patient needs
- adopting a performance framework to improve the delivery of mental health, alcohol and other drugs health services
- protecting the environment, by:
 - providing expert advice and research on threats to public health and the environment, epidemics and outbreaks
 - participating in interagency investigations to provide advice on the potential health impacts of environmental hazards
- building safe, caring and connected communities, by
 - participating in the *National Disability Insurance Scheme* to bring greater choice and control in disability support services
 - partnering with Spleen Australia to ensure Queenslanders living without a spleen or reduced spleen function have access to a specialised statewide support service
 - returning maternity services to rural communities
 - launching the *Queensland immunisation strategy 2014–17* to protect Queenslanders from vaccine-preventable diseases.

More information can be found in the *Our performance* section of the annual report.

Our financial highlights

The Department of Health's vision is to provide healthcare that Queenslanders value. To achieve this, seven major services are utilised to reflect the department's planning priorities. These services are: prevention, promotion and protection; primary healthcare; ambulatory care; acute care; rehabilitation and extended care; integrated mental health services; and Queensland Ambulance Service.

How the money was spent

The department's major services and their relative share are shown in Figure 1.

The Department of Health achieved an operating surplus of \$17.860 million in 2014-15 whilst still delivering on agreed major services.

The Department of Health, through its risk management framework and financial management policies, is committed to minimising operational expenses and related liabilities. In addition, the department's risk of contingent liabilities resulting from health litigations is mitigated by its insurance with the Queensland Government Insurance Fund.

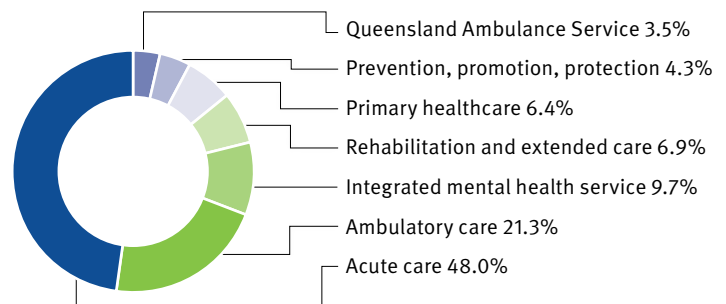


Figure 1: Expense by major services

Income

The Department of Health's income includes operating revenue and internally generated revenue. Revenue is sourced from three areas:

- State contributions;
- Commonwealth contributions, which includes National Health Reform Funding; and
- User charges and other revenue, which includes recoveries from Hospital and Health Services (HHSs), right of private practice arrangements, interest, licences and permits, gains on asset sales and sundry revenue.

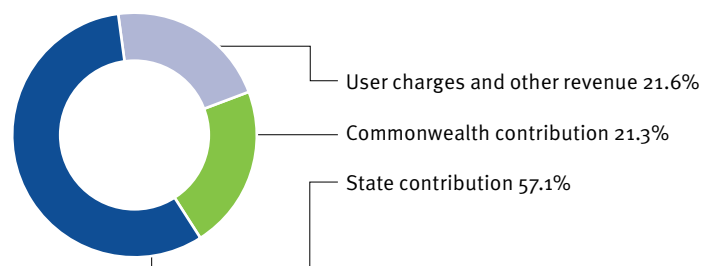


Figure 2: Revenue by funding source

Figure 2 details the extent of these funding sources for 2014-15.

The Department of Health's total income from continuing operations for 2014-15 was \$15.244 billion. Of this, the State contribution was \$8.699 billion (57.1%), Commonwealth contribution was \$3.246 billion (21.3%) and user charges and other revenue was \$3.299 billion (21.6%).

The Department is the employer of all non-executive health staff working for non-prescribed HHSs, with the cost of these staff recovered through labour recoveries income. Eight HHSs transitioned to prescribed employer status on 1 July 2014, with labour recoveries equating to \$1.700 billion in 2013-14, compared with \$6.764 billion in 2012-13. The total net income from continued operations excluding labour recoveries from HHSs is \$13.544 billion.

Expenses

Total expenses were \$15.226 billion, which is a decrease of \$4.165 billion (21.5%) from 2013-14. The decrease is predominantly attributed to eight HHSs becoming prescribed employers effective 1 July 2014, with the Department no longer recognising employee expenses in respect of prescribed HHS staff. The total expenditure of the Department excluding these costs is \$13.526 billion.

Figure 3 provides a comparison of Expenses in 2013-14 and 2014-15.

The major movement in expenses incurred includes:

- Employee expenses – decrease reflects eight HHSs becoming prescribed employers, meaning they are now the employers of health services employees and have responsibility for payment of their wages;
- Supplies and services – increase reflects additional funding (\$759 million) paid to HHSs for the provision of health services;
- Other expenses – movement reflects reduced write-offs relating to capital projects.

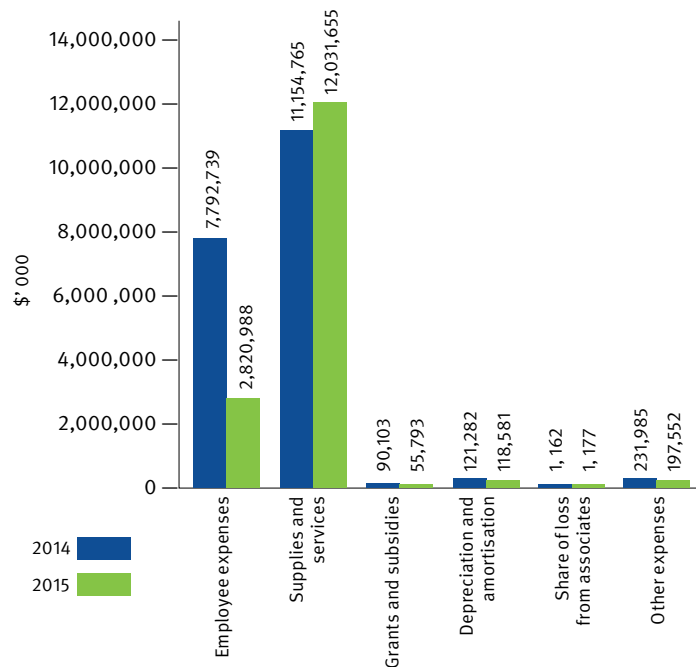


Figure 3: Expense two-year comparison

Chief Finance Officer statement

Section 77 (2)(b) of the *Financial Accountability Act 2009* requires the Chief Finance Officer of the Department of Health to provide the accountable officer with a statement as to whether the department's financial internal controls are operating efficiently, effectively and economically.

For the financial year ended 30 June 2015, a statement assessing the Department of Health's financial internal controls has been provided by the Chief Finance Officer to the Director-General.

The statement was prepared in accordance with Section 57 of the *Financial and Performance Management Standard 2009*. The statement was also provided to the department's Audit and Risk Committee.