



Parliamentary Standing Committee of Public Accounts

Media Advisory

Monday, 21 October 2024

Tabled Report:

1. Follow-up of Auditor-General Report No.4 of 2019-20 – Rostering of Specialists in Tasmania's Major Hospitals

The Parliamentary Standing Committee of Public Accounts (Committee) tabled the following report today:

Follow-up of Auditor-General Report - No.4 of 2019-20 – Rostering of Specialists in Tasmania's Major Hospitals

In response to the Auditor-General's Rostering of Specialists in Tasmania's Major Hospitals report, the Department of Health is undertaking reforms in its rostering practices of medical specialists, with a particular focus on the automation and modernisation of rostering to enhance transparency, fairness, and efficiency in managing staff rosters. This includes progressing a Best Practice Rostering (BPR) Framework and the rollout of the Human Resources Information System (HRIS).

Through the One Health Culture Program Strategy, the Department is prioritising leadership and management training to enhance capacity within the Department, as recommended by the Auditor-General.

The Department anticipates that the automated rostering system will eliminate the need for timesheets through a roster-to-pay process. Specialists will be required to log into the system which includes the digital medical record as a mechanism for tracking time at work for the Department.

The Department is yet to fully address the incorporation of private practice time in specialist rosters and the appropriate allocation of non-clinical time.

The Committee made 15 findings and 4 recommendations. The recommendations highlight the need to expedite the automated processes to ensure fairness and transparency in rostering across the Department of Health:

- expediting the implementation of the BPR Framework to ensure that all rosters are managed transparently and fairly across all departments
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- progress the recording of time scheduled for private practice in specialist rosters to enhance transparency, fairness, and the management of specialist fatigue, and
- assessing and incorporating appropriate levels of non-clinical time into specialists' rosters, as part of the BPR system to allow for better-structured working days and compliance with professional standards.

Whilst the Department of Health is working towards modernising its rostering systems, there are areas, such as private practice scheduling and non-clinical time allocation, where further development is needed to fully deliver a transparent and fair rostering system.



The Members of the Committee are:

Legislative Council

Hon Ruth Forrest MLC (Chair)

Hon Luke Edmunds MLC

Hon Bec Thomas MLC

House of Assembly

Mr Simon Behrakis MP

Mr Mark Shelton MP

Mr Josh Willie MP (Deputy Chair)

Further information about the Committee is available on the [Committee website](#).

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