

# Appendix C:

## Audit scope and method

### Scope of this audit

#### Who we examined

We examined the following agencies:

Agency	Key responsibilities
Department of Health	<ul style="list-style-type: none"><li>• Managing the Victorian health system</li><li>• Advising the Victorian Government on health strategies, policies, planning and funding allocation</li><li>• Overseeing hospitals' performance</li></ul>
Austin Health	<ul style="list-style-type: none"><li>• Providing public healthcare services primarily in north-eastern metropolitan Melbourne</li><li>• Training specialist physicians and surgeons</li></ul>
Barwon Health	<ul style="list-style-type: none"><li>• Providing public healthcare services to the Barwon South West region</li><li>• Teaching and training health professionals across all disciplines</li></ul>
Central Gippsland Health	Providing public healthcare services to central and East Gippsland and parts of South Gippsland
WorkSafe Victoria	<ul style="list-style-type: none"><li>• Enforcing Victoria's OHS laws</li><li>• Receiving and assessing workers compensation claims</li></ul>

#### Our audit objective

Do the Department of Health and selected Victorian public health services effectively support the mental health and wellbeing of employees in Victorian public hospitals?

#### What we examined

We examined if the department oversees hospitals' performance in supporting their employees' mental health and wellbeing. We also assessed:

- if hospital employees' wellbeing has deteriorated over time
- the effectiveness of selected hospitals' processes for identifying and addressing psychosocial hazards.

## Conducting this audit

### Assessing performance

To form our conclusion against our objective we used the following lines of inquiry and associated evaluation criteria:

Line of inquiry	Criteria
1. Does the department's oversight of Victorian public hospitals effectively support employee mental health and wellbeing?	1.1 Does the department monitor, evaluate and report on hospitals' performance in protecting employee mental health and wellbeing?
	1.2 Has employee mental health and wellbeing in Victorian public hospitals improved over time?
	1.3 Has the department provided hospitals with effective support through selected initiatives to address relevant psychosocial hazards?
2. Are selected hospitals proactively identifying and addressing risks to their employees arising from psychosocial hazards?	2.1 Are selected hospitals identifying psychosocial hazards and assessing the associated risk to their employees?
	2.2 Are selected hospitals addressing psychosocial risks through effective control measures?
	2.3 Do selected hospital boards have effective oversight of employee health and wellbeing?

### Our methods

As part of the audit we:

- reviewed relevant documents from the department and audited hospitals
- interviewed staff from the department, WorkSafe and the audited hospitals
- analysed data from the department, WorkSafe, VPSC and the audited hospitals.

### Compliance

We conducted our audit in accordance with the *Audit Act 1994* and *ASAE 3500 Performance Engagements* to obtain reasonable assurance to provide a basis for our conclusion.

We also provided a copy of the report to the Department of Premier and Cabinet and the Department of Treasury and Finance.

We complied with the independence and other relevant ethical requirements related to assurance engagements.

### Cost and time

The full cost of the audit and preparation of this report was \$710,000.

The duration of the audit was 14 months from initiation to tabling.