

# Minutes

## Joint Consultative Committee Meeting

Wednesday 9 October 2024

10.00am – 11.30am

Via MS Teams

Attendees		
Deanna Paulin (Chair), Vanessa Janissen, Leanne Abernethy, Juliana Iles-Mann, Michelle Calcott (HSU Delegate), Greg Fisher (HSU Delegate), Ashraf Mina (HSU Delegate), Anastassia Teriaeva (A/Secretariat)		
<b>Apologies</b>		
Vanessa Thomson, Jack Gautray, Rachelle Ellem, Jeremy Lappin (HSU), Blake Adair-Roberts (HSU), Ian Lisser (ASMOF), Tom Stevanja (HSU), Andrew Holland (ASMOF), Paul Collier (NSWNMA), Renatta Di Staso (NSWNMA), Maria Vassili (Secretariat).		
Item No.	Agenda Item	Discussion
1.	Welcome & Attendance.	DP welcomed the JCC members and took attendance. Acknowledgement of country.
2.	Confirmation of Previous Minutes	JCC members approved the previous minutes.
3.	Status of outstanding action items	No action items.
<b>4 NSWHP Items</b>		
4.1	<b>Financial Results</b>	
	<p>VJ provided an update on the financial results for Quarter 1 of 24/25 FY.</p> <ul style="list-style-type: none"> <li>• YTD NCOS was unfavourable to budget.</li> <li>• Increased FTEs to 4,689 as a result of filling vacancies over the last six months.</li> <li>• Slight increase in Goods &amp; Services expenditure due to inflation impacts on contracts, but overall, in line with activity. Procurement savings were achieved through better tendering practices.</li> <li>• Overall activity levels are lower than the budgeted 1.5%. High activity in July due to COVID but significant decrease in September. Partially due to lower COVID testing and reduced blood gas ordering.</li> <li>• Increase in private revenue, driven by improved billing practices, ensuring correct billing to the Commonwealth. This has also contributed to trust funds for pathologists.</li> <li>• Full year forecast remains unfavourable, with a focus on procurement and efficiency targets over the next four months. Efforts will focus on standardizing practices, particularly in preparation for the upcoming launch of Fusion.</li> </ul>	

4.2	<p><b>Workforce Reviews – IR Focus</b></p> <p>DP provided an update on IR Matters.</p> <ul style="list-style-type: none"> <li>• TO/SO Dispute - Interim Award comes into effect on 12 November. Processes are being established, including information sessions and committee formation, in collaboration with the MOH and the HSU. Everything is on track for the award's implementation.</li> <li>• Griffith will transition to 24/7 operations in mid to late November, following prior consultation.</li> <li>• The transition of Moree staff from Syd Path to NSWHP has successfully completed. Narrabri staff will transition in mid-November.</li> <li>• Sutherland Immunology has moved to Randwick, staff are adjusting well.</li> <li>• The Liverpool redevelopment is progressing, with the move expected to begin in late October and conclude by early December 2024.</li> <li>• Changes to the statewide research coordination team are under consultation, including potential adjustments to reporting lines and classifications.</li> <li>• Communication will be provided regarding NSW Health's upcoming changes to flexible working arrangements, particularly related to workplace presence. This policy will have minimal impact on lab staff, but broader expectations will be shared in line with the new circular.</li> </ul>
4.4	<p><b>Fusion Update</b></p> <p>Jl provided an update on Fusion.</p> <ul style="list-style-type: none"> <li>• Leave Management continues to be a focus as there are many staff with excess leave. Planning for the December/January period is underway, taking into consideration program requirements over this period.</li> <li>• Contract Renewals underway post budget finalisation – Contracts to end of year are currently being facilitated. Planning completion of contracts for the timeline of the Program once resourcing is finalised.</li> <li>• Working Group and Council – decision making regarding configuration of the Epic system is on track and going well.</li> <li>• Concluding Performance Reviews. An accountability template is also being used alongside performance reviews to clearly define each staff members specific responsibilities as the PD's are very generic.</li> </ul>
4.5	<p><b>Work Health and Safety Update</b></p> <p>LA provided a WHS update for the period of 1 August to 30 September 2024.</p> <ul style="list-style-type: none"> <li>• 50 open workers compensation claims</li> <li>• 18 claims for FY 24/25, decrease of 1 claim compared to the same period last FY.</li> <li>• Top 3 mechanisms of injury FY 24/25 are Body Stressing, Mental Health claims, and Slip Trip and Falls.</li> <li>• Currently 14 open applications for legal action to resolve disputes.</li> <li>• The MOH WHS Audit for Bathurst and Maitland have been completed with excellent results.</li> <li>• 1 reportable incident reported to SafeWork NSW - Worker at JHH Microbiology was potentially exposed to Psuedomallei. The staff member attended Staff Health and has been provided with prophylactic treatment. All staff have undergone training refresher, revisiting the SWP and consultation is occurring ongoing with the WHS team, clinical stream and Microbiology Laboratory managers.</li> <li>• WHS IMS+ notifications – 133. Top 3 incident types are Biological exposure, Chemical, and Slips Trips and Falls.</li> <li>• WHS Consultation – Liverpool Microbiology is undertaking elections for a third worker to represent the team. Election scheduled to take place week commencing 7 October</li> </ul>

	<ul style="list-style-type: none"> <li>• 32 new referrals to the Employee Assistance Program – Legal Assist, Family Assist and Crisis Counselling.</li> <li>• 146 pre-employment screenings completed.</li> </ul>
5	<b>HSU Items</b>
5.1	Nil
6	<b>ASMOF Items</b>
6.1	Nil
7	<b>NSWNMA Items</b>
7.1	Nil
8	<b>Other Business</b>
8.1	Nil
9	<b>Next Meeting</b>
9.1	18 December 2024