

Minutes

Meeting of the Southern NSW Local Health District and Health Services Union USCC

SDOC 24/2065

Meeting # 1

Meeting Date: Wednesday 28 February 2024

Meeting Time 11.00am to 12.00pm

Meeting Location Nummerak Room - Peppertree Lodge- via TEAMS

Attendance

Present

Ms Karen Lee-Archer	District Director People and Culture (DDPC)
Ms Victoria Holland	Associate Director People Services (ADPS)
Ms Ashnita Chand	Senior People and Culture Partner – Integrated Care and Allied Health and Medical Services (SPCPICAHMS)

In Attendance [Videoconference]

Mr Brian Bonham	General Manager Inland Network (GMI)
Mr Brad Scotcher	General Manager Coastal Network (GMC)
Ms Kerryn Maher	Director Allied Health Workforce and Strategy (DAHWS)
Ms Claire Dutailis	Senior People and Culture Partner Mental Health Alcohol and Other Drugs (A/SPCPMHAOD)
Ms Samantha Allen	Senior People and Culture Partner Corporate Services (SPCPCS)
Mr Simon Thomson	Senior People and Culture Partner Inland Network (SPCPI)
Mr Tom Stevanja	Senior Industrial Officer Health Services Union (SIOHSU)
Ms Rose Roberts	Senior Nurse Mental Health & Alcohol & Other Drugs (SNMHAOD)
Mr Robert Coats	Senior Manager Safety and Security (SMSS)
Ms Gillian Isaac	Manager Priority Programs & Community Partnerships / Senior Allied Lead Mental Health Alcohol and Other Drugs (SAHLMHAOD)

Apologies

Ms Sarah Galton	General Manager Clinical and Corporate Support Services & Projects (GMCCSSP)
Ms Lou Fox	District Director Integrated Care and Allied Health (DDIC)
Mr Jason Andrew	Senior People and Culture Partner Coastal Network (SPCPC)
Mr Mark Jay	Deputy Divisional Secretary, Public Health – Regional Health Services Union (DDSPHRHSU)

Secretariat

Ms Naomi Mole	Executive Assistant (Secretariat)
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Agenda items

Item 1: Welcome

Item 1.1: Welcome and Acknowledgment of Country

The meeting was declared open at 11.00am. The Chair acknowledged the traditional custodians of the lands encompassed by the Southern NSW Local Health District and pay its respect to Elders past, present and emerging.

Item 1.2: Declarations of Interest

Nil.

Item 2: Confirmation of Previous Minutes

Item 2.1: Confirmation of Minutes of Meeting on 22 November 2023

The minutes of the USCC HSU meeting held on 22 November 2023 were accepted as a true and accurate record of the meeting.

Item 3: Actions from Previous Meetings

Item 3.1: Action Log

Action Log discussed and updated.

Item 3.1.1: Action Item 1 1 April 2022

Status of second Gardener position at Bega to be retained and update provided at next meeting on the progress of recruiting to the role. Note: Assets Maintenance Manager SERH currently on leave and will revisit upon his return.

Item 3.1.2: Action Item 4.5 26 October 2022

Coastal Network HASA workforce review will be undertaken. Formal notification for consultation will be provided this week.

Item 3.1.3: Action Item 4.1 & 4.2 23 August 2023

Noted. Item closed.

Item 3.1.4: Action Item 4.4.2 23 August 2023

Updated Code Black procedures and drills have occurred at all sites. Nil feedback raising concerns.

Item closed.

Item 3.1.5: Action Item 4.4.4 22 November 2023

Sarah Wallace, District Director Finance and Performance provided the following update to the committee via Chair on SNSWLHD's financial position:

The Year-In-Review and financial statements state:

- 2022-2023 was again a year of challenge for SNSWLHD where a global healthcare worker shortage prevailed, putting pressure on Southern's staff who had already faced the difficult preceding years of bushfire and the COVID-19 pandemic.
- Challenges in recruiting and retaining staff in rural and regional areas has contributed to an increase in workforce vacancies for which the District continues to rely on premium labour. The District received an additional \$35.7 million revenue from the Ministry of Health (MoH) recurrent allocation which funded an increase in expenses during the year, including employee-related costs which increased to \$28 million compared to the prior year and surpassed the allocated budget by \$33 million.
- The \$33 million overspend on employee-related costs is across the entire District and is not isolated to individual departments.
- SNSWLHD has established an FTE Taskforce and FTE Working Group to support strategies to be financially sustainable and continue to offer front line services, however this does require a reduction of approximately 100 FTE, over 2.5 years. Any reductions or reviews will ensure patient safety is paramount to decision making, and will be managed in line with legislative, NSW Health Policy and award requirements.

Item closed.

Item 3.1.6: Action Item 4.6 - 23 August 2023

One page summary on business case with budget information has been shared 06/12/23.

Item closed.

Item 3.1.7: Action Item 5.1 - 23 August 2023

Request to share information on Eurobodalla development. GMC will share, pending approval from the Project Working Group.

Item 3.1.8: Action Item 5.2 - 22 November 2023

Medical Workforce recruitment is progressing.

Item closed.

Item 3.1.9: Action Item 5.3 22 November 2023

The committee discussed the Rural Workforce Incentive Scheme and the effect on some regions being half an hour apart and some staff missing out on the incentive. It was acknowledged that the MoH is aware of the concerns on the impact this is having on staff, noting that the MMM

rating for a position's location determines eligibility. HSUIO to provide member concerns to ADPS out of session.

Item closed.

Item 4: Standing Agenda items

Item 4.1: Update / Issues from Inland Network

Confirmed Kate Rice has commenced in the position of Manager Corporate Services Inland Network. Kate's previous position will be filled following due process.

Item 4.2: Update / Issues from Coastal Network

Coastal Network Corporate Services Manager appointment has commenced. Letters regarding the proposed structure changes for Coastal Network Corporate Services – Health and Security Services will be sent to the HSU to begin the consultation process. It will see the combining of some roles, noting work is continuing to fill the leading hand roles.

Item 4.3: Update / Issues from Health Services Union

Item 4.3.1 HSU vacancies across the district for each hospital

HSU is seeking a breakdown to know where the gaps are and to work with the District to find a solution.

The District noted the request, however the request is a manual process and not a simple report. There are also variables that need to be considered with the report, for example, unexpected leave, planned leave, reduced hours, unsuccessful recruitment and establish profile. Further discussion to be undertaken out of session, where required.

Item 4.3.2 Elevate contract renewal

The Chair confirmed the current Elevate Studer contract was due to expire in March 2024. The Chief Executive, P&C, Ministry and the Studer Group have agreed to extend until 7 March 2025. Currently finalising the key deliverables and program, to promote and embed this cultural transformation program embeds principles and tools and tactics.

Item 4.3.3 Coastal HASA dispute progress

Currently being reviewed with the P&C Directorate to assist with suggestions around rostering. Suggested way of working includes, having rosters open for 1-2 weeks, for permanent staff to fill vacancies, similar to nursing rosters. Proposal to be progressed out of session by Coastal Network Corporate Services Manager.

Action item - GMC to provide an update at the next meeting.

Item 4.3.4 Psychosocial legislative 2023 changes with managing risks and implementing control measures progress.

NSW Health Psychosocial risk management toolkit is in draft. The toolkit will assist staff and managers via risk management plans and guides. P&C and Work Health and Safety (WHS) teams will implement the toolkit when released.

SMSS is the lead for a Psychosocial Survey that will be conducted across the District. iCare have been engaged and provide a free service to the District. The survey has been authored by SafeWork NSW. Tools/guides being developed for leaders and community of practice being setup.

4.3.5 Proposed job cuts across the district

Addressed in item 3.1.5

4.3.6 Update on the payment of allowances or upgrading of positions for Stores staff at SERH

Under review by Coastal Network Corporate Services Manager, noting there is no forklift allowance in the award. Currently reviewing store person positions across NSW Health. Consultation will be required, if changes are recommended.

Action item – GMC to provide an update at the next meeting.

4.3.7 SERH Work Health and Safety (WH&S) Inspection Update

Currently 60% of the testing has been completed across all sites.

Concerns were raised around the Notice for Entry, Test and Tag approach. WHS Audit was conducted. The WHS Audit was not in accordance with the notice.

Staff have complained about being approached around WHS concerns. GMC to be advised of WHS concerns, if not addressed at the site. Test and Tag completed with an action plan in place.

Item 4.1 Update / Issues from Mental Health and Other Drugs

No update.

Item 4.2: Update / Issues from Integrated Care and Allied Health

Announcement of two SNSWLHD finalists in the 2024 Excellence in Allied Health Awards in Sydney.

- Jodie Keller – Allied Health Assistant of the Year
- Jacqui Hogbin - Allied Health Educator of the Year

Item 5: Other Business

Item 5.1:

GMI noted the SLED HASA correction for Goulburn, and the discussion regarding the sign on and sign off process. Noting audit process has been undertaken and there may be potential fines to members.

Action item – GMI to provide an update at the next meeting.

Meeting Close

The meeting closed at 11.49am.

Next Meeting

The next meeting will be held on 22 May 2024.