

Unions

H24/132270

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## Secondary Employment Policy - Consultation

Dear Union,

The Ministry of Health as part of a review of the *NSW Health Code of Conduct* [PD2015\_049] has identified the need for improved and strengthened requirements for secondary employment to address inconsistent practices across NSW Health.

The *NSW Health Code of Conduct* [PD2015\_049] remains in effect and the review into the Code continues and will be subject to consultation in due course.

A stand-alone draft secondary employment policy directive was provided for your comment and feedback in April 2024.

Following the April 2024 consultation period significant amendments to the draft secondary employment policy directive have been made; and therefore a further period of consultation is appropriate.

You are invited to provide feedback on the attached latest draft Secondary Employment Policy Directive. A comment table is also attached to assist in providing feedback.

### Key points of the latest draft policy:

- All secondary employment must be applied for and approved prior to its commencement. This includes all NSW Health staff and newly hired candidates where they have existing secondary employment arrangements.
- NSW Health will not unreasonably deny applications for secondary employment, provided the policy's mandatory requirements are met.
- Secondary employment arrangements will only be approved for a maximum duration of 24 months.
- The policy will be supported by a new ServiceNow based solution for the application and approval of secondary employment of NSW Health staff.
- The policy also sets out the consequences of policy breaches.

### Action required:

Please provide your commentary on the feedback template attached by COB **Friday 27<sup>th</sup> September, 2024** to Matthew Pearson, Associate Director (Policy) at [Matthew.Pearson@health.nsw.gov.au](mailto:Matthew.Pearson@health.nsw.gov.au)

Please ensure that this is circulated to relevant staff within your organisation to provide their feedback on the document.

Yours sincerely



12/9/24

**Melissa Collins**, A/Executive Director, Workplace Relations