

# MINUTES

## Industrial Meeting Record

### Staff Joint Consultative Committee Meeting

<b>Quarterly Meeting</b>	<b>December 2021</b>
<b>Date:</b>	<b>Wednesday 1 December 2021</b>
<b>Time:</b>	<b>3 pm to 4 pm CST (3.30 to 4.40 pm EST)</b>
<b>Venue</b>	<b>Auditorium, first floor, BH CHC</b>

### Distribution List

Name	Attendance	Position
Umit Agis	Y	Chief Executive (Chair)
Melissa Welsh	Y	Director Allied Health, Partnerships & Innovation FWLHD
Fiona Lawrance	Y	Director People & Culture FWLHD
Chelsea Anderson	Y	Representing Nursing, Midwifery Directorate
Dr Timothy Smart	N	Director Medical Services
Nicholas Minns	Y	A/Director Nursing and Midwifery and Manager BHHS
Jodie Miller	Y	A/Director of Clinical Operations FWLHD
Tracey Coyte	N	Organiser NSW Nurses and Midwives' Association
Wyn Scott	N	NSWNMA delegate for Balranald
Katrina Lee	N	NSW Nurses and Midwives' Association
Breeanna Braga	N	NSWNMA delegate for Broken Hill
Zelda Giblett	Y	HSU Organiser
James Barrow	Y	HSU Industrial Officer
Wendy Griffiths	N	HSU Delegate
Fiona Jackson	Y	HSU Delegate
Kerrieanne Pearson	N	HSU delegate for Wilcannia
Debbie Everett	N	HSU delegate for Dareton
Rosslyn Ferry	Y	President BIC / TEU Secretary
Greg Braes	N	CFMEU
Marshall Kelly	N	TEU delegate
Nicholas Hanford	N	TEU delegate
Steve Teece	Y	Assistant Industrial Officer, ASMOF

### Present

### Apologies:

Tracey Coyte, Wyn Scott, Breeanna Braga, Wendy Griffiths, Debbie Everett, Marshall Kelly, Nicholas Hanford

### Acknowledgement of Country

The Far West Local Health District acknowledges the traditional owners of the lands within its boundaries including: the Barkandji; the Muthi Muthi; the Wilyakali; the Ngilyampaa; the Wadigali; the Malyangaba; and the Wangkumara. We acknowledge and pay respects to the Elders past and present and emerging and their ancient wisdoms. We also acknowledge the communities of today and the Aboriginal community members who are part of our communities.

### Confirmation of Minutes

Minutes confirmed and accepted. Zelda Giblett and Fiona Lawrance.

### Matters arising and actions from previous meeting

### Action List items

From this meeting on an Action List Item spreadsheet is to be maintained for the JCC.

## Standing Items

### 4.1 Report from Chief Executive

- Acknowledgement of the extreme pressure all staff have been under during the COVID surge and shutdown.
- Recruitment Strategies are being developed, issues with recruitment have been exacerbated due to COVID with a number of vacancies remaining unfilled across the District. With all staff filling gaps where necessary.
- Negotiations continue with the new BIC/TEU Award. All parties have provided the commission with final proposals and it's now with the Commissioner to hand down a new Award. Fiona will seek direction from the Ministry in regard to the next steps when this occurs.
- Board Annual General Meeting was held.

**ACTION – A copy of the Year in Review will be provided to committee members of the JCC for their information.**

- New Aboriginal Logo has been developed and will be used as an acknowledgement to traditional owners.
- Wentworth Hospital new build have been approved with private service planners engaged.
- There have been several changes with Management. Dale Sutton, Director Nursing and Clinical Governance will retire after 41 years of service.
- Fiona Burn, Director of Nursing and Site Manager Broken Hill Health Service resigned with Nicholas Minns is currently acting in this position until permanent recruitment has occurred. Jane Bostock, Director Clinical Operations has left, Muku Ganesh was acting DCO, but Muku has also resigned recently. Leaving the positions of Director of Clinical Operations and Director Performance and Strategy vacant.

Acting Director Clinical Operations is currently Jodie Miller, while Vanessa Smith is the Acting Director of Mental Health and Counselling. Wendy Gleeson will be the Acting District Director of Nursing and Midwifery / Director of Clinical Governance. Many of these positions will be advertised via recruitment agencies while the Director of Clinical Operations is being recruited by the Ministry.

- The minutes from this meeting will go out early within one month of the meeting having occurred.
- Will be attending the Parliamentary Enquiry.
- Non-urgent elective surgery was on hold due to the COVID surge, but has now recommenced.
- Strategic Plan to be finalised by next meeting.

### 4.2 Report from Director of Clinical Operations FWLHD

Nil Report.

### 4.3 People Matter Employee Survey Report

- The PMES has been completed, with FWLHD having the second highest completion rate in the State. It should be noted the PMES started the week beginning of the COVID outbreak in Wilcannia. Scores are similar to the previous year with some improvements shown. The Culture Coach will be addressing the areas needing improvement. The next PMES will be undertaken in August 2022.

**ACTION - A precis of the results from the PMES will be provided with the minutes to all committee members.**

- At the request of staff a trial of 10 hour shifts in Broken Hill Stores is occurring. Unions have been consulted.
- Ros Ferry has requested information in regard to the Security Review and the Anderson Report.

**ACTION – Fiona to invite Judy Robinson from Risk to provide a summary in regard to the security review for the information of the committee.**

## **Item 5 SCC Minutes for Information**

### **5.1 BHHS SCC Meeting Minutes – 27 May 2021**

Provided for information.

### **5.2 Balranald Health Service SCC Meeting Minutes – 8 June 2021**

Provided for information.

### **5.3 Dareton Health Service SCC Meeting Minutes – 11 August 2021**

Provided for information.

### **5.4 Menindee Health Service SCC Meeting Minutes**

Nil Report.

### **5.5 Ivanhoe Health Service SCC Meeting Minutes – 24 August 2021**

Provided for information.

### **5.6 Wilcannia & White Cliffs Health Service SCC Meeting Minutes – 10 August 2021**

Provided for information.

### **5.7 Tibooburra Health Service SCC Meeting Minutes – 16 August 2021**

Provided for information.

### **5.8 Wentworth Health Service SCC – 23 June 2021**

Provided for information.

## **Item 6 New Business**

### **6.1 Receipt of JCC Minutes within one month of meeting occurring**

This was acknowledged and minutes will go out to all committee members within 4 weeks of the meeting occurring.

### **6.2 Payment of staff of 3 hours if COVID immunised in their own time as per MOH directive.**

This was acknowledged and the committee was advised if a staff member has their COVID vaccination within their own time they will be paid.

### **6.3 Orientation of new staff for FWLHD**

Fiona to provide dates of orientation to Union representatives along with PEXIP details.

## **Item 7 Business without Notice**

### **7.1 Promotional information for new interns required**

Fiona Lawrance to follow up with Tim Smart in regard to promotional information being provided to medical interns.

## **Item 8 Next Meeting**

### **8.1 Meeting Dates for 2022**

**ACTION - JCC meeting dates for 2022 will be provided with the minutes to all committee members.**

### **Meeting closed**

3.40 pm CST.

**Certified as a correct record**

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Signature

\_\_\_\_\_  
Date