

## LONG JETTY USCC – NSWNMA & HSU

**Date/Time:** Friday 10 December 2021 at 9:00am to 10:00pm

**Venue:** Skype Meeting

### 1. Acknowledgement of Country

*The Chair acknowledged the Darkinjung People who are the traditional custodians of this land. We acknowledge Elders both past, present and youth who are the future leaders. We are committed to improving the health of our local First Nations people on the Central Coast.*

### 2. Attendance

Chris Bone	General Manager of Wyong and Long Jetty <b>(Chair)</b>
Nadine Bridgett	Director of Nursing and Midwifery
Sharyn Bannister	Clinical Support Services Manager
Marcus Mariani	Workforce Business Partner
Matt Ramsay	HSU Representative
Greg O'Donohue	HSU Representative
Jenny Lane	NUM Long Jetty Subacute & Transitional Care Unit
Nicole Mason	NSWNMA
Michelle Cashman	NSWNMA Branch
Isabelle Hutchinson	Secretariat

### Apologies

Greg Kidd	ONM Aged Care & Subacute
Joy Bull	Branch Members
Kate Molyneaux	Branch Members

### 3. New Business

#### 3.1. NSWNMA Issues

- Michelle requested an update on the current and future use of Long Jetty. She understands some of the office space was used recently, however the building is now empty again.
- Marcus provided an update from Fiona Wilkinson who is heading this project: Scoping is underway to decide if the area is suitable to support COVID vaccination. The area has been prepared to support the Public Health surge team to relocate on 10 January. Logistics and planning for this move will be undertaken by EPRU in consultation with the Planning Team and PHU Director/Operational Lead over the coming weeks as we review COVID cases along with surge staff capacity and capability - expect services to commence in January 2022.
- Marcus noted that there was a unit operating from Long Jetty for 1-2 weeks then ceased but given the status of cases the exact services to be implemented will be subject to how COVID unfolds. It was expected that there would be a more definite provision of service in mind when this move was initiated, but as stated, it was in response to COVID activity.
- Michelle commented on the rush to move staff and patients out so fast and now the building is sitting empty. If they aren't going to make a decision until 10 January, will there be any structural changes internally?

- CB confirmed the building will stay the same inside. In keeping consistent with previous conversations onsite, if there are going to be internal alterations, it would be a commitment to a longer term plan, which Chris would provide notification of and have a conversation with the site members. The understanding is that the Public Health team will be going in early January but we are still unsure of the ramifications of Omicron. Chris advised he will endeavour to keep his commitment to the staff over the next few months.
- Marcus was generally surprised that units haven't moved into Long Jetty on a long term basis.
- Jenny advised that the COVID units are currently reducing in size, the swabbing team is now smaller and has combined with the community support team. However with Omicron, things are starting to creep up again.
- Michelle raised concerns from those staff mostly based at Wyong but also from other areas, where they have been redeployed to particular wards which are now closing down beds so the Long Jetty staff are being redeployed again to other wards on a daily basis. It is very unsettling for the LJ staff who are trying to get used to their new ward and they are quite concerned. Chris advised he will need to get back to Michelle as they are planning to reduce beds over the Christmas period. Chris noted it would be helpful to know which staff have been affected so they can look at their individual issues and support them.
- Nadine advised that Greg had provided a response in relation to this. Staff were initially placed in specific areas and a request was made that they not be redeployed whilst they were settling in. Unfortunately with the redevelopment, things haven't panned out the way they were planned. As the GRU and acute Geri wards haven't yet been relocated, beds were reduced down to 18 in the Rehab ward which resulted in excess staff in that environment. Greg has provided a list of staff who have been redeployed and Nadine will work with him next week to have a conversation with those staff to address their concerns. Her understanding was that those staff were redeployed to a like environment within the aged care services. Bed numbers will be reduced over the Christmas period and with the current workforce, staff will be redeployed to ensure safe staffing levels over the period. Rehab will continue to run at a lower bed base at the moment, however it shouldn't be just the Long Jetty staff being redeployed, it should be shared across the team. Nadine will follow up with both Greg and the NUM that is occurring.
- Some staff have expressed their interest in moving to different areas than where they were redeployed to however, have concerns around the security and reassurance to be able to return to Long Jetty when it reopens. Also concerns around the continuance of their fuel and time allowance if necessary. Marcus confirmed that if the travel is still excess to what it previously was to Long Jetty, regardless of where they go, they were still redeployed from Long Jetty (as their substantive position) and will remain entitled to this unless they apply for and are successful in gaining another substantive position elsewhere. Staff wanting to enquire about redeployment to another area should have a discussion with their NUM in the first instance who can escalate up to the ONM level to see what can be accommodated. The feedback from staff is that the NUMs have been very supportive. Chris confirmed their commitment to assist as much as they can and advised there would also need to be some negotiations with the receiving departments.
- Michelle asked for clarification that Long Jetty staff are not yet classed as 'excess staff' as per the NSW Health policy 'Managing Excess Staff' with the mandated timelines for redeployment or voluntary redundancy of 3 months. Chris confirmed that no CCLHD staff from Long Jetty are currently excess employees. Michelle asked about the situation if Long Jetty didn't re-open which Chris responded would be a completely different conversation. As the staff are currently sitting in valid positions, it would seem unlikely that any would be classed as excess. Jenny

commented that some staff were concerned that if the Long Jetty closure became permanent, would they stay in the wards where they are? Chris advised that as this is a 6 month arrangement, any changes beyond that would require new conversations.

- Some staff advised they received a notification of a meeting with Nadine and Greg. Nadine confirmed it is an opportunity for staff to have a chat to see how they are going and find out if there are any challenges they are facing and to see what's working well. This was part of a commitment from Greg and Nadine to Long Jetty staff that once they settled into Wyong, to catch up with staff and see if there was anything else they could do to help them settle in and to provide continued support for an easy transition. Greg was extending this invitation to other staff at other sites and if any issues were raised then they could liaise with the appropriate management to follow up. There will also be a Skype option along with another alternative to email Greg with any concerns.
- Michelle requested another USCC to be arranged in the New Year around 2 months' time – February 2022. Chris advised Michelle to forward any issues staff raise onto him so they can address their anxieties at the time instead of waiting for them to be raised at the USCC.  
**Action: Arrange USCC for 1<sup>st</sup> week in February**
- Chris confirmed if anything changes in the interim period, staff would be made aware.

### 3.2. HSU Issues

- No issues to raise as all questions they had were answered today. Happy to be catch up again in the New Year.