

Mr Gerard Hayes
Secretary
Health Services Union
Level 2, 109 Pitt St
Sydney NSW 2000

Via email: Gerard.Hayes@hsu.asn.au

Dear Mr Hayes

Consultation on Health and Security Assistant in the Mental Health Centre

I refer to previous correspondence to Organiser, Mr Randall Millington, Health Services Union Organiser, dated 1 December 2021 in relation to the proposed trial of a Health and Security Assistant (HASA) in the Mental Health Centre at Nepean Hospital.

I acknowledge Mr Millington's response of 24 December 2021, advising of his view that if a HASA is employed in the Mental Health Centre, then it will have its own security in the form of a HASA and there should be no need for security rostered for Nepean Hospital to attend the Mental Health Centre. By way of clarification, the District funds security services for the Nepean Campus not just the hospital, therefore, Security Officers on the Nepean Campus are required to attend to all issues that require a security presence, including those in the Mental Health Centre.

The Health Employees (State) Award provides for the classification of Health and Security Assistant. The benefits of a HASA are well recognised and include the award responsibilities of limited patient care and general ward assistance, cleaning duties, and routine clerical work. The HASA is also licenced and able to undertake security duties as directed by the employer. The use of a HASA further supports care in the therapeutic environment of the Mental Health Centre and may also reduce the number of requests to Security Officers for some routine assistance such as escorting patients to other locations of the Hospital campus for medical examination or for other treatments.

I now advise that the District has carefully considered the response provided by the HSU. The District intends to proceed with a six month trial of a HASA in the Mental Health Centre which will be followed by a formal review to determine the appropriateness of a permanent arrangement.

It should be noted that the temporary Security Officer in the Mental Health Centre, who is in addition to the permanent Security Officer in Triage Assessment Centre (TAC), will cease once the trial has commenced. The permanent security officer position remains unaffected.

Further updates to this matter will provided via the Mental Health Staff Consultative Committee.

Should you have any further queries on the above, please be directed to Human Resources Manager, Gaye Wright Gaye.Wright@health.nsw.gov.au.

Yours sincerely,



Jacqui Clark
Director, People and Culture
Nepean Blue Mountains Local Health District

Date: 16 / 3 /2022

cc: Matthew Russell, Director Mental Health Service NBMLHD