

Brenton Higgins, Commun Public Sector Union
 Mark Jay, Health Services Union
 Daniel Griffin, Professionals Australia

Dear Brenton, Mark and Daniel

Consultation – Fixed term temporary employment

In accordance with Section 110 (1) (b) of the PSM Act, where CHS intends to employ a person on a fixed term temporary employment greater or equal to twelve months, but less than five years, CHS will consult with the principal unions about the need to advertise the position on a temporary fixed term temporary employment arrangement.

As such, below are the details of the position that CHS intends to advertise on a temporary basis.

Position number	P21978
Classification	Health Professional Level 2
Division	Medicine
Branch	Cardiology

Reason for filling on Temporary Basis	
Backfill	Not applicable
Position externally funded	Not applicable
Other	<p>The Cardiology Department is significantly understaffed in senior allied health positions. Multiple recruitment attempts over the last two years to fill vacant, permanently funded HP3 (2.0 FTE) and HP4 (1.0 FTE) level positions has been unsuccessful. A temporary measure was put in place in 2021 by way of using the funding to create temporary HP1 positions in the department (up to 12 months). These entry-level positions were able to focus on the ambulatory services, with the opportunity for skill development in more complex tasks (e.g. cardiac catheterisation procedures); which allowed the existing HP2 and HP3 staff to carry-out the other clinical work, including staffing the including the 24-7 on-call roster for primary percutaneous coronary intervention. The intention was to then go back out to market to undertake recruitment at a later date for the vacant senior positions; this again proved unsuccessful.</p> <p>The CHS Acute Critical Services Building will be operational in (late) 2024. It is hoped that with the development of state-of-the-art</p>

	cardiology services that the opportunity to attract applicants to the vacant HP3 and HP4 positions will be more successful. In the interim two-year period, the plan is to convert the vacant HP4 and HP3 positions to two year temporary contract HP2 positions (with the possibility of extension or permanency). This temporary arrangement will allow Cardiology to continue to provide clinical services (including the 24-7 on-call roster for primary percutaneous coronary intervention). It also allows two years for the current HP2 and HP3 team to further develop their knowledge and skills, with the hope they are eligible to apply for the senior positions in the future.
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Based on the above information CHS are providing 14 days in which to receive any comments.

I look forward to your response and contribution to this consultation process.

Yours sincerely



Kelli Rixon
Business Manager, Cardiology

Canberra Health Services

17 May 2022

CC:

Ben Flood, Assistant Director, CHS Employee Services
Phil Bacon, CHS HR Business Partner
Molly Glendenning, CPSU
Secretary, HSU