

# action minutes

CARING FOR THE COAST – EVERY PATIENT EVERY TIME

## DISPUTE MEETING HELD WITH HEALTH SERVICES UNION (HSU) AND NSW NURSES AND MIDWIVES ASSOCIATION (NSWNMA) IN RELATION TO TRANSFER OF PATIENTS – NON NURSING ESCORTS

**Date/Time:** Thursday 18 November 2021 / 13:00 to 14:00  
**Venue:** Conference Centre, Gosford Hospital - Via Skype

### 1. Acknowledgement to Country

The Chair acknowledged the Traditional custodians of the land and paid respect to Aboriginal Elders past and present. The District is committed to closing the gap in Aboriginal Health.

### 2. Present:

Katrina Haines (CCLHD) - Chair

Marcus Mariani (CCLHD)

Priscilla Jones (CCLHD)

Craig Fairley (CCLHD)

Nicole Mason (NSWNMA)

Meg Pendrick (NSWNMA)

John Bredenkamp (A/NM ED, CCLHD)

Flavia Monedero (CNC Gosford ED, CCLHD)

Greg O'Donohue (HSU)

Matt Ramsey (HSU)

Adam McNichol (PSA, CCLHD)

Danielle Worth (PSA, CCLHD)

David Tomlin (PSA, CCLHD)

Jason Schmidt (PSA, CCLHD)

### Apologies:

Agenda No. / Item	Discussion/Decision/Recommendation	Action Officer / Due Date
3. Purpose of the USCC	<p>Meeting to discuss the Dispute logged by the HSU on 5 November 2021 in relation to transfer of patients.</p> <ul style="list-style-type: none"><li>ED Transfer Trial – PSA transferring patient receiving oxygen and IV treatment without a nurse escort if they meet a set criteria.</li><li>(Note: ED procedure does not include transfer of patients receiving oxygen therapy.)</li><li>No consultation with the relevant Unions/Association has occurred – Status Quo.</li><li>On 8 November 2021, the HSU expanded their scope of the dispute to whole of facility.</li><li>On 10 November 2021, provided further clarification that customary practice that has been in place for a number of years can continue. Dispute relating to ED to IPU, IPU to ED, IPU to diagnostic departments etc.</li></ul>	KH
4. HSU concerns	<p>Main points of discussion:</p> <ul style="list-style-type: none"><li>Lack of consultation with the relevant unions and association in relation to this change in practice, specifically relating to the ED trial to G3/H3.</li><li>Members have advised that the X-Ray department have 'special permission', further</li></ul>	MR and GO

		<p>information is therefore requested in relation to this arrangement.</p> <ul style="list-style-type: none"> <li>Members have advised they have been confronted by Cancers Services when they seek to ask if they are able to transfer without a nurse escort.</li> <li>PSA's are not trained in basic life support.</li> <li>PSA's are not trained in identifying signs and symptoms of a deteriorating patient.</li> <li>HSU has serious concerns should a significant outcome occur they will be unable to respond in the best interest for the patient.</li> <li>HSU requested a letter of indemnity be provided to PSA's from the Chief Executive in relation to this practice.</li> </ul> <p>Important to note:</p> <ul style="list-style-type: none"> <li>HSU have advised that PSA's <u>never</u> transfer without a nurse if the patient has IV treatment and/or oxygen.</li> </ul> <p>Noting – this does happen in the customary practice areas from ED to K3.</p>	
5.	<b>NSWNMA concerns</b>	<p>Main points of discussion:</p> <ul style="list-style-type: none"> <li>Association also raised concerns that the change of practice was not consulted with the relevant unions/association.</li> <li>District has Transport nurse positions to assist with these types of patient transfers.</li> <li>Concurred with the HSU that a PSA would not be able to identify a deteriorating patient, stating they would not be expected to know if a patient was asleep or unconscious</li> </ul>	NM
6.	<b>Staff concerns</b>	<p>Main points of discussion:</p> <ul style="list-style-type: none"> <li>Concern if the PSA is required to conduct a non-nurse escort and enter a lift on their own.</li> <li>In the past 20 years the PSA's have never been required to transport patient with IV and/or oxygen across the facility.</li> </ul>	PSAs
7.	<b>CCLHD</b>	<p>Main points of discussion:</p> <ul style="list-style-type: none"> <li>Acknowledge that there was a lack of consultation and appreciate the opportunity to discuss this now.</li> <li>ED to K3 – Non clinical escort has occurred for years and is inclusive of transferring patients with IV and /or Oxygen. Acknowledge that the HSU and Association are happy for this to continue.</li> <li>Therefore, PSA's do currently transfer patients with oxygen and IV treatment without a nurse</li> </ul>	KH, PJ, JB and FM

		<p>escort within the ED area to K3 – Customary practice.</p> <ul style="list-style-type: none"> <li>ED to H3 / G3 - Non clinical escort trial. Consultation occurred with all relevant staff and feedback from all areas was positive. This practice was to align with the ED to K3 process and support nursing staff to remain in the clinical areas of need. Strict criteria and handover occurred. The District acknowledge that there was a lack of consultation with the union and association in relation to this trial.</li> <li>In 2016, the District conducted a review of adverse effects in relation to transfer of patients in relation to the IV and/or Oxygen patients and it has been confirmed there has been no incidences over the past few years.</li> <li>The District has obtained information from other hospitals and confirmed that majority of other Districts have already progressed with this practice.</li> <li>All other facilities – Seeking to obtain agreement to proceed with non-nursing escorts that is considerate of all involved.</li> </ul>	
8.	<b>Action Plan Moving forward</b>	<ul style="list-style-type: none"> <li>Information provided to the Author of the procedure for their input.</li> <li>Identified that we have now commenced consultation in relation to the matters raised with NSWNMA and HSU.</li> <li>HSU request to receive formal consultation and appropriate document in relation this change in practice for Nursing and PSA staff.</li> <li>HSU seeking clarification in relation to other Health Districts.</li> <li>CCLHD to progress with required consultation documentation in line with advice and support from relevant parties (that being; Jonathan Morris, Deputy Director HR Business Partner). Report back date to be confirmed.</li> </ul>	<p>PJ</p> <p>KH</p> <p>GO</p> <p>GO</p> <p>TBA</p>

**Meeting Close: 13:40 hours**

**CERTIFIED AS A CORRECT RECORD**

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**Name**

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**Signature**

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**Date**