



5 February 2021

Mr Gerard Hayes
General Secretary
Health Services Union
Level 2, 109 Pitt Street
SYDNEY NSW 2000

Email: secretary@hsu.asn.au and info@hsu.asn.au

Copy: peter.kelly@hsu.asn.au

Dear Mr Hayes

Re: Perioperative services enhancement and proposed changes – Lismore Base Hospital

I write to formally advise the Health Services Union (HSU) of proposed changes and enhancements to perioperative services at Lismore Base Hospital (LBH) located in Northern NSW Local Health District (NNSWLHD).

The proposal resulted from extensive discussions between surgeons, anaesthetists and nursing staff about the impact caused by delays in patients scheduled surgery. These delays result in surgery becoming more complex, longer stays in hospital, prolonged fasting, all of which are detrimental to recovery and carry increased risks of complications.

To address this issue an additional 24 elective and emergency theatre sessions have been scheduled. These additional lists will improve efficiency, KPI's, patient safety and reduce staff fatigue. A summary of the changes to the surgical schedule is attached (TAB A).

This proposal will bring LBH in line with major hospitals across NSW and Australia by increasing both elective and urgent operating time and introducing a properly organised Acute Surgical Unit (ASU). The enhancements will provide the following benefits:

- Increased capacity for waitlist reduction
- Consultant led service and available during hours
- Significantly lessen after-hours surgery
- Shorter wait times for surgery
- Shorter stay in hospital
- Better outcomes and recovery
- Reduction in out of hours surgery which is shown to reduce surgeon error rate
- Align to NSW Health Department Guidelines for emergency surgery.

Lismore Base Hospital
Northern NSW Local Health District
ABN: 67 284 856 520

Head Office: Crawford House, Hunter Street LISMORE NSW 2480
All Correspondence: PO Box 419, LISMORE NSW 2480
Tel: 02 6620 2354 Fax: 02 6620 7522
Website: www.nnswlhd.health.nsw.gov.au

A review of the additional FTE required to for the additional lists has been undertaken with nursing staffing reviewed in line with current ACORN standards. All new medical, nursing and non-clinical positions will be recruited to using current position descriptions.

The below table identifies the increases in staffing to meet the perioperative services enhancements.

General Surgery List Medical FTE

Item	FTE
For a half day Gen Surg list	
1 x surgeon	VMO FFS
1 x surgical registrar	0.30
1 x anaesthetist	VMO Sessional
1 x anaesthetic registrar	0.30

Other Theatre Staff FTE

Item	FTE
RN (additional 10.44 FTE prod)	10.44
OA (additional 2.27 FTE prod)	2.27
AO3 (additional 1.0 FTE prod)	1.00
Radiographer	1.00

Total Additional Staffing (Theatres only)	14.71
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LBH perioperative staff attended a scheduled meeting at 7:30am today, 5 February 2021, and were notified of the changes to the surgical schedule and the additional staffing that will be recruited to support these enhancements.

If you would like to discuss any aspect of this enhancement, please contact Ms Leanne Seiffert, Nursing Manager Perioperative Services on 0429 439 673 or via email leanne.seiffert@health.nsw.gov.au

Yours sincerely



Ian Hatton
General Manager
Lismore Base Hospital

TAB A Changes to the surgical schedule

The changes are summarised in the following table:

	CURRENT	PROPOSED	Change
THEATRES:			
ELECTIVE*	0	5	5
GENERAL	28	36	8
ORTHOPAEDICS	20	24	4
ASU	0	20	20
TRAUMA LIST	20	28	8
URGENT	12	0	-12
URGENT GENERAL	8	0	-8
EMERGENCY	57	56	-1
GYNAECOLOGY	24	24	0
VASCULAR	28	28	0
UROLOGY	16	16	0
EYES	14	14	0
ENT	6	6	0
TOES	6	6	0
FACIOMAXILLARY	4	4	0
DENTAL	2	2	0
PROCEDURE ROOMS (SCOPES):			
ENDOSCOPY	45	45	0
ECT	12	12	0
BONE MARROW Bx	2	2	0
Total Lists	304	328	24