

Meeting of the Western Sydney Local Health District
Joint Consultative Committee

No. 2021/3

Date: 2 September 2021

Time: 11.00am

Venue: WSLHD Executive Office meeting room Level 1, Westmead Hospital
Microsoft Teams (External)

Minutes

📞 (Via Microsoft Teams)	
PRESENT	
Western Sydney LHD Committee members	Union Committee members
Graeme Loy (GL) 📞 Chief Executive WSLHD	Mark Murphy (MM) 📞 Organiser, NSWNMA
Luci Caswell (LC) 📞 Director People and Culture WSLHD	Frances Cavallaro (FC) 📞 NSWNMA Staff Delegate, Cumberland
Jacqueline Dominish (JD) 📞 Director Allied Health WSLHD	Alice Eggleston (AE) 📞 Organiser NSWNMA
Julie Welch (JW) 📞 Deputy Director, People and Culture WSLHD	Brendan Roberts (BR) 📞 Organiser HSU NSW
Dominika Nambiar (DN) 📞 Director Industrial and Employee Relations WSLHD	Randall Millington (RM) 📞 Organiser HSU NSW
Rebecca Nogajski (RN) 📞 A/Executive Director Medical Services	Tom Stevanja (TS) 📞 Industrial Officer HSU NSW
Steven Nguyen (SN) 📞 Secretariat	Xanthe Thomas (XT) 📞 Industrial Officer ASMOF
Kira Hofer (KH) 📞 Intern	
APOLOGIES	
	Hannah Schultz (HS) Organiser, ASMOF

Item 1 Welcome and Acknowledgement of Country

The meeting was chaired by Director People and Culture Luci Caswell. Apologies were noted.

Item 2 Minutes of Previous Meeting

Minutes from 3 June 2021 were confirmed as a true and correct record.

Item 3 Actions from the Previous Meeting

3.1 Exclusion Order

- LC confirmed the matter has been resolved.

3.2 Interpretation of Clause 13 of the Health Employees' Condition of Employment State Award

- DN confirmed the position of Blacktown Mount Druitt hospital is 1 Hospital, 2 campuses.
- Action: DN to provide written correspondence to HSU confirming advice.

3.3 Implementation of recommendations from the Anderson Report

- LC advised progress has been interrupted due to the COVID-19 outbreak.
- Recommendations from the Anderson Report have been allocated to respective facility General Managers for actioning.
- BR advised that facility-based forum to be established to implement recommendations. Can be raised at facility SCC.
- LC will continue to provide update at each JCC meeting.

3.4 Online Performance Management System

- Discussions regarding the online performance management system will be taken offline.
- TS to contact LC to discuss.

3.5 PINs and HSRs

- LC advised HSR list have been distributed to Unions. Additional information will be provided.

3.6 Grading for Oral Health staff

- HSU have advised that the MHS grading has been resolved. However, the Dental grading has not been resolved.
- TS raised concerns that staff are doing the same work but being graded differently across WSLHD. Advised the need for consistency across WSLHD.

Item 4 Presentations

Nil

Item 5 Matters Escalated from facility SCCs

Nil

Item 6 Items Raised by Industrial Organisations

6.1 NSW Nurses and Midwives Association

Nil

6.2 Health Services Union (HSU)

6.2.1 Reporting lines for LHD Security – two different managers

- RM raised concerns regarding reporting structure for security within the LHD.
- RM suggests that facility security manager reports to the LHD Security Manager.
- GL advised RM suggestion creates confusion. Operational areas of a facility should report to GM of the facility.
- BR advised district security manager needed to oversee security activities within LHD facilities.

- GL advised issues around master licence holder. Best to have security structure like clinical structure.
- BR to contact GL to discuss.

6.3 Australian Salaried Medical Officers Federation of NSW (ASMOF)

6.3.1 Request for information on breakdown on numbers of doctors employed (broken down by DIT, CMO and SS)

- LC to check with MOH
- XT to check with Industrial Officer for confirmation.

6.3.2 Request for quarterly report regarding 14/10 roster rule for JMOs

- LC advised this should be removed from the JCC agenda. ASMOF have not articulated an issue around this agenda item.
- XT wanted to keep on next JCC meeting agenda. ASMOF to confirm and discuss.
- GL advised XT go to Ministry of Health for report sought by ASMOF.

6.4 Other Matters

6.4.1 WSLHD – Parking

- BR raised concerns regarding staff being charged for parking at Westmead Hospital.
- BR advised that he had received confirmation from local council that staff won't be fined for parking in timed street parking spots.
- LC confirmed staff are not being charged and staff can overstay their street parking. Staff will be allowed to park at hospital carpark between 5pm to 5am.
- GL advised WSLHD not opening multi-storey carpark. Unlawful parking issue is not resolved.
- BR requested span of hours be changed to start at 3pm. GL advised span of hours cannot be changed for safety reasons.
- GL advised that if staff take a parking ticket, they are required to pay for the parking.
- BR advises that Secure Parking is charging staff. GL advised to send details across to be investigated.
- RM advised that parking at Blacktown Hospital given priority to RNS employees.
- GL is not aware of any arrangement.
- GL advised WSLHD have not received many escort requests. Unions should refer to facility GMs for information.
- XT advised response does not follow Ministry of Health advice. Doctors exposed to risk of community transmission if parking infrastructure is not adequate. XT asked if alternatives have been explored.
- GL advised alternatives had not been explored at this stage. GL disagree with XT's comments and advised that WSLHD will provide safe access to the facilities where possible.

6.4.2 PPE Mask – Fit Testing

- MM asked for percentages of nurses and midwives that have been fit tested for PPE Mask.
- LC advised information cannot be provided at this time. Assured that the District is fit testing nurses quickly. Also advised that the District are not sending nurses who are not fit tested into Red areas.
- LC advised the information provided to the NSWNMA is sufficient to address concerns raised by NSWNMA.

6.4.3 Staffing in Red Areas

- MM raised concerns regarding staff numbers at Blacktown Hospital and psychological wellbeing of staff.
- LC advised she had met with the Director of Nursing regarding MM concerns.
- MM raised concerns that only minimum ratios are being met. NUMs not aware of increase in staffing arrangements.
- GL advised District looking at ways to speed up recruitment to fill vacant nursing positions.
- XT advised vacancies resulted in staffing crisis especially in emergency department. Approvals to hire taking too long.
- LC to investigate these concerns.

Item 7 Items Raised by Local Health District

Nil

Item 8 Facility Staff Consultative Committee (SCC) minutes

For information

Item 9 Next Meeting

The next meeting will be held on **Thursday, 2 December at 10am** in the WSLHD Executive Office meeting room, Level 1, Westmead Hospital.

Signed: _____ (Chair)

WSLHD Joint Consultative Committee Action Log

Meeting No: 2021/3

Meeting Date: 2 September 2021

DATE RAISED	ITEM NO	ITEM	ACTION	COMMENT	RESPONSIBLE	STATUS
04.03.21	6.2.1	Interpretation of Clause 13 of the Health Employees' Condition of Employment State Award - BMD	WSLHD to provide HSU with written correspondence.		Dominika Nambiar	Open
04.03.21	6.1.2	Implementation of recommendations from the <i>Anderson</i> Report	LC will provide an update, if available, at the next JCC meeting.		Luci Caswell	Open
03.06.21	6.1	Online Performance Management System	TS to contact LC to discuss.		Tom Stevanja	Open
03.12.20	6.1.2	Grading for Oral Health staff	DN/LC to follow up with Oral Health. List of employees to be provided to GL for review.		Luci Caswell	Open
02.09.21	6.4.3	Staffing in Red Areas	LC to investigate delays in recruitment process of Nurses.		Luci Caswell	Open