

Minutes

SVHNS Joint Consultative Committee

Date: Monday 26 June 2023
Time: 2:30pm - 3:00pm
Venue: Microsoft Teams Meeting

Attendees:

Ms Amy France	<i>Acting</i> Workplace Relations Manager
Ms Anna Thornton	Executive Director Nursing
Ms Andrea Herring	Executive Director Patient Safety & Experience
Mr Chris Ball	Executive Director Innovation and Improvement
Mr Dominic Le Lievre	Executive Director Integrated Services
Mr Gerry Carr	Senior People & Culture Manager
Ms Katelyn Forster	<i>Acting</i> Executive Director Strategy, Planning & Partnerships
Mr Kevin Luong	Executive Director Medical Services
Ms Laura Aussel	Acting People & Culture Manager
Ms Margaret Lazar	Executive Director Allied Health
Mr Patrick Turner	Executive Director Acute Care Services
Mr Rio Pun	<i>Acting</i> Executive Director of People & Culture (Chair)
Mr Randall Millington	HSU Organiser (Darlinghurst)
Mr Josh Dodsworth	HSU Organiser (St Joseph's Hospital)
Ms Elishka Skelding	ASMOF Industrial Officer
Ms Jodi Gough	NSWNMA Representative
Deanne Irwin	SVHNS, HSU Delegate
Damien-Davis Frank	SVHNS, NSW NMA Delegate
Tully Palmer	SVHNS, NSW NMA Delegate
Scarlett McAlary	SVHNS, NSW NMA Delegate

Apologies: Andrea Herring, Katelyn Forster and Deanne Irwin

Chair: Rio Pun, Acting Executive Director of People & Culture

Agenda Items		
	Safety Briefing	Chair
Acknowledgement		
We acknowledge the Gadigal people of the Eora nation, the traditional custodians of the lands on which we are meeting today. We acknowledge that they have occupied and cared for these lands over countless generations, and we celebrate their continuing contribution to the life of this region.		
No	Item	Responsible
1	<p>Previous Minutes & Actions from 24 April 2023</p> <p>The Chair opened the Joint Consultative Committee meeting at 2:32pm with a safety briefing and acknowledgement to the traditional owners of the lands on which we were meeting. The minutes from the previous JCC meeting held on 24 April 2023 were considered and accepted as a true record.</p> <p>Accepted by: Margaret Lazar Second: Amy France.</p>	Chair

<p>2</p>	<p>General update</p> <ul style="list-style-type: none"> Hospital Performance <p>Management informed the Committee it has been a challenging start to the winter season and noted there is a high acuity of patient cohorts within inpatient units.</p> <p>A winter and access recovery plan has been developed to assist in providing an overview of the hospital performance, admission avoidance and ward cadence. Management continue to look at other mechanisms to support staffing throughout this period.</p> <ul style="list-style-type: none"> Surgical Recovery Program <p>Management informed the Committee that SVHNS continue to focus on reaching the FY2019 elective volumes target as set by the Ministry in 2022. SVHNS have been trying to meet this target and achieve triple zero for recommended time to surgery.</p>	<p>Patrick Turner</p> <p>Chris Ball</p>
<p>3</p>	<p>SVHNS Covid update</p> <p>Duty HSFAC, Kevin Luong informed the Committee COVID-19 activity continues and noted there has been an increase in staff sick leave for the second month in a row. Management noted it has been a challenging time from both a staffing and patient perspective with influenza and RSV circulating in parallel. At present, there is currently 12 covid positive inpatients across the Hospital.</p>	<p>Kevin Luong (Duty HSFAC)</p>
<p>4</p>	<p>HR update</p> <ul style="list-style-type: none"> Staff survey results <p>The Chair informed the Committee results from the recent staff survey led in May 2023 has revealed very similar results as the previous year. In terms of overall uptake, SVHNS saw a significant increase over the last two years with a 42% response rate for 2023. Some key themes from the verbatim responses included: communication between staff and management, culture within the organisation (more inclusive and supportive) and staffing levels vs workload whereby staff believe issues with workload. Discussions are currently underway with SVHNS Interim CEO to do a roadshow on results and go through robust communication plan with staff.</p> <p>Management noted there has been significant improvement in many of the categories with some staff also noting they can speak up for safety, which demonstrates SVHNS are leading in the right direction.</p>	<p>Rio Pun</p>
<p>5</p>	<p>Other business</p> <p>Guest invitee from HSU Josh Dodsworth asked SVHNS Management when the decision to decommission SJH was made. Josh noted from his discussions with various parties, it appeared Government were also given little notice.</p> <p>Randall Millington requested a copy of the 'affected letter' issued to SJH staff. Noting concerns have been raised of some phrasing limiting job search to SVHNS only. In addition, Randall requested further information in regards to the transition of staff to other districts.</p>	<p>All</p>

	<p>ACTION: SVHNS to provide a copy of the affected letter to Randall Millington.</p> <p>ACTION: SVHNS to provide date of when the decision to decommission SJH was made.</p> <p>Randall Millington requested for a list of all affected staff (Allied Health and Support Services) including a list of all vacancies across all areas by Friday 30 June. The Chair confirmed this would not be provided due to employee confidentiality, as not all employees are HSU members.</p> <p>ACTION: Elishka Skelding requested for the date SVHA Board made the decision to decommission SJH.</p> <p>Randall Millington stated HSU would be holding SVHNS to account to ensure their members are not left without a job. Particularly seeing there has been no case manager yet engaged to assist with the process unless SVHNS push back the closure date.</p> <p>The Chair informed the Committee the Interim CEO of SVHS had informed WSLHD representatives and further meetings with LHDs are taking place this week. The Chair reiterated SVHNS every intention is to look after our staff.</p> <p>The meeting closed at 2:50pm.</p>	
	Next meeting date: Monday 28 August 2023	For information

Action Log

Date	Details	Assigned	Progress
26/06/2023	SVHNS to provide a copy of the effective letter to Randall Millington.	RP	
26/06/2023	SVHNS to provide date of when the decision to decommission SJH was made.	RP	
26/06/2023	Provide the date SVHA Board made the decision on the decommissioning of SJH to Elishka Skelding.	RP	
24/04/2023	Provide a high-level copy of the staged rollout plan for the SafeZone implementation to Randall Millington. 26/06/23 – Document attached with meeting minutes from April meeting.	DLL	Closed
24/04/2023	Extend an invitation to Jodi Gough to the Reasonable Workloads Committee the provide terms of reference.	SA	Closed
24/04/2023	Table NSW NMA trade union leave entitlements for awareness and discussion at local NUM meeting.	SA	Closed
24/04/2023	Formalise meeting with ASMOF to confirm TESL eligibility.	KL	Closed
27/02/2023	Confirm the number of non-nursing HSR's being considered for SAS, PECC, PANDA and ED. 24/04/23 - RP confirmed that there are no requests from HSU members or non-nursing HSR's from the above stated areas.	RP	Closed

	In ED, a nursing specific work group has been formed and 3 nursing specific HSRs will be appointed. RM to check in with members and see if they have been made aware of the HSR process.		
27/02/2023	ED to provide a safe median trigger number for inclusions to Escalation Plan 24/04/23 – SA confirmed the team have provided this.	DDF	Closed
27/02/2023	Email Ms Jodi Gough a copy of SVHNS Hospital Escalation Plan once published.	AT	Closed
27/02/2023	Confirm and email Ms Jodi Gough fit testing arrangements for new graduates. 24/04/23 – JG confirmed action item closed.	AT	Closed
27/02/2023	Email Mr Randall Millington a vacancy report of HSU-related classifications. 24/04/23 – Vacancy report sent to RM.	RP	Closed

Attendance Record

Name Title	27/02/23	24/04/23	26/06/23			
Ms Amy France Acting Workplace Relations Manager	☑	☑	☑			
Ms Anna McFadgen Executive Director Strategy, Planning & Partnerships	☑	☑	AP			
Ms Anna Thornton Executive Director Nursing	☑	Shiraz Abdullah	☑			
Ms Andrea Herring Executive Director Patient Safety & Experience	AP	-	AP			
Ms Caroline Farmer Acting Executive Director Acute Care Services	☑	☑				
Mr Chris Ball Executive Director Innovation and Improvement	AP	-	☑			
Mr Dominic Le Lievre Executive Director Integrated Services	☑	☑				
Mr Gerry Carr Senior People & Culture Manager	☑	☑	☑			
Mr Kevin Luong Executive Director Medical Services	AP	☑	☑			
Ms Laura Aussel Acting People & Culture Manager	☑	☑	☑			
Ms Margaret Lazar Executive Director Allied Health	☑	Melissa Armstrong	☑			
Mr Patrick Turner Acting Executive Director Acute Care Services			☑			
Mr Rio Pun (Chair) Senior People & Culture Business Partner	☑	☑	☑			
Mr Randall Millington HSU Representative	☑	☑	☑			
Ms Elishka Skelding ASMOF Industrial Officer		☑	☑			
Ms Michelle Picone ASMOF Industrial Officer	AP					
Ms Jodi Gough NSW NMA Representative	☑	☑	-			
Deanne Irwin HSU Staff Representative	☑	-	AP			
Damien-Davis Frank NSW NMA Staff Representative	☑	-	-			
Tully Palmer NSW NMA Staff Representative	-	-	-			
Scarlett McAlary NSW NMA Staff Representative	-	-	-			
Sokly Nhek Secretariat	☑	AP	☑			
HSU Guest invite: Josh Dodsworth			☑			