

Our Ref: D24/0002131

18 April 2024

Mr Gerard Hayes
Secretary, Health Services Union
E: Secretary@HSU.asn.au

Att: Mr Michael Kearns

Dear Mr Hayes

Re: Tweed Valley Hospital

I refer to an email from Micheal Kearns to Tracey Maisey, Chief Executive dated 22 March 2024 regarding workforce planning for the opening of the Tweed Valley Hospital (TVH) and to confirm our discussions on Monday 15 April 2024.

Northern New South Wales Local Health District (NNSWLHD) has engaged the Health Services Union (HSU) regularly to discuss the proposed allocation of resources across the new TVH, and in particular, the allocated resources to Security and Health and Security Assistants (HASA's).

On 12 April 2024 correspondence was sent to Mr Adam Reid, Acting General Manager – The Tweed Hospital (TTH) from Mr Michael Reading, Local Branch Union Delegate indicating the decision of the TTH HSU Sub-Branch and its members will implement work bans commencing Monday 15 April 2024 at 9am. In good faith the HSU agreed to suspend these work bans until consultation had commenced between the HSU and NNSWLHD regarding the allocation of resources at TVH.

The NNSWLHD scheduled a meeting with Mr Kearns, Mr Reading and representatives of NNSWLHD on Monday 15 April to discuss the proposed resource allocation and to hear feedback from the HSU.

At this meeting the following action items were agreed to by NNSWLHD:

1. NNSWLHD will write to the HSU confirming the full time equivalent (FTE) allocation to security and HASA's on the morning, afternoon and evening shifts.
2. Consider and respond to the HSU's proposed FTE allocation including at least one Senior Security Officer and four full time Security Officers at any one time being engaged to secure the TVH site.
3. Confirm the HASA's FTE allocation at the TVH site.
4. In separate correspondence, confirm with the HSU the allocated Community and Allied Health FTE at the Pottsville, Kingscliff and TCERI building sites as well as Patient Services.
5. Consider the HSU's proposal to change the shift commencement times of the security roster from starts at 7am, 3pm and 11pm to shifts commencing at 6am, 2pm and 10pm.
6. Continue meaningful and ongoing consultation with respective unions regarding the FTE allocation at TVH and continue this consultation after the opening of TVH on 14 May 2024.

In response to the above listed action items the HSU agreed to:

- a) Continue to suspend all proposed work bans until correspondence had been received and considered by its members.
- b) Consult with its members after receiving this correspondence and engage in meaningful discussions with NNSWLHD on the proposed FTE allocation at TVH.

Security Officers and HASA’s structure

NNSWLHD notes the proposal from the HSU requesting the TVH Security team contain one full time Senior Security Officer and four full time Security Officers; this suggestion by the HSU was in line with the security structure currently in operation at John Hunter Hospital in Hunter New England Local Health District (HNELHD).

As the size and location of John Hunter Hospital is larger than TVH, the security allocation is not likely to be similar.

The Tweed Valley Hospital is a purpose built greenfield hospital site. The new technology for monitoring and detection of events is state of the art. The hospital will have a centralised security control room with a Security Officer rostered on 24/7. The number of monitoring and detection devices cover all aspects of the campus and has in excess of 500 cameras. There is an access control system and the building has lock down capacity.

The current award provisions do not allow for a shift allowance of Senior Security Officer to be provided. The proposed FTE allocation at TVH, for both security and HASA’s is provided below. The District has completed an internal security risk assessment under the Protecting People and Property manual, NSW Health of the staffing numbers available to provide a response to a security event. This risk assessment indicates that there are sufficient staff on all shifts for this purpose.

The rostering of Security and HASA’s is as follows:

Morning shift (commencing at 6am):

Location	Site	ED	Mental Health	Other	Total
Security	2 + Control Room				
HASA’s	5 + TL	3	1		9 + TL

Afternoon shift (commencing at 2pm):

Location	Site	ED	Mental Health	Other	Total
Security	2 + Control Room				
HASA’s	3 +TL	3	1		7 + TL

Evening shift (commencing at 10pm):

Location	Site	ED	Mental Health	Other	Total
Security	2 + Control Room				
HASA's	2 + TL	3	1		6 + TL

We invite the HSU to provide more detailed information in their reasoning behind the request to allocate five full time Security Officers based on the models in place at other facilities.

Change of Shift Times

The District has been asked to consider the HSU's proposal to change the commencement time of the security rostered shifts from 7am, 3pm and 11pm to instead commence at 6am, 2pm and 10pm. This will be considered and form part of the ongoing discussions and consultation with the HSU.

Evaluation

As discussed at the recent meeting, the District will continue to examine and evaluate the staffing and work models for the new Hospital. It is difficult to predict all scenarios and issues before the move has occurred. Once we have moved to the new hospital we will continue to evaluate and consult on staffing and process models.

Ongoing consultation

NNSWLHD remains committed to ongoing consultation with the HSU regarding FTE allocation at TVH. Once the above position is considered by the HSU, I invite you to contact my office with suitable availability so a follow up meeting can be scheduled to discuss any feedback from the HSU.

We trust the work bans outlined by the HSU in correspondence dated 12 April 2024 will continue in abeyance until these good faith discussions have reached their natural conclusion.

Yours sincerely



Richard Buss
Director Workforce