

WESTERN NSW LOCAL HEALTH DISTRICT

UNCONFIRMED MINUTES OF A MEETING OF THE AREA JOINT CONSULTATIVE COMMITTEE Held Meeting Room 5, Commercial Avenue, Dubbo and Microsoft Teams Wednesday 10th August 2022 at 9.30am. (EST)

Agenda Item	Issues/Action	Follow Up Action/Officer
1. Present	Mark Spittal Sandra Duff (Chair) Adrian Fahy Sharon McKay Tiffany Charlton Jeff Morrissey Bryan Billington Tracey Coyte Zelda Giblett Wayne Kelly Sebongile Mbele Bec Latter (Minutes)	
Apologies	Jackie Corliss Sharon Carney Richard Waters Kerrie Seymour	
2. Acknowledgement to Country	Sandra Duff	
3. Confirmation of previous minutes	Confirmed – Tiffany Charlton Seconded – Zelda Giblett	
4. Business Arising	Nil	
5. Standing Items		
5.1 CE Update	MS – going through a period where COVID is settling, won't be the last wave we see. Getting more agile and able to respond. Workforce are exhausted. Some changes in Exec Leadership Team, Chief Medical Officer role being appointed to.	

	<p>Recruitment & Retention Incentives – email sent to all staff earlier this week. End of this month will be clear with roles / locations that attract incentives. First round will be paid by end of September.</p> <p>Early indication of some of recruitment information, particularly in Nursing and rural space.</p> <p>A lot going on in Workforce planning space in People & Culture team. The goal is to try and address some of the long term fundamentals eg. New Grad Nurses, Advance Practice, trades.</p> <p>Want to continue to use the AJCC as the primary vehicle of conversation with industrial bodies.</p>	
<p>5.2 Capital Works Update – New Service Developments</p>	<p>JM – funding received to complete Cowra. Next stages of planning, finalise business case.</p> <p>Progress Blayney MPS, planning user groups for preferred options, finalising preferred site.</p> <p>Making serious advancement at Bathurst, MRI.</p> <p>LHD fortunate – key worker accommodation at various sites. A big chunk of work happening this financial year.</p> <p>Health One Canowindra – looking at best location for that.</p> <p>Capital Investment properties, submitting final proposal. 10 year capital forecast, looking outside box, non-capital solutions into future. Put forward some really good strong bids.</p> <p>Received good chunk money for:</p> <p>Bathurst – redevelopment, working with Health Infrastructure, looking to engage project manager and architect.</p> <p>Detox Unit, Dubbo – working with Government agencies to source parcel of land.</p> <p>Enhance Key health worker accommodation – staged approach.</p> <p>End of scope fleet, LHD.</p> <p>ZG – three self contained units, Condobolin going in, when will we have sizes of these – reviewed for cleaning to Paul? Cowra – are support services / other staff involved in plans?</p> <p>JM – Paul is definitely involved in staff accommodation, HSM, Paul and staff are well aware. Happy to have more direct conversations if needed.</p> <p>Patient Support Services involved in conversations re: Cowra and feedback taken on.</p> <p>BB – Bathurst, people commenting on ease of access one way.</p>	

	JM – parking definitely on forefront of conversations.	
5.3 Workforce Strategy Update	<p>SD – ‘Our People’ Strategy is going to be a high level, long term strategy. Engaged a company Q5, have met with a good sample of 125 staff to get a good understanding of what it is like to work in our health service right now. At same time consultation was happening across a broader range to come up with suggestions / priorities. Focus has been about future supply of workforce, supply of New Grads into future.</p> <p>Incentives useful thing, Jackie Corliss has been doing a lot of great work in this space.</p> <p>A lot of focus of leadership also.</p> <p>PMES – coming up on 22 August, want to get a great response rate to see if our efforts are making a difference.</p> <p>Went on road trip last week (Sandra & Tiffany) to some of our Northern sites, some really positive work / staff out there.</p> <p>ZG – does incentives apply to non-clinical staff eg. HASA’s, Bourke</p> <p>SD – absolutely, there is particular criteria in Policy. Relies on MMM, Bourke is already a 6 or 7. Now working on 3, 4 and 5.</p> <p>WK – what’s stay time?</p> <p>SD – 12 months.</p> <p>WK – have we looked at incentive to get people home to their families on a weekend eg. Deals with airlines</p> <p>SD – two parts to that, able to subsidise location. MoH would need to take it up with airlines, will flag with them.</p> <p>TCoyte – love that airline idea, need to look at anything to retain.</p>	
7. Business without notice	Nil	
8. NEXT MEETING	<p>Wednesday 9 November 2022, 9.30am.</p> <p>There being no further business the meeting closed at 10.12am</p>	

Chairperson: Sandra Duff

Date

