

WESTERN NSW LOCAL HEALTH DISTRICT

UNCONFIRMED MINUTES OF A MEETING OF THE AREA JOINT CONSULTATIVE COMMITTEE

Via Commercial Avenue, Dubbo and Microsoft Teams

Wednesday 22nd February 2023 (rescheduled from 8th February 2023) at 9.30am. (EST)

Agenda Item	Issues/Action	Follow Up Action/Officer
1. Present	Sandra Duff (Chair) Adrian Fahy Tiffany Charlton Josh Carey Jeff Morrissey Andrew Gallagher Tracey Coyte Zelda Giblett Wayne Kelly Michelle Picone Annie Dwyer Bec Latter (Minutes)	
Apologies	Mark Spittal Mark Arnold Bryan Billington Richard Waters Gail Owens	
2. Acknowledgement to Country	Sandra Duff	
3. Confirmation of previous minutes	Confirmed – Tiffany Charlton Seconded – Zelda Giblett	
4. Business Arising		
4.1 Follow up HASA's, Bourke re: attraction incentives	TC will follow up and give an update in catch up outside of this meeting. ZG raised HASA's positions at Bourke (as Security now on site 24/7), asking can they use the hours as HAG2, absolutely not agreeing to this.	Tiffany Charlton to follow up re: attraction incentives, HASA positions, Bourke and discuss with Zelda Giblett outside of this meeting

	WK – HASA's, Lachlan – job description state cleaning position with security. SD – way we advertise them, may need to be clearer?	
4.2 Recruitment update for Zelda	JM – concerns around longer term vacancies eg. Dunedoo & Rylstone - still the case. Jamie Goodlet has a number of vacancies within them team. Engineering position, Southern Sector – potential recruitment. Just keep pushing vacancies. No further action required – item can be removed.	
4.3 Discussion to be held offline re: Aboriginal Health Practitioner	TC & ZG discussed offline. No further action required – item can be removed.	
5. Standing Items		
5.1 CE Update	<p>AF – LHD remains stable financial state, predicted unfavourable at end of Financial Year. Do our best to maintain sustainability.</p> <p>Savour Radiotherapy – Dubbo. Acknowledge the growth of service delivery in some of our hospitals. Substantial amount of money to commit to our Workforce. Funding – recruitment / retention bonuses, take on more New Grad Nurses – support / practice Simulation Centre. Investments in staff wellbeing. Projects Key Health Worker Accommodation. New Nurse Practitioner roles – recurrent funding to FY2025/26. Allow us to put Nurses out in rural sites. Nurse Education – increase in hours. MoH released framework Rural Nurse Practitioner. A lot of redevelopment activity. Replacing endoscopes – Bathurst, Orange, Dubbo, Lachlan & Mudgee.</p> <p>Welcome new Exec – Executive Director Service Delivery – Josh Carey, Professor Mark Arnold- commenced earlier this year as Director Medical Services, Tony Martin – Exec Director Aboriginal Health and Wellbeing, Nirav Bajoria – Exec Director Finance and Corporate Services.</p> <p>On 3 February – Physician Service, Bathurst was withdrawn. Had been corresponding with RACP re: trainee Dr, withdrawal took us by surprise. Introduce Physician led model of care – Bathurst. Doing best to work with RACP. Process in place at Hospital – regular rounding with JMOs etc that safe patient care is happening. Undertaking a body of work with HETI to ensure JMOs are well supported. CEC – doing review of safety whilst we try and work through this.</p> <p>MP – is there something that can be done with supervision</p> <p>AF – workload, rostering issues. Have got enough consultant positions, not necessarily recruitment of seniors. Whilst workload issues, majority of other issues sit outside of that.</p> <p>SD – will set up a time offline with Mark, Sandra, Michelle, Shannon Nott to discuss</p>	Set up a time offline with

	email re: gaps in Workforce	Mark, Sandra, Michelle, Shannon Nott to discuss email re: gaps in Workforce
5.2 Capital Works Update – New Service Developments	<p>JM – Cowra kicking along early works package – out back which will accommodate new facility. Blayney MPS – early works package. Works commence early next month. Bathurst redevelopment – showcase master planning tomorrow. Bathurst MRI – completed. Key Health Worker Accommodation – 33 dwellings across a number of facilities (Collarenebri, Walgett, Baradine, Mudgee, Condo, Narromine, Wellington, Trundle, Tullamore). 4 single transportable units – Warren. Additional funding come our way to look at a few more smaller sites. Dubbo – start addressing accommodation issues there also. HealthOne, Canowindra – will move into more detailed planning soon. Dubbo Detox Unit – progressing. Biomedical update – primarily endoscopes. Rural Health Minor Works – minor refurbishments, staff accommodation, Lightning Ridge.</p> <p>ZG – consult with sites re: amount of staff required cleaning.</p> <p>JM – Sharla will work with sites / managers what staffing looks like. Cowra is a big one at the moment. Working through known extensions in particular Bathurst, Mudgee.</p>	Include portraits of Cowra with minutes
5.3 People Strategy Update	<p>SD – over 3 years, 50 initiatives. Really practical initiatives, confident we have our eye on the prize, working really hard to achieve this. Will give reports on what we have achieved. Broadly strategy is broken down into recruitment / retention, career pathways, education and support. Additional 71 FTE for New Grads (169 commenced early February), more intake as year progresses. 15 Allied Health New Grads commenced this week. Rural Simulation Centre – ready at the end of the month. First small cohort to go through in March. Additional CNE positions, continue to recruit to these. Attraction / retention incentives – 261 positions identified, 668 staff received retention. Way ahead of rest of the state. Acknowledge the recruitment team huge amount of work they have done. 69 Nurses – Rural & Remote sites, another 70 to interview. A lot of scholarships / grow your own – working with TAFE entry level. Report back on that as we move ahead. Building a positive culture – will report more back on this soon.</p> <p>TC – Grievance Portal, MOH. Bullying & Harassment tool, - built locally, very secure. Going to launch at Base Hospitals first. HR Fundamentals program – for managers, going to put 8 to 10 managers through initially. Employee Journey eg. Performance development, misconduct.</p>	TC to send Unions Bullying and Harassment assessment tool

6. General Business		
6.1 NDIS Checks	TC emailed HSU & NSWNMA, please send through any comments you may have asap.	Zelda & Tracy to send through any comments re: NDIS checks to Tiffany asap.
7. Business without notice		
7.1 SCC, Dubbo	ZG – Dubbo are still holding their SCC meetings after the scheduled AJCC meetings. TC – haven't received Dubbo SCC meeting dates	Tiffany to follow up re: Dubbo SCC meeting dates & Tracey Coyte being sent the meeting invites
7.2 vCare	TC – has there been reduction in services in vCare J Carey – will come back to Tracey offline and give an update	J Carey to follow up reduction in services vCare and advise Tracy & Zelda offline
8. NEXT MEETING	Wednesday 10 May 2023, 9.30am. There being no further business the meeting closed at 10.21am	

Chairperson: Sandra Duff

Date