

MINUTES

Industrial Meeting Record

Staff Joint Consultative Committee Meeting

Quarterly Meeting	November 2022
Date:	Tuesday 29 November 2022
Time:	1:00 pm to 2:00 pm CST (1:30 pm to 2:30 pm EST)
Venue	Meeting Room 2A & 2B, first floor, BH CHC

Distribution List

Name	Attendance	Position
David Green	Y	Director People & Culture FWLHD (Chair)
Brad Astill	N	Interim Chief Executive
Melissa Welsh	Y	Director Allied Health and Integrated Community Services FWLHD
Martin Royce	Y	A/Director Nursing and Midwifery and Director Clinical Governance, FWLHD
Dr Sarah Wenham	N	A/Director Medical Services
Nick Minns	Y	A/Director Nursing and Midwifery and Manager BHHS
Jodie Miller	Y	A/Director of Clinical Operations FWLHD
Tracey Coyte	N	Organiser NSW Nurses and Midwives' Association
Christopher Camilleri	N	NSW Nurses and Midwives' Association
Breeanna Braga	N	NSWNMA delegate for Broken Hill
Jenna Peters	N	NSWNMA delegate for Broken Hill
Reanne Greenaway	N	NSWNMA delegate for Broken Hill
Fiona Weir	Y	NSWNMA delegate for Buronga
Zelda Giblett	N	HSU Organiser
Wendy Griffiths	N	HSU Delegate
Fiona Jackson	N	HSU Delegate
Andrew Gallagher	Y	HSU Industrial Officer
Kerrieanne Pearson	N	HSU delegate for Wilcannia
Debbie Everett	N	HSU delegate for Wentworth
Rosslyn Ferry	N	President BIC / TEU Secretary
Greg Braes	N	CFMEU
Nicholas Hanford	N	TEU delegate
Vacant	N	TEU delegate
Clancy Lumb	Y	Industrial Officer, ASMOF
Teagan Derham	Y	Secretariat

Additional Attendees

Denise McCallum
 Judy Robinson

General Manager Remote Health Services
 Risk Manager, Risk Management Unit WNSWLHD

Apologies:

Brad Astill, Rosslyn Ferry, Nicholas Hanford, Greg Braes, Zelda Giblett, Christopher Camilleri

Acknowledgement of Country

The Far West Local Health District acknowledges the traditional owners of the lands within its boundaries including: the Barkandji; the Muthi Muthi; the Wilyakali; the Ngiyampaa; the Wadigali; the Malyangaba; and the Wangkumara. We acknowledge and pay respects to the Elders past and present and emerging and their ancient wisdoms. We also acknowledge the communities of today and the Aboriginal community members who are part of our communities.

Confirmation of Minutes

Minutes from August Meeting moved by Denise McCallum and Clancy Lumb.

Matters arising and actions from previous meeting

Action List items

1. Report from CE – Provided to all committee members via email on 25 October 2022.
Complete and remove.
2. SARU Department – SARU department opened in June 2022.
Complete and remove.
3. Non-Clinical Team Leader Positions – David and Troy met on 27 September to discuss.
Matters ongoing.
4. Anderson Report – Outstanding actions provided to Rosslyn Ferry on 4 November 2022. Judy Robinson invited to meeting to discuss in further detail.
Complete and remove.
5. WHS Ivanhoe – Risk Assessment and Capital Works Funding Submission supplied with papers for this meeting. Denise McCallum advised the committee that the vendor will be attending the site in February to undertake the work.
Leave open to monitor progress.

Anderson Report Update

Judy Robinson advised the committee that the LHD had 55 recommendations to action and to date 54 of those actions have been completed and 1 remains in progress. The outstanding action relates to staff escorting people off the grounds and it is expected that will be completed by December 2022 and Ministry of Health will approve what has been submitted. Congratulations to all of the LHD staff who worked on this document and the implementation of the actions.

Audit & Risk Committee has agreed to review the Anderson Actions in 12 months and ensure that what was put in place is working. Security is reviewed every 2 years and the BHHS site has had their audit completed, with other sites due to be completed by May 2023 and then a new 2 year cycle will commence.

WHS Audits monitor aspects of the Anderson report and this audit was recently completed for the LHD. Still awaiting all reports however the results from what we have received back already are pleasing as far as results and improvements.

There are a few strategic aspects in which the LHD wish to focus on over the next 2 years which are Psychological Safety, Fatigue Management and General Safety in the workplace.

Andrew Gallagher wanted clarification about whether there would be an update when the last action item has been completed. Judy advised Andrew and the committee that they can provide the final report which is provided to the Ministry and also a summary report on the governance on how we will maintain it.

Standing Items

4.1 Report from Chief Executive

Held over.

In Brad's absence, David has advised the committee that they are still actively recruiting the Chief Executive Position. David is unaware if interviews have taken place and if so, what the outcomes are. Unions will be advised once a decision has been made.

4.2 Report from Director of Clinical Operations FWLHD

Jodie Miller introduced herself to the new committee members who have just come on board and advised that she is acting in the role until February 2023. Due to the ongoing flooding, we anticipate that staffing will be impacted for the next 8 weeks or beyond. Menindee is currently sitting at 9.4 with moderate flooding expected until late December 2022 and evacuation warnings are already out for low lying properties. Wilcannia is sitting at watch and act with expected moderate flooding around 11 meters, mid to late December 2022. The impact of the floods will not affect the Health Facilities as such, but more so the ability for our staff to travel to work. Wentworth currently expected moderate flooding with an increase to major flooding come early December 2022. Balranald also sitting at a watch and act warning.

10 people attended the 10 day security course which was held at Broken Hill, including a first aid component early this month and was facilitated by Asset College. The purpose of this training is to reduce the reliance on contract security and overall help improve safety for staff, patients and visitors.

Jodie acknowledged and thanked the work of Nicholas Hanford and Ben Franklyn on updating the Security Sign in Register to ensure that staff and organisations are compliant under the legislation.

For noting, the community was invited to attend a meeting regarding the redevelopment of the Broken Hill Emergency Department and Mental Health Inpatient Unit last week.

People Matter Employee Survey Report

David advised the committee that the 2022 PMES results will be placed on the Far West in Focus website and would also be presented to the Workforce Executive Committee at the Workforce Executive Meeting held tomorrow Wednesday 30 December 2022.

There was a 73% improvement or equal score across all survey domains and a 48% response rate for FWLHD which is an increase of 6% on 2021 results.

LHD focus areas and results over the last 12 months were:

- Recruitment – improvement of 4% on 2021 results.
- Grievance Handling – improvement of 11% on 2021 results.
- Learning & Development – improvement of 3% on 2021 results.
- Action on Results – improvement of 4% on 2021 results.
- Recognition – improvement of 5% on 2021 results.
- Senior Management – decrease of 2% on 2021 results.

37% of staff said they feel burned out by their work. David stated to the committee that this is definitely an area of concern and will be something the LHD will continue to keep an eye on. Overall, NSW Health sits at 42% so while the numbers are high, FWLHD is below state results.

80% of staff said they support our organisations value's through the Ethics & Values. Overall pleasing progress and improvement. The LHD will continue to focus on these areas and further improve on these results.

Item 5 SCC Minutes for Information

5.1 BHHS SCC Meeting Minutes – 11 November 2022

Provided this information.

5.2 Balranald Health Service SCC Meeting Minutes – 26 October 2022

Nil report.

5.3 Dareton Health Service SCC Meeting Minutes – 27 October 2022

Provided this information.

5.4 Menindee Health Service SCC Meeting Minutes – 20 October 2022

Nil report.

5.5 Ivanhoe Health Service SCC Meeting Minutes – 26 October 2022

Provided this information.

5.6 Wilcannia & White Cliffs Health Service SCC Meeting Minutes – 3 November 2022

Nil report.

5.7 Tibooburra Health Service SCC Meeting Minutes – 24 October 2022

Provided this information.

5.8 Wentworth Health Service SCC – 2 November 2022

Provided this information.

Item 6 New Business

6.1 2023 JCC & SCC Meeting Dates

Provided this information.

David stated the BHTEU has put in a request regarding the sequencing of the JCC, SCC and USCC meetings. BHTEU would like to see the SCC and USCC meetings held at least 3 weeks prior to a JCC meeting taking place so that anything that is raised at the site specific meetings can be tabled at the JCC meeting and progress forward.

6.2 Ivanhoe Risk Assessment & Capital Works Funding Submission

Provided this information.

Item 7 Business for Noting

Discussions are continuing between NSWMA and FWLHD regarding staffing at Buronga, Balranald and Wentworth.

Fiona Weir advised the committee that staff have recently moved into the new facility at Buronga. Managers have requested help to assist with staffing issues at Balranald and Wentworth facilities. Nursing staff at Buronga have raised concerns regarding this request as many of the nurses have not had any Acute Inpatient experience for many years. Despite this, Buronga's first staff member has been redeployed to Balranald to work a late and early shift. Other concerns raised was that Balranald is a 2 hour drive from Buronga and as many of the workers have children/families to look after, the overnight stays are not suitable.

Denise McCallum made comment that over a month ago there was communications with the team at Buronga that there would possibly be some redeployment coming as the LHD has exhausted all avenues in recruiting to the current 7.7 vacant FTE in the Balranald General Wards.

Discussions have been had between Denise and Wendy Gleeson with Tracey Coyte NSWMA regarding this communication and ways to support Balranald. It was discussed with the union that the LHD would;

- Offer free accommodation to staff
- Travel there and back would be paid, fleet car provided
- Staff would not be in charge of the facility or triaging patients
- Staff would be paid any penalties or allowances
- Staff would be paid per diem, allowance for working away from home
- Staff would be orientated by the Health Service Managers

Denise advised that the RAC is currently at capacity with 15 residents and therefore it is important that the staffing is adequate to accommodate for this. E-Meds training was conducted via face-to-face to staff last week as it was noted that they may need to be the second or a witness to a medication and therefore they need to understand the system that is used.

Item 8 Business without notice

Andrew Gallagher raised that there was a recent survey that was circulated regarding career aspirations however it was predominately aimed at nurses and midwives. The HSU has had interest from some of their members seeking information on whether there would be a separate email distributed which would be aimed at health professionals or support services.

Martin Royce advised Andrew that the email came from the Nursing Workforce Development Manager and was aimed at trying to retain the nursing workforce. Martin further advised that the person who distributed the email, Corey Sclater, his position is nursing based and this is why it was nursing focused.

ACTION: Develop a new survey regarding career aspirations to be distributed to health professional and support services in the New Year.

Item 9 Next Meeting

22 February 2023

Meeting closed

1:32 pm CST.

Certified as a correct record

Signature

Date