

Minutes of AWH Joint Industrial Consultative Committee

Dear Member,

Please see attached the minutes of the AWH Joint Industrial Consultative Committee held on Friday 16th February 2018.

If you have any concerns, questions or issues to raise regarding the attached minutes, please contact your organiser.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD



AGENDA

Name of Committee: **AWH Joint Industrial Consultative Committee**
Date: **Friday 16th February 2018**
Time: **11:30am to 1pm**
Venue: **Board Room – Albury**

1. **Present:** A.Kairns (ANMF), A.Stafford (ANMF), D.Hansen-Vella (ANMF), J.Cinar (MSAV), T.Gaddelin (HSU), Z.Guinea (NSWNMA), V.Boyd, C.Mirtschin, L.McJames (*Chair*), A.Cassidy, D.Coombes, D.Moore, J.Wright, S.Walkinsaw
2. **Apologies:** Brian Mason, Diana Asmar, Steve Mitchell, Greg O'Donoghue, Michael Stone, Lloyd W, Paul Elliot, S.Kirk-Sheehan, M.Nuck, B.Doughty, C.Winchester, G.Davies, H.McKee, K.Jordan, M.Traill & P.Smyth
3. **Minutes:** The minutes of the meeting held on 17th November 2017 were accepted as a true and accurate record of the meeting.
Moved:
Seconded:
Carried.

It was noted that the minutes from the previous meeting on 17th November 2017 were not moved, seconded or carried.

4. **Review Action Items:** **ACTION:**
 - 4.1. Action 8: to remain pending.
Action 9: Completed
Action 10: Completed
Action 11: Completed
Action 12: Completed
Action 13: Completed
Action 14: Completed.
5. **Business Arising**
 - 5.1. Nil
6. **Correspondence**
 - 6.1. Prevention and Management of OV and Aggression* NOTING
 - Noted.
 - 6.2. Nurse Well Application* NOTING
 - Noted and under review.
 - D.Coombes introduced the new Nurse Well App which may provide nurses with a new tool to help them manage their wellbeing and support when dealing with challenging issues. It was broadly agreed that the Nurse Well App warrants further consideration, however with a variety of tools and initiatives currently under review in the wellbeing space, it was agreed to evaluate the merits of this particular initiative prior to determining its suitability for AWH.
7. **Reports**
 - 7.1. Cath Lab – On schedule to open in April 2018. From 1st July diagnostic services only. Working up a nursing model- which is in progress. Attempting to minimise disruption on site. On schedule, on budget. Interventional cardiology due to start in January 2019. EOI is out for nurses wishing to pursue a cardiac nursing career. Opportunity for staff to pursue training in a speciality. EOI to be sent out for a workshop. Noting that this will require a clinical lead but it will not be a NUM. and Impact statement to go out.

- 7.2. Nolan House – works on high dependency unit completed (Monday 12th February)
Looking at completing stage 2, involving changes in practice and requirement for additional staff.
- 7.3. Mercy Community Mental Health – completing tenders for Brain and Mind centre – to move from Townsend Street on the 1st of July 2018.
- 7.4. Blackwood Cottage – A lot of excellent work has been completed. The external investigation has been closed.
- 7.5. Kerferd – Enhanced considerably. Met with HACSU around staff issues. Challenges identified around recruitment. V.Boyd department driving recruitment heavily on an ongoing basis. Escalation arrangements in place for short staffed shifts. Improving management of the service in transferring of patients. It's a day by day process. CEO advised he is happy to be prompted as issues emerge.
- 7.6. Investment in training and development - \$250 in education and training this financial year in addition to EBA provisions. 70 applications for post grad scholarships. AWH will support all applications.
- 7.7. Hello my Name is program – is in progress. Encouraging all staff to wear badge or t-shirt. Commencing at the end of February. A lot of work is being completed on enhancing the patient experience in a surgical environment. Following roll out of this initiative, AWH will be seeking to build on momentum.
- 7.8. Special Care Nursery – works are going out to tender this week. Funds from City 2 City fun run will be utilised. Opening up the area to make it larger. A.Cassidy confirmed there will be no other changes, just making more room. A.Kairns (Union rep) requested to see plans.
- 7.9. Services plans in progress – 3 year plan – M.Clifford is working on it. It will be a very big change program. 5-10 year service plan. Will see consolidation of acute and sub-acute services in Wodonga.
- 7.10. ED Services - \$30m received from NSW Govt. confirmed. A further \$30m co-contribution from Vic Govt. is expected. Will have further confirmation by May. The long term masterplan will result in better career profiles for staff. The Wodonga Master Planning process will encompass staff consultation and a similar process will be run for Albury.
Action: L.McJames to forward a copy of the service plan to JICC members.
- 7.11. Other reports – A.Kairns has queries around Mental Health positions. Detail is required. Positions have been temporary for some time and will be recruited to Grade 5.
Action: V.Boyd to send advertisements to A.Kairns.
- 7.12. Nolan House: Murrumbidgee to take back. T.Gaddelin requested change impact statements to be provided.
- 7.13. T.Gaddelin advised the TIL guidelines sent from L.Mason (Pharmacy) are in breach of the Award.
Action: V.Boyd to liaise with L.Mason to have withdrawn by COB today. V.Boyd to email T.Gaddelin to confirm. TIL guidelines to be revised and reissued.

8. General Business:

- 8.1. Nil

9. Business without notice:

- 9.1. A.Cassidy reported on developments in access stream for new positions within Nursing. New positions will arise in the CMS level as a result of bringing together the direct operational components without a change to reporting lines. This initiative will promote career pathways for nurses in this stream, it is strategic approach which will result in changes to remuneration levels but no change to reporting lines.
- 9.2. S.Walkinshaw advised that she has received feedback from members on the lack of consultation. A.Cassidy advised she is happy to put in a change impact statement, however there is no change proposed for existing jobs. A.Cassidy is happy to make this available for Z.Guinea (Union rep) today.
- 9.3. T.Gaddelin – patient transport – Tracey advised that consultation must occur with the Union when an employee is moved from their ordinary place of work.

Next Meeting: Friday 18th May 2018 – 11:30am Board Room, Albury & Kruss Room 1, Wodonga.

Close: 12:30pm

Chairperson: Leigh McJames

Date: 28/02/2018

Distribution: Ann Cassidy, Barry Doughty, Catherine Winchester, Darren Moore, Donna Coombes, Glenn Davies, Helen McKee, Julie Wright, Kellie Jordan, Leigh McJames, Margaret Traill, Martin Clifford, Michael Nuck, Petra Smyth, Sharon Walkinshaw, Shirley Kirk-Sheehan, Caroline Mirtschin & Virginia Boyd.

Representatives: Alison Kairns – ANMF, Anthony Stafford – ANMF, Brian Mason – NSW NMA, Diana Asmar – HSU Vic, Donna Hansen-Vella ANMF, Greg O’Donohue – HSU, Jimmy Cinar MSAV, Lloyd W – HASCU, Michael Stone - HASCU, Paul Elliot – MSAV, Steve Mitchell – HWU, Tracey Gaddelin – HSU & Zoe Guinea – NSWNMA.

(Minutes: - Caroline Mirtschin)