

Proposed transfer of SCBB collectors from SCHN to NSWHP

Dear Member,

Attached is correspondence the HSU has received from the Sydney Childrens Hospital Network regarding a proposed transfer of Sydney Cord Blood Bank (SCBB) collectors to NSW Health Pathology (NSWHP).

Member feedback requested

The HSU industrial team is currently reviewing the potential impacts of the proposed transfer upon affected employees. We are now seeking feedback, views and comments from our members.

Please review the attached documentation and provide comment and feedback by close of business 14 September. You can submit it by email to julie.gordon@hsu.asn.au with subject line *SCBB Collectors Transfer*.

HSU organiser and sub-branch involvement

Your HSU organiser will be visiting your workplace shortly and convening a meeting to discuss the matter with affected employees. The HSU is also seeking expressions of interest from members to be part of the consultative process as a workplace delegate in any upcoming USCC meetings regarding this proposal. The most effective way to deal with these kinds of proposals is by taking into account the concerns of the group, agreeing on a way forward and presenting that united position to management.

Please distribute this newsletter to your work colleagues for their information and comments and encourage them to attend the meeting.

Not a member of the HSU? Now is time to join and have your say! You can join online at www.hsu.asn.au/join or call 1300 HSU NSW and join over the phone.

A union's effectiveness and negotiation power depends upon the strength and density of its membership base. Join your work colleagues today by becoming a member of the Health Services Union and help us continue to protect and improve your working life.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD



Mr Gerard Hayes
Secretary
Health Services Union
Level 2 109
Pitt Street
SYDNEY NSW 2000

By email: secretary@hsu.asn.au

Dear Mr Hayes,

Re: Proposal to transfer employment of SCBB collectors from SCHN to NSWHP

Please find attached to this letter the consultation document from the Sydney Children's Hospitals Network (SCHN) regarding the proposal to transfer employment of Sydney Cord Blood Bank (SCBB) collectors from the SCHN to New South Wales Health Pathology (NSWHP).

Please provide any feedback to the proposal within two weeks from the date of this letter.

Should you have any questions, please contact Sharon Bau at (02) 9845 3634 or via email sharon.bau@health.nsw.gov.au

Yours sincerely,

Sharon Bau
A/Director of Workforce
Date: 4.9.2018



The Sydney
children's
Hospitals Network

care, advocacy, research, education

Sydney Children's Hospitals Network

**Sydney Cord Blood Bank
Consultation Document:
Proposed Transfer of Sydney Cord Blood Bank
Collectors to NSW Health Pathology**

September 2018

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Background and Current Status

- The Australian Bone Marrow Donor Registry contracts the Sydney Children's Hospitals Network (SCHN) to "provide a high quality, coordinated, collaborative, cost-effective Cord Blood Bank for the collection, storage and supply of Cord Blood Units for use by patients in need of haemopoietic stem cell transplantation". The contract forms the basis for the funding and operation of the Sydney Cord Blood Bank (SCBB).
- SCBB staff are employed by SCHN, with the exception of the Medical Director and SCBB Consultant (Principal Hospital Scientist of the Bone Marrow Transplant Laboratory), who are employed by NSW Health Pathology.
- SCBB Collectors are employed by SCHN as Registered Nurses (RN) and Technical Officer Grade 1. They are provided with job-specific training and supervision from SCBB but are based at different maternity units (Royal Hospital for Women, St George Private Hospital, Royal Prince Alfred Hospital, Prince of Wales Private Hospital).
- The SCBB is licensed by the Therapeutic Goods Administration (TGA) and accredited by the Foundation for the Accreditation for Cellular Therapies (FACT). These affiliations guide every SCBB procedure, from training to critical material management to correction of non-conformances. Obligatory compliance with FACT standards also requires the SCBB Medical Director to be responsible for "donor recruitment, donor eligibility, medical aspects of cord blood collection procedures".

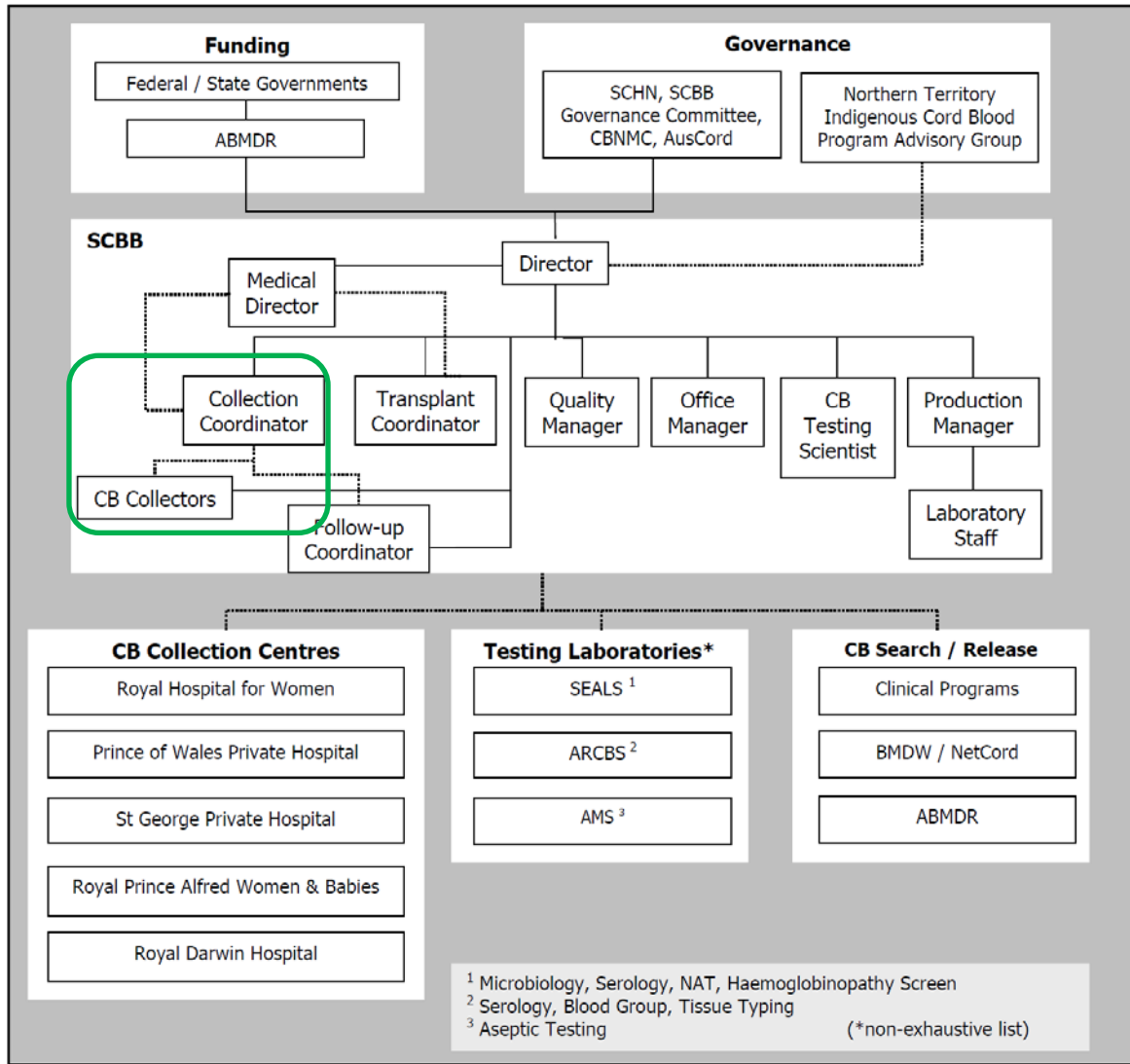
Case for Proposed Changes to SCBB Organisational Structure

- The proposal is to transfer the employment of the SCBB Collectors from SCHN to NSW Health Pathology. The justification for the change is that the responsibilities of the position (e.g. donor education, recruitment and consent; adult and cord blood collection) are more suited to a pathology service than a paediatric hospital.
- It is expected that the departmental training requirements and professional development opportunities at NSW Health Pathology will be more relevant and the SCBB Collectors will be working with a more compatible peer group, with whom they will be able to exchange ideas.
- The SCBB Collectors are employed on 12 month temporary contracts and review annually due to Commonwealth funding arrangements.

Impact on SCBB Employment Arrangements

- SCBB Collectors will be employed under the relevant Award conditions. Position Descriptions will be aligned with established non-nursing NWSHP positions (Technical Officer or Hospital Scientist). The new Position Descriptions are expected to better reflect the cord blood collector roles.
- All positions except one (TO Grade 1) are currently vacant.
- Daily responsibilities, working hours and working location will remain unchanged.
- As the transition is between two NSW Health entities, leave accruals will be transferred, and there will be no changes to superannuation or leave entitlements. SCBB will arrange for all ADOs to be taken before the transfer.
- Salary packaging will be managed by Smartsalary. A crown declaration will be forwarded to transferring employees by the SCH Salary Packaging Office as soon as their final pay with SCHN is processed to support the application to Smartsalary.

Current SCBB Organisation Chart



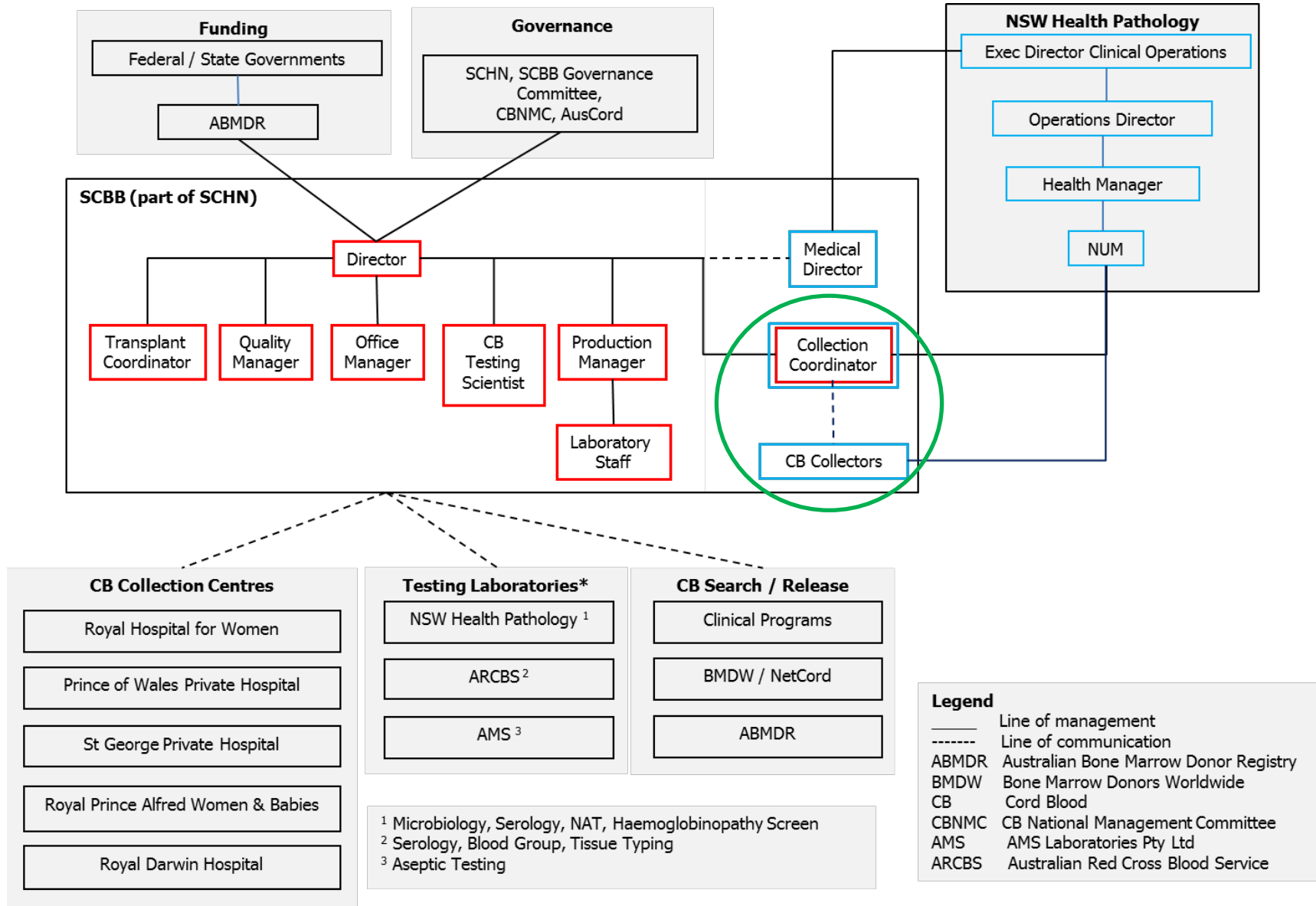
Legend

—	Line of management
-----	Line of communication
ABMDR	Australian Bone Marrow Donor Registry
BMDW	Bone Marrow Donors Worldwide
CB	Cord Blood
CBNMC	Cord Blood National Management Committee
SEALS	South East Area Laboratory Services
AMS	AMS Laboratories Pty Ltd
ARCBS	Australian Red Cross Blood Service

Positions to be transferred to NSW Pathology

Position	FTE	Existing Classification	Proposed Classification
<ul style="list-style-type: none"> Cord Blood Collection Coordinator 	1.0	CNS Grade 2	Vacant position. Based in Randwick (SCBB/ RHW/ POWP) but conducts regular visits to RPA and SGPH. Position to be established at NSW Health Pathology as a non-nursing role, classification to be determined.
<ul style="list-style-type: none"> Cord Blood Collector 	3.8	RN	Based in Randwick (1.8 FTE at RHW/ POWP), RPA (1.0 FTE) and SGPH (1.0 FTE). All vacant since 21 August 2018. Positions to be established at NSW Health Pathology as non-nursing phlebotomist roles. It is proposed for the position classifications to be Technical Officer
<ul style="list-style-type: none"> Cord Blood Collector 	1.0	Technical Officer Grade 1	Based in Randwick (POWP)

Proposed SCBB Organisational Chart



Timetable for Implementation

	Stage	Timescale
A.	In principle decision by SCHN and NSW Health Pathology	24 May 2018
B.	Consultations with staff	04 September 2018
C.	Notification to unions	04 September 2018
D.	Responses to consultation and individual meetings	2 weeks following notification
E.	Consultation with Unions	2 weeks following notification
F.	Assessment of staff and union feedback	Week commencing 17 September 2018
G.	Staff transfer from SCHN to NSW Health Pathology	September/ October 2018

Employee Assistance Program

Employee Assistance Program (EAP) is a free strictly confidential and professional counselling service provided by the Sydney Children's Hospitals Network to all staff. Staff can access the program via the following contact details:

- AccessEAP 1800 818 728
- Converge International Free call 1300 687 327

Feedback and Contact Details

Enquiries and feedback regarding the proposed structure to:

Joanna M Youngson, PhD
Director, Sydney Cord Blood Bank
Level 3, Clinical Sciences Building
Randwick NSW 2031
Phone: 02 9382 0371
Fax: 02 9382 0372

E-mail: joanna.youngson@health.nsw.gov.au