

## Private contractors at PMBH: Update

Dear Member,

The HSU has received correspondence from Port Macquarie Base Hospital management regarding the ongoing and well-supported industrial action opposing the utilisation of private contractors in the medical imaging department.

As you are aware, the HSU, on behalf of members at PMBH, formally proposed that additional staffing for HASAs are required as well as specific security personnel for the Emergency Department. The attached correspondence outlines management's position on the members' proposal.

An extraordinary sub branch meeting will be held on Wednesday 23<sup>rd</sup> January at 1300. A meeting place will be announced when booked. Members are encouraged to read the attached response from the PMBH and to attend next week's sub branch meeting to discuss what response you as members are prepared to endorse.

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT/QLD



**Health**

Mid North Coast  
Local Health District

Office of the General Manager

**CONFIDENTIAL**

14 January 2019

Mr Gerard Hayes  
Secretary  
Health Services Union NSW  
Locked Bag 3  
AUSTRALIA SQUARE NSW 1215

Via Email: [secretary@hsu.asn.au](mailto:secretary@hsu.asn.au)

Dear Mr Hayes

I am writing in response to Ms Karen Wiles, President, Port Macquarie Base Hospital (PMBH) HSU Sub Branch 18 December 2018 email regarding Medical Imaging services at PMBH.

Please find response for your consideration:

- The Support Officer positions are employed by I-MED and undertake various duties and are not exclusively limited towards wardsperson/orderly classified positions. Mid North Coast Local Health District (MNCLHD) provides wardspersons and environmental services staff to support the medical imaging service. This does not include cleaning duties, MNCLHD will provide staff to clean and remove waste.
- It is proposed that MNCLHD will review current rostering practices with the view to moving toward a 6-6-4 arrangement. The District is prepared to fund an additional 3.0 FTE for this purpose.
- There are no staffing levels prescribed in the Emergency Department in the NSW Health, *Protecting People and Property: NSW Health Policy and Standards for Security Risk Management in NSW Health Agencies* manual (the manual), it states:
  - *“NSW Health Agencies must assess the current identified level of risk of aggression or violence related incidents occurring, whether they are likely to increase or decrease, the security staffing resources required to assist with managing this risk and the time required for security staff to undertaken their other duties, and then determine the level of security staffing and the rostering required to address these issues”.*

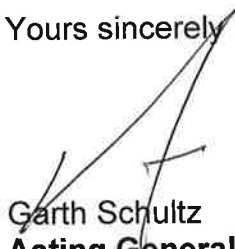
Mid North Coast Local Health District  
ABN 57 946 356 658

PO Box 2466  
PORT MACQUARIE NSW 2444  
Tel (02) 5524 2100 Fax (02) 5524 2103  
Website [www.mnclhd.health.nsw.gov.au](http://www.mnclhd.health.nsw.gov.au)

- The manual does provide information regarding staffing “in other clinical areas” i.e. not ED:
  - “Ensure sufficient staffing levels and skill mix to provide prompt clinical care, particularly during peak activity cycles to reduce the risk of violence from patients and visitors.
  - Ensure adequate staff levels and skill mix to allow the early recognition of potential for violence, to deter violence and to provide for a response in duress situations.
  - Ensure staffing levels, at all times, allow for an adequate duress response to be provided.
  - Ensure staffing is arranged so that no individual staff member works alone, in isolation”.

Should you require clarification please contact me on 5524 2100.

Yours sincerely



Garth Schultz

**Acting General Manager Port Macquarie Base Hospital  
Coordinator Hastings Macleay Clinical Network**

cc Michael Kearns - Organiser, HSU at [michael.kearns@hsu.asn.au](mailto:michael.kearns@hsu.asn.au)