

PMBH Mental Health Unit FF&E Direct Appointment

Dear Member,

The HSU has raised concerns on behalf of members regarding a direct appointment made by Mid North Coast LHD to a position in the PMBH Mental Health Unit expansion project. This issue was discovered by diligent members of the HSU.

Attached to this newsletter is correspondence received from MNCLHD explaining its decision and outlining that the role is temporary. The HSU urges members to read the attached correspondence and to email any concerns to Organiser Michael Kearns via michael.kearns@hsu.asn.au. Any feedback received will subsequently be put to MNCLHD on behalf of members.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD



**Office of the Director
Mental Health & Integrated Care**

26 February 2019

Attention: Michael Kearns Michael.kearns@hsu.asn.au

Mr Gerard Hayes
General Secretary
Health Services Union NSW/ACT/QLD
Locked Bag 3
AUSTRALIA SQUARE NSW 1215

secretary@hsu.asn.au

Dear Mr Hayes

I refer to correspondence from Mr Michael Kearns, Organiser, Public Health Division HSU NSW/ACT/QLD, of 13 February 2019 seeking clarification in regard to the direct temporary appointment of a Fixture, Fitting and Equipment Officer (FF&E) for the Port Macquarie Mental Health Expansion Project. Please extend my appreciation to Mr Kearns for his correspondence and I write to provide the following response.

Mid North Coast Local Health District (MNCLHD) is currently developing its Peer Workforce within our Mental Health Service and has ensured that co-design with consumers has been undertaken in each stage of the Port Macquarie Mental Health Expansion Project. We were required to quickly fill the position of FF&E Officer for the project to ensure patients were able to move into Stage 1 of the Expansion which was achieved today. We have taken the opportunity to further embed co-design in the Expansion Project by employing a person who is currently training as a Peer Worker in the role. This person has specific skills MNCLHD views as crucial to this position and has applied the following sections of PD2017_040 Recruitment and Selection of Staff to the NSW Health Service to the filling of this temporary role:

1. Meeting the mandatory requirements will ensure that:
 - all appointees have the appropriate knowledge, skills, qualifications, competence, and professional registration as required
 - each appointee is a fit and proper person to work in NSW Health
 - service delivery needs can be met in a timely manner.

and

Health organisations can make a temporary direct appointment with the approval of the Chief Executive or delegate if:

- The period of employment does not exceed 12 months and
- The position requires urgent filling to meet patient service delivery needs and



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- Funds are used efficiently and
- All relevant legislative and award provisions are met.

In all cases, the suitability of the candidate must be assessed and all mandatory checks and verifications (as required by this policy) completed / checked for currency before offer.

It is anticipated the FF&E Officer role will complete with the finalisation of Stage 3 in June/July 2019, and additionally all appropriate interview and pre-employment checks have been successfully completed. Please be assured all aspects have been met and the process is compliant with the Policy Directive.

To ensure transparency, should future similar opportunities present, the MNCLHD will be undertaking an EOI for consumers with lived experience who are interested in working with MNCLHD in similar roles to submit applications for consideration. I sincerely thank Mr Kearns for his time in raising this matter and your members for raising this matter with him.

I look forward to continuing to work with you, your members, staff and consumers as we move to the next stages of the expansion project.

Should you require further information or assistance please contact me on 0417531002 or email Sara.Shaughnessy@health.nsw.gov.au

Yours sincerely

Sara Shaughnessy
Director Mental Health & Integrated Care

cc: Karen Wiles PMBH Sub-Branch President Karen.Wiles@health.nsw.gov.au
Alan Pretty – General Manger, Mental Health, Alcohol & Other Drugs
Lynne Halliday - District Nurse Manager, Mental Health Inpatient Services
Delwyn Kruk – HR/IR Manager, Mental Health & Integrated Care