

Gloucester Hospital Aged Care SCC Minutes

Dear Member,

Following fantastic leadership and representation by the Gloucester Hospital HSU Sub Branch, a Staff Consultative Committee (SCC) meeting was held recently to discuss the impending transition of aged care services to the private provider in 2020. HSU members were again well represented by the Sub Branch leadership.

Attached are the documents from the first staff consultative meeting. Members are strongly encouraged to read the unconfirmed minutes. In addition, members are encouraged to provide concerns through the Sub Branch leadership team so that all matters pertaining to HSU members can be raised and discussed at future meetings.

Well done to members for standing together on this issue, and for driving management into meeting with workers to discuss our concerns.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD

Joint Consultation Committee – Aged Care Gloucester

Collaboration	Openness	Our CORE Values	Respect	Empowerment
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Date:

Time: 11:00AM – 12:00PM

Venue: Booken Booken Conference Centre/Room 1/Gloucester Health Campus

If you are unable to attend the meeting, please ensure that your apology is recorded by contacting
Wade Smith / Tel 65385003

AGENDA

Item No.	Agenda Item	Time Allocated	Person leading discussion
1	Present and Apologies:		Chair
2	Confirmation of Previous Minutes:		Chair
3	Outstanding Actions/Items		
4	Items for Discussion:	15 mins	Chair
5	General Business		
	5.1 Staff / Nurses & Midwives Association/HSS/HSU	10 mins	All Members
	5.2 Risks / Issues	10 mins	All Members
	5.3 Anglican Care Update	10 mins	Chair
	5.4 Communication (external)	10 mins	Chair
	5.5 Transition Plan (moving forward)		Chair
6	Presentations	5 mins	
7	Date of Next Meeting The next meeting of the LMNCS Joint Consultation Committee – Aged Care will be held on:		Chair

MINUTES OF THE JOINT CONSULTATION COMMITTEE MEETING – AGED CARE GLOUCESTER

DATE: 10/10/2019

VENUE: Booken Booken Conference Centre

PRESENT: Robyn Baker/HSS, Nicole Panquet/RSA Kimbarra, Anne Eriksson/GSMH/Midwives & Nurses Association Rep, Frances Ireland/RSA/HSU sub branch, Julienne Huntriss/RSA Kimbarra, Mary-Jane Slade/HSS/HR Manager (Lower and Upper Hunter), Thor Hugginson/HSS Sector Manager/HNEAH, Paul Townsend/a/Director of Nursing & Midwifery Services/LMNCS, Sharon Moore/HSS Manager GSMH, Michael Kearns/HSU Rep, Jodi Nieass/General Manager LMNCS, Wade Smith/a/Health Service Manager GSMH, Laura Smith/HNEAH/HR

TELECONFERENCE: Janine Graham/Midwives & Nurses Association/Industrial Officer

APOLOGIES: Dave Barry/HSS GSMH

TIME COMMENCED: 1100

TIME COMPLETED: 1200

MINUTES: Sue Rose

ITEM NO.	TOPIC	DISCUSSION	ACTION / TIMELINE	RESPONSIBILITY
1.	<u>Present and Apologies</u>	As above		
2.	<u>Confirmation of Previous Minutes</u>	1 st Meeting		
3.	<u>Outstanding Actions/Items</u> 3.1 Review of Action List	n/a		
4.	<u>Items for Discussion</u>	-		
5.	<u>General Business</u>			

	<p>5.1 Staff / Nurses & Midwives Association / HSS / HSU</p>	<p>Jodi Nieass/Paul Townsend Currently no agenda for this meeting. After discussion amongst members, agenda items were decided upon and documented (please see attached template)</p> <p>Terms of Reference:</p> <ul style="list-style-type: none"> • <u>Membership of Meeting</u>: see above list of attendees and positions • <u>Purpose of Meeting</u>: Aim - for a smooth transition with minimal disruption for staff & residents from Gloucester Campus Aged Care to Anglican Care • <u>Objectives</u>: Clear and transparent communication to staff/residents/families. Classifications to workers (employment conditions) • <u>Chairperson</u>: Wade Smith • <u>Frequency</u>: Monthly – commencing 11am • <u>Secretarial Support</u>: Administrative Officer/Community Health • <u>Quorum</u>: 50% plus one (1) • <u>Agenda</u>: To be circulated to Committee Members one (1) week prior to following committee meeting • <u>Minutes</u>: To be recorded, finalised and distributed to committee members within one (1) week from each committee meeting • <u>Review</u>: Terms of Reference and Agenda to be reviewed (2) months <p>Paul Townsend</p> <ul style="list-style-type: none"> • Residents from Narraweema will be relocated to Hillcrest • Sending out weekly GSMH redevelopment updates to staff as well as a weekly drop-in for staff that may have any concerns or queries 	<p>To be typed up and signed off</p>	<p>Laura Smith HR/HNEAH</p>
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		<p>Jodi Nieass</p> <ul style="list-style-type: none"> • Currently attends monthly transition meetings with Anglican Care (since the DA went through). Will raise any concerns at this meeting from the JCC <p><u>Commitment:</u></p> <ul style="list-style-type: none"> • Will have individual talks with any staff that have any concerns/questions • Redeployment is an option for staff • Part of Tender – staff will be looked after <p>Michael Kearns/HSU Rep</p> <p>The following concerns/questions were raised:</p> <ul style="list-style-type: none"> • How are conditions going to be maintained for staff going over to Private Enterprise – what document are we working under for these decisions to be based on • What is going to happen to staff not choosing to go to Anglican Care – mandatory transfer or redundancy • Retraining of staff before going to Anglican Care • Date of handover to Anglican Care • Once transfer happens to Anglican Care, what happens with GSMH services and staff (Allied/PSS/Trades/Admin/Nursing/CHC) <p>Thor Hugginson/HSS Sector Manager/HNEAH</p> <ul style="list-style-type: none"> • Requested an Escalation Document / HR Contacts for staff <p>The following question was raised:</p> <ul style="list-style-type: none"> • What are the Roles/Positions/Grades for Anglican Care and what skills to they required – to be able to assist staff 	<p>Michael Kearns/HSU Rep requested that if this takes place with any staff member, formally let HSU know prior</p> <p>Laura to chase up a document that was implemented in the 1990s – Public Sector to Private Enterprise -</p> <p>Laura to submit</p> <p>Jodi to speak with Anglican Care</p>	<p>Laura Smith</p> <p>Laura Smith HNEAH/HR</p> <p>Jodi Nieass</p>
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		<p>Mary-Jane Slade/HSS HR The following question was raised:</p> <ul style="list-style-type: none"> • Communication between this committee and Anglican Care – how are they linking in <p>Nicole Panquet/RSA Kimbarra The following question was raised:</p> <ul style="list-style-type: none"> • Is there an interview process with Anglican Care or is it a straight transfer over into a position 	Jodi to speak with Anglican Care	Jodi Nieass
6.	Presentations/For Information	-		
7.	Next Meeting – Thursday, 7th November, 2019 at Booken Booken Conference Room 1/Gloucester Campus 11am-12pm			

Joint Consultation Committee Meeting – Aged Care Gloucester

Action List as at 10/10/19

Issue and Action	Responsible Officer	Meeting Date	By When	Outcome/Action Completed
Terms of Reference for the JCC Meeting to be typed up, signed off and distributed	Laura Smith/HNEAH/HR	10/10/19		
Agenda Template for the JCC Meeting to be typed up and distributed	Sue Rose/Admin Officer/GCHC	10/10/19		
Jodi to chase up a document that was implemented in the 1990s – Australian Nursing Federation – Public Sector to Private Enterprise for staff <u>Question Raised:</u> How are conditions going to be maintained for staff going over to Private Enterprise – what document are we working under for these decisions to be based on	Jodi Nieass	10/10/19		
List of Human Resources Contact numbers for staff (keep uniform)	Laura Smith/HNEAH/HR	10/10/19		
Jodi to speak with Anglican Care on the following: <ul style="list-style-type: none"> • What are the roles/positions/grades for Anglican Care and what skills are required • Communication between this committee and Anglican Care – how are they linking in 	Jodi Nieass/GM LMNCS/HNEAH	10/10/19		