

Albury Wodonga Health: Mental Health Redesign JCC Minutes

Dear Member,

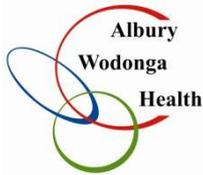
Please find attached the unconfirmed minutes of the most recent AWH Joint Consultative Committee (JCC) meeting, relating to the Mental Health Redesign.

If you have any comments or concerns regarding these minutes, please contact your HSU Organiser via email tracey.gaddelin@hsu.asn.au.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD



MINUTES

Name of Committee: Mental Health Redesign Joint Industrial Consultative Committee
Date: **November 07th 2019**
Time: **1400hrs**
Venue: **Albury Hospital Boardroom OR via Tele/Videoconference** (Details below)

*Bluejeans Meeting Details: **Phone Dial-in** 03 8400 4256; Meeting ID 170 447 574 **OR***

***Bluejeans Room System** (www.bluejeans.com) Meeting ID 782 304 695*

1. **Present:** Lucie Shanahan ED MH. Leah Wiseman TM MH. Matthew Doherty NSW NMA. Tracey Gaddellin HSU. Sandra Oakley Vic ANMF. Virginia Boyd ED PW&S. Caroline Mirtschin BP PW&S.
2. **Apologies:** Paul Elliott MSAV. Jordan Casey HACSU. Alison Kairns Vic ANMF). Josh Howarth HSU. Michael Kalimnios AWH CEO. Luke Maroney HSU. Sally Squire EDONM.

2.1 Secretariat: Sue Hughes EA ED MH

- 3 **We acknowledge and pay tribute to the traditional owners of the land on which we meet and pay our respects to elders past, present and emerging.**

- 4 **Minutes:** Initial meeting. Nil previous minutes exist
The minutes of the meeting held on September 26th 2019 were accepted as a true and accurate record of the meeting.

Moved: Matthew Doherty

Seconded: Leah Wiseman.

Amendment previous minutes:

7.2.3 – Proposed Org Structure was in fact version 1 and not version 2.

5 **Business Arising Previous Minutes**

Action:

AWH to circulate draft position descriptions for each new position at least two weeks prior to next JICC for consideration and consultation.

- Lucie noted the draft position descriptions were circulated on 01.11.2019. Felt appropriate for the meeting to go ahead as would provide opportunity for questions, as significant work has occurred re the MH redesign and proposed MH structure. This work was undertaken after consultation with CAMHS and OPMHS around the proposed MH MoC and organisational structure. Have moved from functional design to more detail. Proposal to schedule another meeting via teleconference in a few weeks' time, for union representatives to have time to consult with their members.
- Tracey advised will forward documents to members for feedback. Requested any other updated documentation to be sent out ASAP, so all updated information is disseminated to members.
- Leah confirmed nothing new has been tabled for discussion today. Documents tabled last week are the same, the difference being that documents had updated version control added to them.
- Sandra wanted to confirm that the ANMF representatives Alison Kairns and Jade Chandler with MH union members next week.
- Lucie took the opportunity to thank Sandra, for undertaking the momentous task of reviewing documents. Confirming all documents have been circulated to all MH staff, except for the updated MoC, which has been delayed due to the consultant being involved in an accident several weeks ago, and unable to return to work to provide an updated copy of the MH MoC. During the first round of consultation staff provided excellent feedback which was fed back to the consultant managing the MH MoC, however no updated MoC to date. Sandra wanted to confirm that all the draft PD's sent out are the new draft positions.
- Leah confirmed they were.

- Mathew confirmed the list of documents for discussion today, which are noted as tabled below.

6 Correspondence

6.1 Email: Albury Wodonga Health – Mental Health Service Redesign Briefing

- Documents sent a few weeks ago, progressing the consultation process.
- Sue add the item numbers as do not correlate.
- All documents re-sent with agenda for ease of reference.
 - **6.1.1 *Aboriginal Liaison PD 28.10.2019.**
Noted and discussed at Item 8.3.1
 - 6.1.2 *Access & Entry Manager PD.
Noted and discussed at item 8.2.3 Access & Entry proposal
 - *6.1.3 MH Clinical Lead Consultation Liaison PD.
Noted and discussed at item 8.2.3 Access & Entry proposal
 - *6.1.4 Draft Operational Director PD.
Discussed at item 8.3.1
 - ***Redesign Update October.**
 - *Infrastructure Planning. Dated 31/10/2019
Noted at item 8.2.1
 - ***Proposed org Structure.**
Discussed at item 8.2.2
 - ***AWH MHS Access & Entry Proposal.**
Discussed at item 8.2.3

7 Reports / Standing Items

7.1
Nil.

8 General Business

8.1 AWH Mental Health Redesign Communication Project Update - *Attached

- Lucie advise this was an unintended piece of work, not included in the scope of the project.
- Leah explained that this piece of work was developed through consultation and feedback and became part of the discussion around the integration and if the work being conducted reflected the best way forward for MH integration.
Conducted a SWOT analysis with management, who provided results to staff for feedback. This enabled the determination for the Townsend St migration date for the move to the Brain & MIND centre. This document was circulated along with all the other papers. Working closely with the AWH PMO.
Regardless of co-location with CAMHS, office space needs to be considered across both sides of the border.
- Lucie advised, moving forward, this assists with the MH restructure planning.
There is further work and discussion to occur around this piece of work.
- Matthew enquired if the workspaces were currently functioning – advised yes.

8.2 Overview of Staff Consultation activities to date

8.2.1 Infrastructure Planning – *Attached.

- Reviewed and Noted.

8.2.2 Proposed Organisation Structure *v2 Attached. Sent out to all MH staff 01/11/2019

- Leah explained the proposed MH organisation structure has been updated and includes extra detail. CAMHS is now with a manager and a clinical lead across the entire catchment. OPMHS also voiced similar concerns and were happy to have the same clinical lead and managers for their program. These positions provide dual oversight with split responsibilities being managed by more than one person. Happy with the management and clinical lead positions. Adult will keep its current managers for the southern and northern hubs, still reporting to an OD. Access & Entry depicts what is included in the early intervention service. This structure provides equity for managing and responsibility, coupled with early intervention capacity building. This aligns with the MH RC response. These are the primary changes. The lived experience workforce and professional development sits with the Senior Mental Health Nurse.

There are several proposed positions, which provide clinical support across the whole service.

- Sandra advised ANMF have a query re the operational versus the reporting line. Does the dotted line represent the professional reporting line?
- Leah explained the solid line on the proposed organisational chart represents the operational reporting line. The dotted line for the SMHN represents provision of professional leadership across the whole MH service.
- Lucie clarified the role for professional practice and development would be supported by the AWH SMHN and AWH EDONM.
- Sandra advised from a nursing perspective it did not seem clear.
- Leah confirmed there would be no change to current practice.
- Sandra advised ANMF would reserve feedback until after the meeting with Alison and Jade.

8.2.3 Access & Entry Proposal – Attached

- Leah advised that the primary changes in this document are in the detail. ACIS has been used to identify short-term treatment team, and has been agreed through staff consultations that this would be an appropriate acronym. Dual Diagnosis has also been added to the document to reflect AOD services and reflection for ongoing upskilling and training. The HOPE program and the approved business case, hoping this will fit into ACIS and are looking to recruit to the HOPE positions. Looking are training for staff who would transition to the ACIS team and those recruited to the team. This also includes IT supports along with Telehealth. Appendix 9 is new, reflecting the psychiatry workforce and a Consultation Liaison perspective which supports this proposal. Location is still proposed that the northern hub ACIS would be based in the Brain and MIND with office space which would be suitable of this function. Evening staff would function from the MHECS office in Albury hospital. Southern Hub ACIS would be placed in the Margaret Boyd centre, with evening ACIS staff located in the triage office in kerferd IPU.
- Sandra enquired around timelines for recruitment and the action plan.
- Luce advised keen to keep progressing the redesign and service models. Would like to propose feedback to AWH MH if possible by the end of next week Once received would commence recruitment to positions.
- Sandra cannot comment on timelines for feedback, this sits with Alison and Jade.
- Tracey also confirmed could not guarantee the timeline for feedback by next week, felt the following week would be more doable.
- Agreement to look at feedback from the unions to be at the end of two weeks' time.
- Sandra advised ANMF feels this restructure is positive, however need to make sure that consultation has been conducted properly with staff, otherwise this could cause issues.
- Lucie confirmed had a conversation with Jordan Casey HACSU yesterday and discussed any concerns. Jordan will undertake to get feedback from members by the middle of next week.
- Tracey will also pass the information to Luke and thanked Leah and Lucie for the information.

8.3 Staff feedback themes.

8.3.1 Proposed Operational Director Structure vs Current Structure

- Matthew stated that the PD's only referred to the Victorian award and not NSW. This PD in NSW would need to go to a grading committee. That a NSW staff member would have to give up their NSW awards and condition if they took the position under the Victorian award.
- Lucie advised that the position would be classified under the Victorian MH EBA and understood Matthews point.
- Virginia enquired if the PD was required to have the NSW classification on the PD. That all new AWH positions would be under the Victorian awards.
- Lucie advised the MH Northern Hub FTE was 125.2 and the Southern Hub FTE was 126.1
- Tracey noted the ALO PD was under the NSW award.
- Lucie confirmed this is correct and was supported by NSW funding.
- Matthew advised that the positives for the MH restructure would outweigh the negatives.
- Tracy had no feedback.
- Sandra unable to provide any feedback re supporting attached documents as in a supporting role.
- Lucie enquired if anyone wanted to discuss re the other PD's.

- Tracey confirmed on behalf of HSU, their feedback would be the same as Matthews re NSW classification being added to all the draft PD's.
- Discussion around staff being classified under the HSM or NSW Allied Health Award. The OD position would sit under a HSM level three.
- **Action:**
Matthew will formally respond to all the draft PD's.
- **Action:**
Leah/Lucie to add the NSW classification from the EBA's to all the draft PD's.

8.3.2 Allocation of Inpatient Units

- Carried Over.

8.3.3 Collaborative Operational and Clinical Leadership Structure

- Carried Over.

8.3.4 CAMHS & OPMHS Service Delivery

- Carried Over.

8.3.5 Patient Flow impact of Draft Model of Care (Service links with Access & Entry)

- Carried Over.

8.3.6 Employment Conditions & Recruitment Strategy

- Carried Over.

8.4 Future Staff Consultation/Feedback

- Lucie advised everyone that in addition to the MH MoC consultations, there were other discussions and meetings occurring.
- Leah confirmed staff were participating in the review action plan, turned into working groups, which fits into this body of work being discussed today.
- Sandra mentioned that the documents do not have a numbering system on them.
- Leah advised this is one of a multitude of communications that were disseminated. The format attached for feedback was the format in which information was sent out to staff, as a summary/overview.
- **Action:**
Leah will add a date in the document footers, reflecting the date the document was disseminated.

8.5 Additional Business

8.5.1 Lucie requested any extra information or business.

- Sandra advised received concern from members in Wangaratta and that the concerns were the members and NOT the Victorian ANMF
 - Syphoning funds from Victoria to NSW.
 - Concern re consumers
 - Suicide.
- Tracey enquired re feedback for Access & Entry and wanted to know if there is a break down for the clinical FTE?
- Leah confirmed all the roles are clinical. All roles will be RPN 3 or allied health equivalent. Requested people to consider progressing the Access & Entry proposal.
- Sandra and Tracey advised could not make decisions without discussion with other union representatives.
- All agreed written feedback to be disseminated back from the unions by Wednesday 20th November.
- **Action:**
Lucie to provide a breakdown of FTE for current state, but cannot predict the future state.
- **Action:**
Lucie will provide a breakdown of Access and Entry FTE.

Next Meeting: Friday 22nd November – Nolan House board Room @ 9.00am

Close: 03.15pm

Chairperson: Lucie Shanahan AWH ED MH

Date 7th November 2019

Summary of Actions:

Action:

Matthew will formally respond to all the draft PD's.

Action:

Leah/Lucie to add the NSW classification from the EBA's to all the draft PD's.

Action:

Leah will add a date in the document footers, reflecting the date the document was disseminated.

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Lucie to provide a breakdown of FTE for current state, but cannot predict the future state.

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Lucie will provide a breakdown of Access and Entry FTE.

Distribution:

Michael Kalimnios (CEO AWH), Lucie Shanahan (EDMH AWH), Virginia Boyd (EDPWS AWH), Caroline Mirtschin (BP PW&S) Janet Chapman (EDRPP AWH), Sally Squire (EDONM), Leah Wiseman (MH Redesign Transition Manager, AWH), Karyn O'Loughlin (EDAH), Glenn Davies (EDMS), Tracey Gaddellin (HSU), Josh Howarth (HSU), Luke Maroney (HSU), Jordon Casey (HACSU), Matthew Doherty (NSWNMA), Alison Kairns (ANMF Victoria).