

## **Unconfirmed minutes Tweed Hospital JCC Meeting**

Dear Member,

Please find attached the unconfirmed minutes for the Tweed Site Consultative Meeting held on Thursday 14 November 2019.

If you have any enquires about the meeting don't hesitate to contact Brad Evans, HSU Branch President or anyone on your HSU Sub Branch Committee.

Not a member of the HSU? Now is the time to join and have your say on conditions at work. Go online to [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or call the Union on 1300 478 679.

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT/QLD

**MINUTES OF The Tweed Hospital (TTH)  
JOINT CONSULTATIVE COMMITTEE (JCC)  
Thursday 14<sup>th</sup> November 2019 at 11:00 am  
The Boardroom, The Tweed Hospital**

- 1. PRESENT:** Joe McDonald (Chair) Rosalie Scott, Katrina Van Blanken, Belinda Hinchey, Kristen Ryan-Agnew, Pam Barrett, Ken Jardine, Chris Hanna, Bradley Evans, Michael Reading, Richard Blattman, Peter Kelly and Michelle Kerr (minutes)

**TELECONFERENCE:** N/A

**APOLOGIES:** Adam Reid



TTH JCC Minutes  
Aug.pdf

**2. Previous Minutes:**

ITEM	DISCUSSION
<b>3. Business Arising</b>	
3.1 Staff Room	<ul style="list-style-type: none"> <li>• J McDonald advised that maintenance have been monitoring noise level will be trialing and installing acoustic dampeners on the walls.</li> </ul>
3.2 TVH	<ul style="list-style-type: none"> <li>• Richard Blattman gave a presentation of The Tweed Valley Hospital (TVH) regarding schematic design, the multi-level carpark and a joint venture with TAFE to build a skills Centre to trial potential room design prototypes/layouts.</li> <li>• The intersection of Cudgen and Tweed Coast Road will be made wider to cater for the increased traffic.</li> <li>• Bus services will be reviewed and undertaken with other external service providers.</li> <li>• Further information on the progress of TVH will continue through this local JCC meeting. when progress updates are meaningful.</li> </ul>
<b>4. Standing Items</b>	
4.1. General Managers Update	<ul style="list-style-type: none"> <li>➢ Staff complaints/grievances and confidentiality, needs to be reiterated to staff and that they should not discuss or disclose information with other staff members.</li> <li>➢ HSU asked if any budget impacts and Ministry of Health budget challenges were affecting TTH. J McDonald advised that Northern New South Wales Local Health District (NNSWLHD) has saving strategies. TTH is currently over budget partly due to increased activity despite NNSWLHD and TTH having an increased budget this financial year for growth.</li> </ul>
4.2. Industrial Issues	➢ N/A
4.3. New appointments	<ul style="list-style-type: none"> <li>➢ Dr John Gallichio is Acting Director Medical Services until end of February</li> <li>➢ New appointment Nurse Unit Manager for Surgical Bookings - Shanti Briggs</li> </ul>
4.4. WH&S Matters	➢ N/A

<b>5. New Business</b>	➤
<b>5.1 HSU Matters: -</b>	<ul style="list-style-type: none"> <li>➤ HSU would like to support the trail of the Concierge Model of Care that has been implemented at Lismore in the TTH ED. TTH General Manager noted the HSU supporting this initiative.</li> <li>➤ Unions are aware that there is a review of all clinical and office space – HSU would like to flag Drug &amp; Alcohol clinical space is inappropriate from a safety point of view. J McDonald advised that the Opioid Treatment Program clinical services will be moved to the new POD in 2020 and this would increase access to clinical consult space's/Security raised safety concerns regarding the utilisation of safe room in ED. Further discussion held in regards to the restraint minimization policy its alleged that clinicians are operating with restraint/seclusion minimization approach and not considering staff safety. The HSU and security staff think if a clinical decision is made by medical or nursing staff caring for the patient, then the security or other nursing staff should have option to shut the door when safety is at risk. The issue needs to be discussed further with the ED team and security. J McDonald advised there is a NSW Policy on seclusion and will take the matter on notice to the Director of Nursing (DON), Adam Reid to manage with ED team's and NSWNA would like to be consulted before any new procedures are implemented.</li> <li>➤ NSWNA suggest that maybe the information from management is not being disseminated from NUM and CNC to the staff on the floor.</li> <li>➤ HSU would like to know what risk assessment and safe work practices are in place with the barn doors being removed from Medical 2. HSU would like more consultation as to why the doors were removed and what contingencies were put in place. HSU advised they feel this cohort of dementia patients with only an Assistant in Nursing and security to monitor patients creates a risk and safety of the staff. J McDonald advised that he will take it on notice and refer to DON, A Reid.</li> <li>➤ Staff vacancies – especially in domestic services, HSU have not seen any improvement in the recruitment of staff. Staff are doing extra overtime and showing sign of fatigue. J McDonald advise he has approved some recruitment within domestic services recently however he will take it on notice and refer to DON A Reid.</li> <li>➤ HSU raise concerns that with additions of holding works there has been no increase in Community Allied Health and Maintenance staff. HSU stated that the NNSWLHD has employed contractors which can't be cost effective. HSU would like data on the amount of patients who have remained as inpatients due to waiting to be seen by Allied Heath staff before being discharge. J McDonald advised that the length of stay is reducing and the readmission rate has not increased.</li> </ul>
<b>5.2 NSWNMA</b>	<ul style="list-style-type: none"> <li>➤ NSWNA are requesting that the backfilling of positions especially in Community &amp; Allied Health (C&amp;AH), Child &amp; Family (C&amp;F) be filled urgently. There are concerns in the C&amp;F department as there is no leadership with the Clinical Nurse Consultant position been advertised twice and not filled. There are staff about to take leave which will put further strain on the remaining staff to complete the increasing workload, they are concerned about staff fatigue and not being valued. C Hanna replied that there were no suitable applicants for the C&amp;F CNC position. NSWNA would like to see current staff be given the opportunity to fill Expression Of Interests (EOI) and be supported to obtain the skills required to fill the vacant positions. There are numerous C&amp;AH positions not being backfilled. C Hanna replied that he is trying to recruit to the positions, however it must be noted that the staff must have some competence to fill the vacant position.</li> </ul>

	<ul style="list-style-type: none"> <li>➤ C&amp;AH staff are concerned that there is a deliberate position by NNSWLHD Executive not back filling positions. Numerous C&amp;AH positions are not being backfilled. C Hanna is trying to recruit to the positions, however the staff must have some competence to fill the role.</li> <li>➤ A discussion was then held as to the merits of EOI, Recruitment and Succession Planning. NSWNA believe that the EOI's should be utilised as an opportunity for a staff member to gain the skills and receive support to be upskilled to fill the backfill of vacant positions. This will also allow for succession planning. C Hanna advised that the filling of EOI's is a separate issue to succession planning.</li> <li>➤ C&amp;AH student nurses swipe card access has been denied, this is an ongoing issue for each change of rotation for student nurses. The students are classed as contractors not employees so the access is limited, this is due to security policy.</li> </ul>
<b>6. New Business</b>	
6.1. Way Find	<ul style="list-style-type: none"> <li>➤ The signage through C&amp;AH and TTH corridors are not clear for visitors. J McDonald advised that with the new TTH Consumer Action Group, he will be asking the Committee to undertake a project to help improve the way find signage throughout the whole site.</li> </ul>
<b>7. Meeting</b>	
Closed at 12.30pm The next meeting Thursday 13 February 2020, TTH Boardroom 11am	

Minutes of the TTH Staff Consultative Meeting approved for distribution by the Chairperson ..... Date:

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