

Blacktown Hospital General Services & Supply Update

Dear Member,

The HSU recently met with the Blacktown Hospital executive to discuss the staffing crisis at Blacktown Hospital for General Services and Supply members. Attached is their response.

Please note, some of the wording in the response letter is inaccurate, as the HSU never placed this matter into dispute. Nor have we requested a Union Specific Consultative Committee (USCC), as the staffing numbers required were already provided and clearly substantiated.

It's clear that the executive have chosen to ignore the HSU's figures on correct staffing to service the hospital to acceptable standards. The HSU will be arranging to meet with members to discuss our next steps, with details to follow once the time and date is confirmed.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD

Mr Gerard Hayes
Secretary
Health Services Union NSW
Level 2, 109 Pitt Street
SYDNEY NSW 2000
secretary@hsu.asn.au

Dear Mr Hayes,

Re: Proposed outcome from Disputes Committee

I am writing to provide the Health Services Union (HSU) with an overview of proposed service improvements for General Services and Supply Distribution (Stores) at Blacktown Hospital.

On 13 November 2019, correspondence was received by the Health Services Union (HSU) in relation to staffing levels within the General Services and Supply Distribution departments of Blacktown Hospital. The HSU demanded the resolution of staffing through the recruitment of additional staff.

On 22 November 2019 a Union Specific Staff Consultative Committee meeting was held which included BMDH Executive, HSU and staff representatives to engage in further discussions. I acknowledge the issues and views raised at the meeting.

In this meeting the HSU tabled BMDH Workforce Plan for Stage 2 and were advised that this Plan was no longer current and that existing workforce profiles are based on present activity and service provision needs. It was also tabled that the new Acute Services Building is not currently running at full capacity and therefore workforce numbers have been revised accordingly.

Taking this and the HSU resolutions into consideration Western Sydney Local Health District's response is as follows:

- Stage 2 service enhancements have already provided an additional **15 FTE** across General Service teams where existing services have occupied space in the new facility with no changes to their existing profile. Whilst ensuring alignment with the broader Blacktown Hospital workforce requirements, this additional staff enhancement is broken down as follows:
 - Stores – 1 FTE
 - Waste – 1 FTE
 - Linen – 1 FTE
 - Cleaning – 10 FTE
 - Patient Services Assistants – 2 FTE

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- Immediate recruitment to all profiled vacancies to meet FTE establishment in all teams. This will equate to approximately **9 FTE** across all General Services teams;
- A thorough review of current staffing profiles across all teams to be undertaken to assess workload, skill-mix requirements, current workflows, logistics, technological enhancements, rostering best practices, training and development needs, succession planning and alignment of service requirements.
- Rollout and training of the Ordering, Delivery, Distribution and Supply project (ODDS) across all areas commencing 6 January. This project will provide for the right stock in the right place at the right time. This will enable the availability of relevant clinical consumables by reviewing and rejuvenating the stock management process from ordering to storage to support patient care.

I trust that this information provides the HSU and staff with assurance that their concerns have been heard and action is being taken by the Hospital to explore these concerns and possible solutions. I would welcome further discussions as these initiatives progress to work through the issues collaboratively and am willing to arrange for a period of regular meetings with the HSU and staff representatives.

If you have any further questions please direct them to Gaye Wright, HR Manager, Blacktown and Mount Druitt hospitals on 0419 568 233 or gaye.wright@health.nsw.gov.au.

Yours sincerely



Ned Katrib
Acting General Manager
Blacktown and Mount Druitt Hospitals, WSLHD

Date: 28/11/19.

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