

15 July 2019

Adjunct Professor Susan O'Neill
Chief Executive Officer
Southern Adelaide Local Health Network (SALHN)
Flinders Medical Centre, Level 2
Flinders Drive
Bedford Park SA 5042

Dear Adj Prof O'Neill

URGENT

Re: Notification of Dispute – Southern Adelaide Local Health Network Mental Health (SAHLN - MH) – Adult Community MH (ACMH) Reform

The Public Service Association (PSA) writes to formally advise of a dispute about consultation, workload issues and implementation of the SALHN MH ACMH Reform process.

The PSA has raised these concerns with SAHLN Mental Health through Prof Malcolm Battersby through correspondence and in Consultative Committee meetings on many occasions. Unfortunately there are many issues that remain unresolved. The PSA requests the immediate cessation of implementation until the outstanding questions are addressed.

We understand that this may affect the intention to complete the implementation by 1 September 2019, however it is more important to ensure smooth implementation by addressing the concerns of staff.

The PSA reiterates there is no intention to stop the new service commencing; but rather to ensure that implementation is realistic and achievable. Our members are of the strong opinion that the transition arrangements present a risk of failure and potential negative clinical impact on clients. We also assert that the implementation plans ignore the critical wellbeing concerns of this workforce and fail to address serious workload concerns.

The remaining matters of contention can be summarised as follows:

1. The implementation plan was announced to staff without adequate consultation on the process. Correspondence received on 8 July 2019 announced the implementation plan and the immediate commencement of its implementation. The PSA is concerned about the lack of consultation on the plan and the timeframes contained within it. The issues of contention are:

- Accommodation and working space – Draft plans were only released on 15 July 2019 with 9.5 days for consultation. The PSA requires a minimum of two weeks consultation about these plans.
- Operational Guidelines – Consultation on the draft Guidelines commenced on 15 July 2019 but with only 9.5 days of consultation. The PSA requires a minimum of two weeks consultation about these plans. Our members contend that while these may be amended along the way, it is critical to have clarity of the “bones” of the guidelines for the reform to function safely and consistently. As things currently stand staff will not be able to provide adequate information to clients. This presents a significant risk for clients when they require much support, stability and information during a period of change. Client transition should not occur until at least a “first version” of Operational Guidelines is complete.
- Advice to Clients – We understand that clients will receive a template letter about their "reallocation" and any other changes, however it will be up to the Clinician/Dr as to whether a face to face needs to happen with that client and/or family. The one week allocated for this process is markedly inadequate. Other changes about after hours and weekend services for non-acute clients will also require will require discussion and planning with them and their families/carers. Additional time is needed for this to occur appropriately.
- New Rosters – The timeline for consultation around roster changes is inadequate. The PSA requires a minimum of two weeks consultation about these plans.
- Relocations – For relocations to occur in a manner consistent with SALHN Salaried Human Resource Principles an eight week notice period of relocation is required. This cannot be achieved within the current plans.
- The PSA required the establishment of an implementation monitoring group. While SALHN has agreed to consider workload as part of this monitoring group, consistent with Clause 15 of the SAMPSEAS, a commitment to address service and client issues is not forthcoming at this point.

2. The PSA is concerned that consultation with the PSA about the staffing model is not sufficient. Changes to ratios of nursing staff compared to Allied Health Professionals and the role of the multi-classified Team Leader is a matter for proper discussion with the PSA as much as the ANMF. We require a genuine commitment to consultation on this point, particularly around the evidence base and rationale for any changes, dates for consultation and proposed dates of commencement.

The PSA is notifying SALHN MH of this dispute in accordance with Clauses 31.1 and 15 of the SAMPSEAS and request that SALHN MH provide written confirmation of the following:

- That the current process of implementation cease until such time as resolution is reached regarding how the the above concerns will be dealt with; and
- That SALHN MH agree with the consultation requirements noted in this letter, and meet with the PSA and our Worksite Representatives (WSR) to discuss how these matters will be addressed, such as time frames, information requirements etc and to also discuss the subsequent amendment of the time frames for the implementation plan.

With the notification of this dispute the PSA advise that the status quo must apply, that is, further progression of implementation cannot proceed until this dispute is resolved.

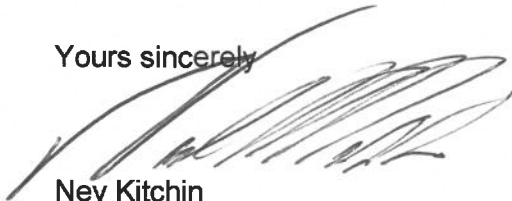
If these matters remain unresolved the PSA will explore all options available to us, including escalating this dispute to the South Australian Employment Tribunal if required.

The PSA requires your urgent response as follows:

- Confirmation of status quo in writing by 5:00pm on 16 July 2019;
- Confirmation that SALHN MH will meet urgently with the PSA and our WSRs

Should you wish to discuss this matter please contact PSA Organiser Rosie Ratcliff by phone on 8205 3284 or by email to rosie.ratcliff@cpsu.asn.au.

Yours sincerely



Nev Kitchin
General Secretary

cc Mr David Morris, Chief Operating Officer, SALHN.
Mr Michael Francese, Chief Workforce Officer, SALHN
Mr Wayne Dungey, A/Manager Industrial Relations, SALHN.
Ms Dulcey Kayes, Co-Director, SALHN MH
Mr David Healey, A/Allied Health Director, SALHN MH
Prof Malcolm Battersby, Clinical Director, SALHN MH.