

**Concord Repatriation General Hospital
Medical Staff Council
MSC meeting with Executive**

July 20th, 2023

Present:

Alice cottee	Kim Hill	Thomas Gottlieb
Amanda Smith	Lawrence Trieu	Winston Cheung
Amanda Wang	Lawrence Gluch	Winnie Hong
Amy Lawrence	Len Kritharidis	Yuresh Naidoo
Ana Ananda	Lloyd Ridley	Zicat, Bernard
Anabelle Goodwin	Lisa Ng	61419019879
Anil Keshava	Lewei Ren	Dr Lawrence
Andrew Hallahan	Liz Veitch	
Andy Yong	Malcolm Anastasius	
Anthony Linton	Margaret Janu	
Avi Suryawanshi	Mark Cooper	
Belinda Hokin	Michael Suen	
Ben Freedman	MR	
Charles Chan	Muh Geot WONG	
Clarence	Nic Kormas	
Darshi Ramanathan	Nick Sidler	
David Joseph	Nicole santangelo	
Dipti	Norman Janu	
Donald Innes	Pam Howsen	
Elizabeth Giugni	Patrick	
Fergus Davidson	Paul della torre	
Gen McKew	Peter Kataralis	
Ghuri Aggarwal	Philip Corke	
Guillermo Beceril	Prunella Blinman	
Harleen Kaur	Rachel Choit	
Huw Davie	Raoul Pope	
Ilona Cunningham	Rakesh Rai	
James Burrell	Renee Chan	
Jason Han	Riana van der Linde	
Jin Kang	Richard Holland	
John Quoye	Richard Paoloni	

Joseph T
Jessica Yang
Joseph Jewitt
Judith Trotman
Justine O'Hara
Kate Archer
Kar Soon Lim
Kathy Woo

Robert Russo
Robyn McCarthy
Rosalba Cross
Rod Martin
Sandhya Limaye
Soji Swaraj
Stewart Condon
Stephen morris
Susan Udall
Tam Bui
Tejas Kanhere
Theresa Ly

Note: Auto-transcript from the meeting was inadvertently lost, therefore minutes were written based on recall only.

Welcome

Winston Cheung (WC – Chair) welcomed MSC members and performed acknowledgement to country.

WC apologised that minutes of last 2 meetings were still not available. The second to last meeting was over 3 hours long and the transcript was over 150 pages of A4. Given that these minutes may be accessed under the Freedom of Information Act, they will be as detailed as possible. Minutes will be released as an edited transcript.

Update from Executives

Stewart Condon (SC) updated MSC on 5E short stay ward opening. Nursing staff recruitment still slow. No updates on MAU currently.

Joseph Jewitt (JJ) updated MSC on Radiology Department issues. Jobs have been advertised for Diagnostic Radiology. Currently only recruiting to existing numbers. No enhancement in Diagnostic Radiologist numbers currently, but business case will be put in for enhancements with new CT scanners.

Backlog of radiology reporting to be addressed by outsourcing to a private company but current problems with integrating their IT system with the CRGH PACS. Reports currently unable to be attached the patient records.

Discussion on outsourcing after hours reporting (?? Lloyd to check if correct??)

Lloyd Ridley (LR) noted that there are now around 40000 unreported studies currently, increasing by 500-1000 per week. Noted that with current issues, CGRH Radiology is not seen as an attractive place to work currently, and this will hinder recruitment. Staff that apply may not necessarily be a good fit for CRGH culture.

Jessica Yang (JY) asked what was being done to retain staff in radiology. JJ listed what was being done including using MDOK and improving facilities for Registrars. There were no specific plans to increase staff numbers.

JJ gave update on nursing recruitment. Still difficult environment to recruit nurses. JJ discussed Clinical Services Plan and recent neurosurgical additions to plan.

Plans for CRGH Stage 2 redevelopment has good support in district.

WC asked JJ to promulgate latest version of Clinical Services Plan. Staff encouraged to continue to contribute to this as this will guide Stage 2 redevelopment.

Avi Suryawanshi (AV) asked JJ about future plans for Diabetes services. JJ advised AV to ensure Diabetes enhancements are up to date in Clinical Services Plan.

Funding for Short Film screening by MDOK and Palliative Care

WC asked the MSC to support a \$200 donation from the MSC to MDOK to support the recent screening of a short film made by the Ghauri Aggarwal and the Palliative Care Department. There were no objections.

Updates from Health Minister

WC informed the MSC that the Health Minister, Ryan Park, contacted him after the vote of no confidence in the Chief Executive. The Minister is supportive of staff at CRGH. WC stated that the Minister wanted to “do things by the book”, so any process undertaken may take a while.

WC awaiting a response for the arrangement of a formal meeting with the Minister.

Letter from ProActive ReSolutions (PR)

WC tabled the letter received from PR dated 20 July 2023. WC also had a brief phone call from the company CEO. Written permission was provided for the letter to be promulgated.

PR has apparently been approached from NSW Health to mediate a solution to the workforce issues.

The letter was discussed at length. General discussion by the MSC that mediation is only part of the solution and that a proper investigation needs to be conducted first into the problems at CRGH which led to the vote of no confidence.

WC noted that PR had no plans to conduct an investigation. They have been commissioned to only address the culture issues at CRGH. They have little experience with healthcare matters and have no staff with major healthcare experience working for them.

WC noted that information about the company was available on the company website.

WC noted that the CEO told him that they had no process in place to conduct indepth investigations, nor any process in place on how to manage fraudulent or corrupt behaviour if this was to be uncovered.

WC indicated that investigations had to be transparent, independent and unbiased. WC emphasized that investigations should not be conducted by “hired guns” who would be used to deliver a “predetermined result”.

WC will ask PR for the Terms of Reference for their proposed work at CRGH, and for more details about the company, and to confirm that they will not be conducting an investigation at CRGH.

This will be discussed at the next MSC meeting.

Letter of support for colleagues in SLHD regarding extending a CRGH review to cover other facilities in the SLHD.

WC stated that he had received many phone calls and emails confidentially from other staff in the SLHD outside of CRGH, as well as staff outside of the SLHD. Many had asked for assistance in having any CRGH review broadened to include the other facilities.

WC noted that the CRGH MSC had no jurisdiction outside of CRGH, but that the MSC could offer a letter of support. WC however would not be able to release the confidential information given to him by staff, so MSC members would have to make a decision based on their own experience and own interactions with staff and colleagues in the SLHD.

There was general discussion that action at other hospitals should be led by staff at those hospitals and not the CRGH MSC.

WC asked MSC members to think about this issue and to discuss this further at the next MSC meeting.

Parliamentary Inquiry into NSW Health

WC stated that he believed that there should be 3 Parliamentary Inquiries into NSW Health. The most important would be a Parliamentary Inquiry into Bullying and Harassment. The second would be an Inquiry into governance at NSW Health, and the third would be to examine the NSW Health response to the COVID pandemic.

The main advantage of a Parliamentary Inquiry would be for staff to give evidence under the protections of the Parliament, which would provide protections against reprisals.

WC stated that this initiative was discussed with the other MSC chairs at the NSW MSEC meeting last Monday. The other MSC chairs are considering the proposal.

There was general discussion.

Andrew Hallahan asked that the silent members be considered, who may not necessarily agree with this action. WC stated that a vote or secret ballot may need to be considered.

MSC members were asked to consider that matter and discuss again at the next MSC meeting.

Letter from SLHD Board in response to vote of no confidence in the Chief Executive

WC tabled the letter from the SLHD Board dated 4 July 2023, in reply to an invitation for the Board to meet with the MSC and nursing and allied health staff after the vote of no confidence in the CE. The SLHD Board declined to meet until after the review regarding the vote of no confidence had been completed.

WC stated that no contact had been made from the Board to him or any information requested from him before the Board decided on their response.

WC stated that the Board should be prepared to listen to the staff and hear their grievances even if they did not agree, and that waiting until after the review to listen was too long.

There was general discussion by the members.

Iona Cunningham (IC) indicated that the MSC members did not have information regarding what was the Board was aware of. WC indicated that a letter was sent by him to the SLHD Board informing them of various issues at CRGH in October 2022, but that the Board decided not to meet with the MSC members, and nursing and allied health staff back then. WC was unable to release this letter to the MSC members unless the Board agreed to it being released.

WC indicated that had the Board taken action back in October, then the current action may have been avoided. WC met with the Chair of the Board, one other member and the CE at the time, but no other Board members.

LR stated that the Board had governance obligations that they had to abide by, and had responsibility for the performance management of the CE. WC indicated that a vote of no confidence should raise a "red flag" that there was a performance issue with the CE, and that this should be investigated.

LR stated that the individual Board members should have the opportunity to obtain more information from a meeting with the MSC if they desired.

Decision made that WC would extend a second invitation to the SLHD Board to meet with the MSC members and nursing and allied health staff. If the invitation is declined again, further action will need to be considered.

Meeting closed at 6.31pm