Welcome to the Far West in Focus for October 2018. Please join with me in congratulating Donna Cruickshank on her appointment as the LHD’s first Director for Aboriginal Health and Planning. Donna has worked in the far west health services for over 20 years in a number of roles and brings a wealth of experience in Aboriginal health and workforce to the LHD. This new position on the Executive is a significant development for the LHD and will greatly enhance our Aboriginal workforce strategies and provide guidance to the health service on programs, policy and procedures in regard to culturally respectful and responsive services. On behalf of the Governing Board and the LHD, I wish Donna all the best and look forward to working with her as a member of our Executive Team.

The go live for eMeds across the LHD is another significant initiative that will greatly improve the service we provide to our patients, and make life easier for the staff that use the system. Well done to everyone involved in the implementation process and by all accounts eMeds has been met with enthusiasm.

It’s always pleasing to see our staff continue to support community events across the LHD. As well as helping ensure each event’s success, our participation raises the profile of our services and our staff in the public’s eye. It’s important the LHD supports events, including NAIDOC celebrations and Children’s Day in the Park, to the Spanner in the Works Men’s Health Check Up, your efforts show the LHD is well and truly part of the social fabric in our communities.

It is great to see the new Outpatient Services Reception desk at Broken Hill Hospital open for business. The smart and professional looking design has created a very welcoming area for our clients accessing the various services located in the hospital and marks the near completion of the Ambulatory reconfiguration works in the hospital, part of the $30 million Broken Hill Health Service Redevelopment.

— Steve Rodwell, Chief Executive

Work is progressing at Kincumber House site following its demolition, with civil works and landscaping starting soon. Structural work on the staff quarters is continuing with strengthening works, roofing and external cladding at this stage. All works are expected to be completed by December 2018. The new Outpatient Services Reception desk in the BH Hospital is open for business — see page 15.
The LHD commenced the go lives for Electronic Medication Management on 10 October. Broken Hill Hospital was the first site to go live, starting with Sub Acute Rehab Unit, Mental Health Inpatient Unit and Paediatrics ward.

Having successfully transitioned to electronic medication charts in the low acuity and low volume wards, the rest of the hospital went live on Tuesday 16 October. All patients presenting to the hospital after 8am had their medications directly entered in eMR. At the same time, the project team commenced the process of converting paper medication charts to eMeds. By Friday 19 October, all inpatients had their medications in the electronic medical record.

Staff have really embraced this change initiative and are already proficiently using the system.

Menindee and Tibooburra have also gone live with eMeds, and the remaining five inpatient/ED sites in the Lower Western Sector are on track to go live on 14 November. This will make Far West LHD, the first rural LHD to be completely live with eMeds functionality!
World Aids Day Event

The Broken Hill Sexual Health Clinic 9 is working in partnership with ACON NSW and the Broken Hill Regional Art Gallery to hold a special screening of 120 beats per minute (120 BPM) to mark their World Aids Day Event for 2018.

The movie is set in the early 1990s, the film concerns the Parisian branch of AIDS activist group ACT UP, who, when they’re not bringing their fight to offices and the streets, slug it out among themselves, heatedly debating with what they need to do and how they need to do it. With seemingly no help on the horizon and no future for those afflicted, it was very much a matter of life and death for those involved, and tempers frayed accordingly. French-Moroccan director Robin Campillo and his co-writer Philippe Mangeot were both active members of ACT UP at the time, and their real recollections serve as fierce inspiration for 120 BPM, which more than succeeds in its aim to show things as they were - an eclectic group fuelled by desperation for progress. All of life is here, the highs high, and the lows as low as it gets. After a while you forget you’re watching a film at all, as you become fully immersed in these people's lives.

And that’s the point — 120 Beats Per Minute brims with life, a celebration of what it is to be alive, second by second — what it is to feel, to fight, to love, and to dance.

It is a brazenly subjective piece of work, and all the better for it. Even if you didn’t live the personal struggle, this film transports you to another place to experience the conflict and personality. A mad, beautiful, brutal film.

120 Beats Per Minute will be shown at the Broken Hill Regional Art Gallery on Saturday the 8th December commencing at 6pm, with a gold coin donation to the Red Ribbon Appeal.

We are looking forward to the support of the local community for this event.

— Jo Lenton, CNC Sexual Health.

SARU report a smooth eMeds go live

The SARU was the first to go live with eMeds at BH Hospital and reported a successful transition.

Some of the comments from staff included:

Janet Daley said the go live was ‘brilliant’ and likewise for the support from the eMeds team: “I couldn’t fault it!”

Nicole Sun said she was surprised how simple it was and after time and practice, expected it to become quite easy. Nicole added the support staff are extremely approachable and always happy to help.

Angelina Prendos said once eMeds was explained, the initial fright factor gave way to confidence in using eMeds helped with the super friendly support.

eMeds staffer Diane Andrew said the staff embraced the change really well. “As the day progressed and more patients came onto eMeds, the staff became more comfortable, medication rounds went without a hitch and afternoon staff handover ran smoothly with the introduction of eMeds.

She added any questions were directed to the appropriate support person whether it be pharmacist, doctor or their support person.
The Far West LHD joined with many other agencies and community groups to help make the NAIDOC Family Fun Day in the Park the great success it was.

The Family Fun Day in the Park was held in Sturt Park (Broken Hill) on 12 October and included music, dance, traditional food, art, jumping castle, stalls from different organizations, face painting, merry-go-round and whole lot more.

Far West LHD took part with a variety of activities to promote healthy living as well as face painting, play dough games, Lead Ted Jnr, dental hygiene promotion and lots of giveaways. Health staff also roamed the event giving out information about health programs and activities.

The LHD welcomed the opportunity share in and celebrate the rich and diverse cultures of our Aboriginal and Torres Strait Islander peoples and communities.
Spanner in the Works: Successful Dareton men’s health event

On Wednesday 17 October Dareton Primary Health staff completed a highly successful health promotion initiative known as Spanner in the Works. The Spanner in the Works program was developed by the Australian Men’s Shed Association and uses a car servicing analogy to promote men’s health checks.

The free event held at the Dareton Men In A Shed attracted around 50 men and began with a sausage sizzle for lunch followed by men attending one of a series of health stations focusing on a different aspect of men’s health.

There was a Chassis Check (waistline and diet), Oil Pressure (Blood Pressure Checks), Lube Circulatory System (BGL or blood sugar levels), Battery Check (physical fitness and activity levels), Exhaust (Breathing/Air intake/QUIT Smoking Cessation program, if needed), Shock Absorbers (emotional/mental health checks), Duco (skin health information), Sound System (hearing health), Drive Shift (sexual health), Fuel Additives (alcohol consumption), Spark Plugs (testes), Extractors (bowel health), Fuel Injectors (Continence/Prostate health).

There has been amazingly positive feedback from the participants who are keen to make this an annual event. The men who attended are also interested in hosting a similar event for their wives and partners in the future. Congratulations and well done to all involved in this successful event!
Sexual health team at Dareton’s Spanner in the Works

The Broken Hill Sexual Health Service (Clinic 9) worked in partnership with Dareton Community Health Service at the Spanner in the Works program held at the Men’s Shed in Coomealla. Staff engaged and education men on sexual health and the importance of looking after their health (spark plugs, drive shaft) and the importance of regular screening.

Men were offered Dried blood Spot screening (DBS) which is a new NSW Health Initiative being rolled out in the Far West. The Dried Blood Spot project aims to increase the uptake and frequency of HIV and Hepatitis C testing amongst populations in the LHD.

It involves a finger stick test with blood being applied to a filter paper and then sent to a laboratory for testing. Results are either texted directly back to the client or clients are notified of their results via the Broken Hill Sexual Health clinic. This was well received on the day.

Staff in Wilcannia Health Service have recently been educated on the DBS Program and the Broken Hill Sexual Health Team is now targeting clinicians to be educated to offer DBS testing to clients in their respective areas.

The DBS is currently being offered from the Broken Hill at the Sexual Health Clinic and rollout of this program will occur in Dareton and Braidwood in February 2019. If you are interested in being educated and trained to offer this program please contact Jo Lenton CNC Sexual Health at Clinic 9 Broken Hill Sexual Health Clinic ON 08 8080-1632 or email your interest to Jo.Lenton@health.nsw.gov.au

Latest ultrasound technology at BH Hospital

Medical Imaging department at the BH Hospital have two brand new ultrasound machines boasting the latest imaging technology.

The Canon Aplio 600 ultrasound machines are used for all kinds of ultrasound examinations, including obstetric, gynaecological, vascular, musculoskeletal and general ultrasound.

“It’s the latest technology giving us better resolution images and increasing our diagnostic capability,” said Ms Samantha Gogler, Medical Imaging Manager.

“It’s also much easier to see small objects such as lesions and masses. The machines are also more ergonomic for our staff to use, resulting in less strain for sonographers and improving workflow.”

Ms Gogler said the new ultrasound machines will also help in the future for training purposes. They cost a total of $275,000 and replace two machines that were over 15 years old.
Safe Work Month

October is National Safe Work Month where all staff are encouraged to think about safety in the workplace and what it means to them.

BHHS held a barbecue to thank staff for their continued effort and great work in the area of workplace safety.

As part of the promotion, wards and departments were encouraged to decorate their area to promote National Safe Work Month with the winner awarded a decorated cake to share amongst their respective team. The winner this year was SARU — congratulations!

RIGHT: Staff Quarters at BH Hospital Campus got into the act for Safe Work Month October including a display in the foyer where a WHS general knowledge quiz was available for all tenants to complete. The staff member with the most correct answers at the end of the month will get a prize.
Improving Patient Safety and Care

The Annual Far West LHD Innovation and Staff Recognition Awards aims to celebrate achievements in improving patient safety as well as recognising staff excellence. 15 projects were nominated for the 2018 awards, and each month we will be celebrating the achievements of these project teams. This month we are celebrating:

Broken Heel Festival
— submitted by Jo Lenton (Sexual Health CNC)

In 2015, the Palace Hotel — an iconic Broken Hill venue of particular fame resulting from The Adventures of Priscilla, Queen of the Desert — hosted its inaugural Broken Heel Festival commemorating the film and Australian drag performance tradition.

The remote location and focused event over a weekend was seen as an ideal opportunity to trial the provision of point of care HIV testing (POCT) to festival goers. A partnership was forged between ACON, Far West and Western Sexual Health clinics and St. Vincent’s Hospital to provide testing services and health promotion activities.

These efforts were then built upon when the festival returned in 2016 and 2017. The unique nature of the festival afforded an opportunity to trial a point of care testing model in a remote setting with a diverse group of people unlikely to be found in metropolitan events.

In 2015 the POCT offered was the Trinity Uni-Gold and resulted in 22 tests performed. In 2016 testing was extended to both POCT and STI urine collection, and uptake increased to 41 tests. Several changes to the model were implemented from lessons learned in 2015, and a survey conducted in 2016 to better gauge participant responses to the service model.

This project shows the innovative collaboration to extend the reach of traditional health services into the community.

Improving the practice of aseptic technique for Peripheral Intravenous Cannulation in the ED
— submitted by Kahlia Hicke (ED RN)

This project focused on improving the practice of aseptic technique for peripheral intravenous cannulation (PIVC) due to noted low rates of appropriate equipment use (intravenous packs).

The project utilised education with the team about the location of intravenous packs and PIVC champions within the team to reinforce use of the packs.

An added benefit of the project was that the staff identified that the packs needed to be updated to better align with current evidence and to be better suited to the needs and requirements of the procedure.

In February 2017 only 3 packs (17 cannulation sets) were ordered, equivalent to 0.5 packs per day. After implementation of this project, 45 packs (256 sets, 8.5 packs per day) were ordered, with this number continuing to increase (9.9 packs per day at last count).

This project shows that simple interventions can greatly improve patient safety and prevent infections.

The 2019 awards will be held on 2 August. If you have an improvement project you would like to do, speak to your line manager and then contact the Clinical Governance Unit on 8080 1549 if you want assistance with what to do next.
The LHD and Broken Hill Hospital has been presented with an award at the annual SNAP DATA Workshop held at the Ministry of Health in Sydney.

“We were given our certificate for the success of gaining 100% Grouped SNAP DATA with ZERO Errors for the 2017-18 Year. Loss of NWAU = ZERO,” said Margaret Hoey, District Health Information Manager.

Marg thanked everyone in BHHS involved with the Sub-Acute Care Type Changes during this period and the continued improvement of our data entry into SYNAPTIX.

“I was also very proud to be in the room to listen to the presentation by Dr Sarah Wenham (who spoke from Dareton) on “Palliative Care – The Clinician Perspective – Phase and RUG Assessment and Assignment,” said Margaret. Sarah spoke on the success of the Clinical involvement in Care Type Changes in Broken Hill and the important role that the Ward Clerks play in the administration data submission into SYNAPTIX.

Sarah also presented some figures on our SNAP Data history:

- 2013/14: Grouped data : 37% (NSW State average = 68%). Error rate : 37% (NSW State average = 13%). Error Correction rate : 0% (NSW State Average = 35%)

We have come long way, a great improvement for 2017/18.

Approximately 25 community members and staff visited the stand where resources were provided offering suggestions on how to: age well; stay active physically, socially and mentally as we grow older; and maintain strength and balance to minimise the risk of falls.

Community members were engaged with staff where they shared personal stories of ageing and even some laughs as well.

From left: David Baty – Manager, Data Integrity & Governance, NSW MoH, Margaret Hoey, FWLHD Health Information Manager, Vanessa Gartrell – Senior Engagement Manager, Activity Base Management and Tony Hutton – ABM Portal Applications Manager, ABF Taskforce.

Aged Care team host Active Ageing stall

We are all ageing from the time we are born. How we age is up to us.

To help promote the message the Far West LHD Aged Care team hosted an information stall for Active Ageing Week on Thursday, 27 September in the BH Hospital foyer. Australian Hearing were also present to talk about how hearing health is important in life to aid in safety and communication as we age.

We are all ageing from the time we are born. How we age is up to us.
Quality Board: Carer’s Week

National Carers Week (14-20 October 2018) is about recognising and celebrating the outstanding contribution unpaid carers make to our nation. Australia has 2.7 million unpaid carers.

The Broken Hill Health Service offers numerous support services for our patients and their families. Caring can be a challenging experience, and sometimes our patient and families need support.

- **Carer Support Program Manager** – available to offer carers support, information or referrals – contact 8080 1508.
- **Acute to Aged Related Care Services Officer** – available to support the older person with aged care matters and services – contact 8080 1644
- **Aboriginal Liaison Officer** – available to support the aboriginal client when they are in hospital – contact 8080 1314
- **Social Worker** – available to support patients that need advice with financial, social and emotional issues – contact 8080 1250
- **Patient Family Support Volunteers** – volunteers that are available to support families in the Emergency Department when their loved one is unwell or in crisis.
- **Dementia, Delirium and Palliative Care Volunteers** – volunteers that visit and support our patients who are experiencing delirium, have a diagnosis of dementia or a palliative care need.

Please contact any of our services to ensure that our patients and their families receive the best support possible.

Helping children have right to be heard

LHD staff took part in Children’s Day in the Park on October 24 as part of National Children’s Week. This was a free event of play experiences for families with young children and to meet different agencies that can further support children and family wellbeing.

The theme for the week was “Children’s views and opinions are respected. They have the right to express those views freely in all matters affecting the child and the right to be heard”.

Great support for Bandana Day

This year’s National Bandanna Day fundraiser run by the Radiology Department at BH Hospital raised an amazing $567.70! Virginia McDonald, Medical Imaging Clerk, said the support for the event by hospital staff was fantastic.

“We have to thank all the wonderful staff of our hospital who supported the fundraiser — it’s an awesome amount to raise for Canteen,” she said.

Look out for National Bandana Day next year!
Over the past six months the Director of Medical Services and medical admin team have been working closely with the Far West Regional Training Hub located at the Broken Hill UDRH to implement strategies aimed at building a sustainable medical workforce.

The official launch of the Hub will be held on the 19 November and will showcase a career networking event for the medical students and junior doctors who are in Broken Hill as part of their training. The networking event will offer them the opportunity to spend some time with each specialist present and ask questions regarding their career paths.

Medical Training Hub launch

The Clinical Excellence YouTube channel has a series of brief clips (2-3 minutes long) to give staff a refresher on important concepts to aid patient safety. Our consumers can benefit from seeing these clips as well as they are partners in their care.

We’ll be listing the clips in FWIF in the coming months and on our Facebook page. The first is ‘Two Different Ways of Thinking’: CEC - BriefBites: Two Different Ways of Thinking

This one (less than 3 minutes) is about two different ways of thinking, and being aware of how we need to be careful to make sure we are using the right way of thinking when we are treating patients. As a patient, it can be insightful to know and pick up on moments when your clinician might need to take a moment to be sure they haven’t overlooked anything.

View it here: https://www.youtube.com/playlist?list=PLQjWvAyuh7OZ90oLzMs92ULjZlr3aZN747

Corporate Induction for October 2018 included a small group introduced to the LHD. The attendees were (from left) Taylor Huxtable (Clerk), Tabitha Schultz (Technical Assistant), Stephanie Harman (Technical Assistant), Lhyriel Smith (CNS Nursing Executive), Hayley Mayne (Medical Ward Clerk) and Hayley Lawrence (RN Surgical Ward).
The Child and Family Health (CFH) Nurse from the Dareton Primary Health Centre has facilitated a new style of parent group after consultation with previous participants and new parents. Previous participants were able to provide feedback on what did and did not work for them, and why their peer groups did not continue once the Child and Family Health (CFH) nurse had stepped aside.

The groups were facilitated by the CFH nurse and followed a predictable format, without much consultation from the parents involved. The venue that was provided was functional by being a few chairs in a large auditorium, but was not really welcoming. Whilst some of the past participants are still catching up informally there have been many groups that have not been sustainable.

Using this feedback, the most recent New Parent Group commenced in 2017 and is now run concurrently every week for up to two hours. Rather than meeting in the auditorium, the parents meet in different ‘child-friendly’ venues, and these have changed as the children have become older and needed more room.

Guest speakers attend some weeks from different childhood disciplines including: Paediatric Physiotherapist, Occupational Therapist, Childhood Dental Therapist and Women’s Health Nurse.

The participants from the group have input into the topics which are most suitable for them and their children. There is a different topic discussed each week like Sleep and settling, Growth and development, Childhood immunisations, Childhood safety and Introducing family foods into the babies’ diet. Other childhood topics have included rashes, fever and childhood basic first aid (CPR).

The other difference with this group is that there is a broader range of new parents, with some now having their second children, and they have been able to provide peer support to other parents.

The concept of the new parent group will continue to provide support for all of the new parents that are provided care and service within the Wentworth Shire of the Lower Western District of New South Wales.

OT Week promoted benefits and services

Occupational Therapy (OT) Week was held this year on 21-27 October. OT week helps to promote Occupational Therapy and the many ways it can help people reach their potential.

OTs work with people of all ages and abilities to assist them with doing the things they want to in life.

OTs work in many settings including at home, in schools, in hospital and in the community and can provide advice, therapy and equipment to help people reach their goals.

We celebrated OT week at the hospital with a stall in the hospital foyer, providing education and information on occupational therapy and the local services they provide.
Let’s talk HealthRoster

Have you met HealthRoster? The new statewide rostering system has landed in Far West to high expectations, and we believe that it has delivered.

Staff at Far West have worked throughout 2018 to configure our rostering practices into the new system, which allows managers to more effectively roster to staffing needs by time of day, day of week and by skill level. Roster users receive dynamic feedback on these parameters as well as on award compliance during the online building of rosters. As rosters are built and modified, managers are alerted to over or under staffing, and to potential violations of award conditions.

The Project Team had received some excellent feedback about HealthRoster from our Roster Managers.

Let’s Work on it

As with any new product, we are still working through some teething problems. The Local Roster Admins find warnings regularly about non-productive shifts, maintenance and finalisation. They will work with roster users to resolve these warnings before the end of pay, to ensure our staff are paid correctly each fortnight.

We wish to remind HealthRoster users that rosters must be approved for publishing to comply with Award requirements.

Finalising rosters on time will reduce roster errors and retrospective adjustments. Currently, an average of 56% of rosters are finalised before pay.

Our Local Roster Administrators are here to support managers in the use of the HealthRoster system. Contact them at FWLHD-HealthRoster@health.nsw.gov.au or phone 08 8080 1488 or 08 8080 1681.
Pay Period Confirmation

Far West is one of the first Districts to introduce Pay Period Confirmation through Employee Online. This feature is a great way for employees to take control of their pay outcomes, by selecting to Agree or Disagree with their roster.

The District is looking at improving our PPC rates. Currently, only 20% of staff agree or disagree with their roster at the end of the pay period. Managers should follow up with their staff to ensure that their Pay Period Confirmations are complete.

What’s Next?

Moving forward, the District will look for ways that we can improve our rostering practices, to ensure that we meet our budgets and targets, while maintaining excellence in rural and remote health. The District will be reviewing a number of benefits that HealthRoster will assist in realising:

- Improved transparency of shift allocation.
- Staff can view their roster from any device with internet access and check that adjustments, such as call backs and overtime, are added as their roster is worked.
- Improved access to roster data for managers to inform decision making.

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Managing fatigue in the workplace

Who is responsible for managing fatigue at work? Managing fatigue in the workplace is a shared responsibility. Under Work Health and Safety laws, all people in the workplace are legally responsible for preventing fatigue.

The employer is responsible for making sure the work conditions are safe. This applies to things such as roster design. They must be able to clearly explain how they control risks linked to fatigue. The worker is responsible for turning up to work fit for duty including not being impaired by fatigue. This means making sure that you have enough sleep between work shifts. You must also let your employer know if you think that you may be fatigued.

Self Help Tips to restore energy for mild fatigue

- Get some exercise
- Get enough sleep
- Talk about it
- Drink less alcohol

- Lose weight
- Reduce stress
- Cut Out Caffeine
- Drink more water


The new Outpatient Services Reception desk at BH Hospital opened for business on 5 November. Outpatients seeking services can now go to the one reception desk for Specialist Clinics, Allied Health, Integrated Care for Chronic Conditions and Community MHDA. The teams are working well together to help learn the various services and there is also a new phone number — 8080 2280.

Kate Williams was one of our staff directing clients to the new reception area.
Cheryle retires after 31 years service to health

Colleagues and friends bid congratulations and farewell to well-known character, Cheryle Ray, Medical Ward Clerk.

Cheryle has worked at the Broken Hill Health Service for 31 years and has decided it’s time to put her chair away for the very last time and retire.

We wish Cheryle all the best with her retirement and thank her for the dedication and hard work she has contributed to the health service over the years.

Anne bids farewell to Medical Imaging after 28 years

Anne Thomas has celebrated 28 years in the Medical Imaging Department at BH Hospital.

Her last day at work was on 12 October and she officially retires on 4 January 2019.

Anne commenced her nursing training 45 years ago and along the way has worked in all departments before commencing her time in the Medical Imaging Department. She has seen a lot of changes throughout the years from the old hospital to the new hospital, technology changes and with a variety of staff and has made lifelong friends along the way. We all wish Anne a happy retirement.

Be Seen. Be Heard. Belong

Primary Health staff and community members celebrated Community and Primary Health Care Nurses Week with an open house at the Dareton office. A number of community members popped in to share a cake and cuppa with staff to celebrate the invaluable contribution of community and primary health care nurses. This year’s theme was Be Seen. Be Heard. Belong.

The undergraduate nursing students Harry and Sam from the University of Wollongong took the lead in organising the morning tea and this provided a great opportunity for them to engage with the community.

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Do you need answers on how your panel should be composed for your recruitment and the responsibility of the panel members? Read on:

Selection panel composition

The size and membership of the panel will vary depending on the scope and nature of the position to be filled. However, unless otherwise specified in any additional Module, the following requirements must be met:

- As a minimum, the panel must have two members, one of whom is the designated convenor and one an ‘independent’
- At least one member of the panel must have enough knowledge of the position
- Requirements to be able to effectively assess applications.
- The panel must have at least one male and one female member, wherever possible.
- The convenor and the independent should, as far as practicable, hold positions that are more senior than the position being filled. Any additional panel members should be at least at the same level as the position being recruited to.
- Panels for identified and targeted positions must include appropriate representation from those groups (eg a panel for a position targeted to Aboriginal people must include at least one Aboriginal person).
- Where the position or the background of the applicants requires an understanding of a particular community or EEO group, the membership of the panel should reflect this.
- Any position-specific NSW Health, legal or industrial requirements must be met eg a selection panels for Heads of Internal Audit must include a Ministry representative.
- Where, as a predetermined structured program, the successful applicant could be placed in, or rotate between, a number of facilities / Health organisations, these facilities / Health organisations should be represented on the panel.

Role of the convenor

The convenor is responsible for:

- Managing the merit selection process, collating input from panel members and, if so agreed by the panel, recording all outcomes of the process on behalf of the entire panel in StaffLink.
- Making final recommendations (but noting any alternative views in the recommendation report).
- Ensuring that the selection process meets all relevant legislative, industrial and NSW Health policy requirements.
- Ensuring that the panel considers all relevant material in making a recommendation.
- Resolving any conflicts of interest appropriately.

Role of the independent

The independent panel member is responsible for ensuring that the selection process is fair, and that decisions are based solely on the available material. Therefore, they must:

- Have no direct interest in the outcome of the selection process.
- Be from either a different administrative branch or business unit (ie different reporting line)
- or different NSW Health organisation or external to NSW Health.
- Be unlikely to be unduly influenced by other panel members.

Christmas is fast approaching

Need some extra cash for that Christmas shopping?

Salary Packaging will increase your take home pay and you’ll pay less tax! If you haven’t joined the hundreds of co-workers who are saving hundreds of tax dollars per year then it may be time to take five minutes to discuss the benefits of Salary Packaging. Karen is available for appointments on 80801498 or email Karen.Winter1@health.nsw.gov.au

What is Salary Packaging

Salary Packaging is an Australian Tax Office approved entitlement to employees. Far West LHD employees are eligible to package $9,009 year or if you are living in a remote area you may be able to package up to $18,018. Salary Packaging money is deducted from your salary – pre tax and you are then taxed on the remainder of your salary, thus you are not paying tax on the salary packaging portion of your salary.
The Community Health Centre has a new WHS Committee.

It was very pleasing to have a large amount of members nominated to represent a wide range of workgroups. Michael Weinert is the WHS Chairperson, returning to the role after a few years break from Broken Hill WHS Chairperson role.

Jo Condon is the Deputy Chair. Jo is situated in Dental and is keen to learn and represent not only her workgroup but all staff in the CHC.

Natasha Van Gorp and Sharyn Cowie have taken up our Secretary and Deputy Secretary roles, respectively. Both are keen to ensure all is documented and allocated to keep the committee accountable and on track.

With the greenfield opportunities, motivated WHS members and good WHS teamwork, great WHS results can be expected from the CHC WHS Committee.

“The CHC WHS Committee is excited to work with and develop strategies to address WHS concerns, discuss issues and assist in the development of practical solutions,” said Michael.

“As we continue to develop services in the CHC Building new processes and change will be required to deliver a safe and effective product. The CHC WHS Committee is available to assist in this process to ensure WHS issues are considered,” he said.

African adventure

FWLHD Nurse Sarah Owen will be travelling to Kenya in January as part of a team to participate in a Nurse in Action program in western Kenya. They will assist the local team at the Odede community centre in the provision of care to the community and provide education sessions to staff and community. They will also participate in a multi organisation medical camp that treats from 300-500 patients per day.

Since opening its doors in March 2013, the Odede Health Centre has provided healthcare to over 35,000 people that live in extreme poverty. Staff and volunteers at the Centre have delivered over 2,000 babies safely, provided women with antenatal care, vaccinated thousands of children and have become an accredited provider of health insurance in Kenya which allows people living in poverty to access insurance and healthcare.

If you would like to contribute to this process you can make a tax deductible donation by following the link below or see Sarah in the ED at BHHS.

https://secure.worldyouth.org.au/blog/posts/nia-18177?bclid=1wAR05j39sCbc-Z0BQgWNDm6S1pF2q8NItIDhpZwZBHC7NBEu9tBl6UHyXyN1k

November is PADP Month

What is PADP you ask? A PADP is a Performance Agreement and Development Plan and all employees need one.

If you haven’t done a PADP in the last year, now is the perfect time to meet with your Manager for a one on one chat.

Why should I do a PADP you ask? This is your opportunity to discuss: Your work goals and objectives; your professional development needs; and your plans for the year ahead.

You can find PADP templates on the intranet under Human Resources, Performance and Development. You can also contact HR on 8080 1739.

A new era of Work Health and Safety starts at the CHC
Policy Watch — PDs available on MOH internet

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Objectives of World Wide Pressure Injury Prevention Day

The National Pressure Ulcer Advisory Panel (NPUAP) is proud to announce that World Wide Pressure Injury Prevention Day is to be celebrated on Thursday, November 15, 2018. The objective of World Wide Pressure Injury Prevention Day is to increase national awareness for pressure injury prevention and to educate the public on this topic.

What’s planned for FWLHD for World Wide Pressure Injury Prevention Day?

- Promotional packs for inpatient units to display.
- Stall in Broken Hill Hospital foyer 14 November 9:00am-12:00pm.
- In services to Broken Hill inpatient units 12-15 November 2:30pm-3:00pm.
- Teleconference in service for District areas Friday 16 November 2:30pm-3:00pm.