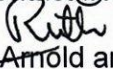
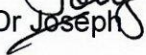




Health

Dr Ruth Arnold and Dr Anthony Joseph
Co-Chairs
NSW Medical Staff Executive Council
Email: contact@nswmsec.com

Our ref S18/220

Dear  Dr Arnold and Dr  Joseph

Thank you for your letter in relation to workspace accommodation for Staff Specialists in NSW Health hospitals and the rescission by the Ministry of *PD2005_576 Office Accommodation Policy – Public Health Organisations and Ambulance Service*.

Since the interim reply sent to you on 15 May 2018 by the Executive Director Workplace Relations, there has been correspondence with the Australian Salaried Medical Officers' Federation (ASMOF) and conciliation before the Industrial Relations Commission on ASMOF's dispute notification to the Industrial Relations Commission regarding accommodation matters.

Westmead Hospital Redevelopment

There were conciliation conferences before the Industrial Relations Commission on 23 February and 13 April 2018 in relation to ASMOF's dispute notification about workspace accommodation for Staff Specialists in the Westmead Hospital redevelopment. There was also an inspection of the Westmead Hospital project by Commissioner Stanton with ASMOF and District representatives on 15 March 2018.

The Industrial Relations Commission proceedings in the matter concerning Westmead Hospital have concluded.

In relation to your view that it is appropriate for the Ministry to direct the Chief Executive of Western Sydney Local Health District to explore further options with the Westmead Medical Staff Council regarding the allocation of workspace accommodation, I understand that appropriate consultation is in place for the Hospital Redevelopment Project. Therefore I consider that those Hospital based consultation processes should continue.

Government Accommodation Requirements

The Ministry is required to implement the new Government standards on workspace accommodation. Information about these requirements was published in November 2017 and July 2018 by Property NSW. The July 2018 revision is at:

<https://www.property.nsw.gov.au/sites/default/files/NSW%20Gov%20Office%20Fitout%20Design%20Principles%20180722.pdf>

The rescinded PD2005_576 referred to Government accommodation guidelines published in 1999. As the 2005 Policy had been overtaken by new Government mandated standards for workspace accommodation, and in view of the Government's significant commitment in its 2018-2019 Budget (and previous Budgets) for capital development of hospitals, it is appropriate that a new policy to govern workspace accommodation design is introduced in lieu of continuing to apply standards set in 1999. I also note the precedent that NSW Health prepared its 2005 policy in response to Government accommodation policy settings.

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I have noted your comments about the impact of the Australasian Health Facility Guidelines. However, the relevant content of “Part B – Health Facility Briefing and Planning 0120 – Administration Unit” refers to limitations on dedicated offices and encourages shared offices. This Part of the Guidelines which covers workspace accommodation does not mandate that dedicated offices are provided to any specific classification of health employee.

Active or Agile Accommodation

I have noted your view that changes to accommodation will involve a number of disadvantages associated with “open plan” arrangements. However, the 2017 Property NSW publication highlights advantages of active or agile workspaces including:

“Flexible accommodation is about choice — individuals and teams can choose from a variety of work settings based on the type of work they need to do and the people they need to work with. It supports employee collaboration, learning, interaction, and ensures that workspaces operate at maximum effectiveness delivering the needs of government, the Agency and the individual.”

The accommodation arrangements being considered for new hospital and health care facilities are exploring the advantages available from active or agile workspaces.

Information about a number of redevelopment projects has been prepared and sent to ASMOF, Unions NSW and other health unions. These details are attached for your information showing a range of approaches under consideration across various projects. At some locations agile or active workspace accommodation is relevant, and at other locations single person/role offices are planned.

Dispute Notification by ASMOF About Accommodation Policy

The Union notified the Industrial Relations Commission of a further dispute about the rescission of PD2005_576. This led to a conciliation conference on 11 July 2018 and there will be a further report back to the Commission on 13 August 2018.

The Ministry will be consulting with ASMOF and other health unions about the policy being developed to cover workspace accommodation. Attached for your information is recent correspondence to ASMOF and Unions NSW about these matters. Work is proceeding so that there can be a draft consultation document tabled with ASMOF and the other health unions before the report back to the Industrial Relations Commission on 13 August 2018.

As part of consultation on the new policy, ASMOF and other health union representatives inspected the new agile workspace at the B2 Hub at Blacktown Hospital on 31 July 2018. They also attended a briefing on 6 August 2018 by external design experts engaged by Health Infrastructure on agile or active workspace accommodation. Both these events took place in a positive manner.

Consultation with NSW Medical Staff Executive Council

Thank you for suggesting a teleconference to discuss the issue of workspace accommodation in health care facilities. As there are standing arrangements for consultation with the NSW Medical Staff Executive Council, the issues concerning workspace accommodation in new developments being planned and constructed across NSW Health facilities can be discussed within those meetings. It is appropriate there is an opportunity for implications of the Government’s policy standards on workspace accommodation to be a subject of discussion with your organisation in our regular consultation.

The Ministry's contact regarding the workspace accommodation policy is Sharon Litchfield, Director Industrial Relations and HR Policy (9391 9706 or sharon.litchfield@moh.nsw.gov.au).

Yours sincerely



Elizabeth Koff
Secretary, NSW Health

Attachments

13/8/18

Additional Information Supplied to ASMOF, Unions NSW and other health unions on 20 July 2018
H18/60353 – Letter to Unions NSW of 11 July 2018
H18/48579 – Letter to ASMOF of 21 June 2018