

Staff Consultative Committee | Mental Health Services

Date: Wednesday 17 June 2026
Time: 1300 to 1400hrs
Chair: Steven Wood, General Manager, Mental Health
Secretary: Quinn Fowler, Executive Officer, Mental Health

No.	Item
1.0	Welcome and apologies
1.1	Welcome and acknowledgement of country – <i>delivered by Chair</i>
1.2	Acknowledgement of lived experience – <i>delivered by Chair</i>
1.3	Attendance and apologies and conflict of interest – <i>noted and nil conflicts</i>
1.4	Previous minutes – <i>to be endorsed out of session</i>
1.5	Action log – <i>noted by the Committee and recorded in Action List</i>

2.0 Standing agenda	
2.1	Management Reports
2.1.1	<p>Mental Health Service</p> <ul style="list-style-type: none"> • Wellbeing <ul style="list-style-type: none"> – Wellbeing strategies across Mental Health were discussed including the implementation of People Matters Employee Survey (PMES) results action plan and working groups. It was noted that fuller discussion would occur under agenda item 2.1.6 <i>People and Culture</i>. • Culture <ul style="list-style-type: none"> – Executive Leadership rounding is an initiative that has come from the PMES piece of work. – A number of changes have been made based on staff feedback from leadership rounding. – The leadership template has evolved based on feedback on what’s working well, areas for improvement and agreed actions. – Leadership rounding has succeeded in engaging the workforce and gaining an insight directly from frontline staff. • Capital works <ul style="list-style-type: none"> – An item about safety in the Missenden Assessment Unit (MAU), Professor Marie Bashir Centre (PMBC) came out from the leadership rounding process. – This has led to a plan for, fixing and refurbishing the back space of the MAU. During this time the service will come off of the matrix with NSW Ambulance to improve safety. A safety screen will be installed at the front of the unit to prevent breaches. – Also informed by staff feedback is a broader plan to improve capital refurbishments across the district. – This plan has been developed to improve the safety and wellbeing of environments for staff and consumers. This plan will take approximately 12-24 months. Discussions are ongoing with the Capital, Engineering and Infrastructure around the 2-year plan. • Demand <ul style="list-style-type: none"> – A suite of strategies are in place to improve access and demand.

		<ul style="list-style-type: none"> - These are demonstrating effectiveness with improvement in ability to service mental health demand across the system - Ongoing work to improve access and demand while prioritising safety measures were mentioned.
2.1.2	Medical	<ul style="list-style-type: none"> • Staffing <ul style="list-style-type: none"> - Discussion was held around request for FTE profiles, vacancies and sharing of information. - Sydney Local Health District have provided direction in line with NSW Ministry of Health advice about how information around staffing profiles are to be shared. Request for vacancy data is to be referred to the Joint Consultative Committee. If there are any specific concerns about vacancies or recruitment we can review these specific requests. - It was noted that the recruitment system within mental health is robust and operating well. - It was noted that there are several permanent advertisements for the senior medical workforce. Temporary workforce is also being engaged. - It was noted that there are currently no junior medical workforce vacancies. The annual medical recruitment process is underway. • Efficiency <ul style="list-style-type: none"> - A success was noted regarding an improvement project related to health rosters which has been enabled by investment into a Junior Medical Officer Manager. - The rostering process has been improved by moving away from more time-consuming paper timesheets to a digital solution. - Positive feedback has been received from the junior medical workforce.
2.1.3	Nursing	<ul style="list-style-type: none"> • Welcome <ul style="list-style-type: none"> - Natalie Menzie was introduced to the Committee as the Acting Director, Nursing whilst Sean Evans is on leave for 12 weeks. • Engagement <ul style="list-style-type: none"> - Newly established meetings with delegates from PMBC and CCMH were noted. These meetings will recur bimonthly moving forward and an escalation pathway has been established for matters occurring outside those meetings. • Access <ul style="list-style-type: none"> - The Mental Health Telephone and Access Line (MHTAL) was discussed. The current mental health telephone line was planned to transition to the statewide Connect MH program. The NSW Ministry of Health has changed their direction and will be delaying the go-live until next calendar year. - The Director, Nursing and General Manager have met with the teams to ensure that role and job security were discussed. - The General Manager is on the statewide steering committee and will keep the team updated as required.
2.1.4	Allied Health	<ul style="list-style-type: none"> • Workforce <ul style="list-style-type: none"> - The Head of Department, Social Work position has been finalised through grading since the last meeting and is the advertisement is due to close in July 2026. - It was noted that there have been nil delays in recruitment requests so far and a small number of vacancies are present in social work. - An ongoing challenge exists for the Level 4 Occupational Therapist in Burudiyara Forensic Rehabilitation Mental Health Unit with three unsuccessful recruitment

		campaigns. It was noted that this is a specialty area with a bespoke workforce so alternative strategies are being explored including upskilling an internal candidate.
	2.1.5	<p>Corporate Services</p> <ul style="list-style-type: none"> • Workforce <ul style="list-style-type: none"> - It was noted that there are no recruitment issues currently and the directorate is in a healthy position. - There exists a 1.6FTE vacancy at CCMH, and no vacancy at PMBC. • Service transition <ul style="list-style-type: none"> - The HealthShare shared services transition was discussed. CCMH and the rest of sites have gone live. • Cleaning services <ul style="list-style-type: none"> - Discussion around recruitment for cleaning for community mental health services was held. It was noted that a cleaner currently goes to RPA Health One in the community and could potentially clean Safe Haven. <p>Action: Director, Operations and Corporate Governance to investigate the potential for the cleaner that visits RPA Health One in the community to clean Safe Haven.</p>
	2.1.6	<p>People and Culture</p> <ul style="list-style-type: none"> • Welcome <ul style="list-style-type: none"> - Greg Kwok was introduced as the newly appointed Senior People and Culture advisor. • Service change <ul style="list-style-type: none"> - The SLHD People and Culture Team have undergone a transition recently. It was noted that as part of this the SLHD Transactions team has moved to HealthShare, however SLHD have managed to maintain 0.5FTE of that role. • Mental Health <ul style="list-style-type: none"> - It was noted that for the first time in a while, the People and Culture Team has a full staffing complement. • Culture <ul style="list-style-type: none"> - There are five PMES working groups established and ongoing across the district working on action against survey results. - A Mental Health newsletter is being developed to reach more staff with important information. - Based on PMES feedback requesting more information about such topics as flexible work processes, in-services are being organised to educate staff.
2.2	Union Partners	
	2.2.1	<p>Health Services Union</p> <ul style="list-style-type: none"> • Award modernisation <ul style="list-style-type: none"> - The Award modernisation project is progressing with decisions upcoming in April 2027 regarding the Allied Health and Medical imaging awards. - A survey has been developed and is in the field for members to provide evidence around matters such as sick and annual leave. - Manager, Workforce agreed to action sending the QR code containing the survey around to relevant staff. <p>Action: Manager, Workforce to circulate the QR code containing the survey for allied health awards around to relevant staff.</p>
	2.2.2	<p>Australian Salaried Medical Officers' Federation</p> <ul style="list-style-type: none"> • Nil update provided.

2.2.3	<p>New South Wales Nurses and Midwives' Association</p> <ul style="list-style-type: none"> • Environment <ul style="list-style-type: none"> - It was suggested that there exists an improvement regarding visitation space for consumers at PMBC. - Discussion was held around containment of consumers being guided by therapeutic guidelines but also considering safety. - It was noted that Anna Gittens could be involved in next meeting to address the above two comments. • eMR alerts <ul style="list-style-type: none"> - The eMR system alerts for patients were raised for discussion. - It was suggested that nurses are not allowed (by the eMR system) to add warnings in the eMR. This was raised in relation to consumers who have had aggressive incidents with staff. - The Director, Clinical Governance noted that there is a project to review alerts and check that they are current. A report will be available in July 2026. - The Director, Clinical governance agreed to review the ability for staff to raise an alert. <p>Action: Executive Officer to invite Facility Planner, Mental Health to the next Committee meeting to discuss visitation space for consumers and consumer containment planning.</p> <p>Action: The Director, Clinical Governance to review the ability for staff including nursing staff, to raise an alert in eMR.</p>
2.3	<p>Policies and procedures</p> <ul style="list-style-type: none"> • New updates <ul style="list-style-type: none"> - It was noted that the new code of conduct is in currently in creation. - The District has updated the Working in the Community - Home Visiting Procedure (SLHD_PCP2026_033). This procedure has had a lot of input from Community Mental Health. - The Director, Clinical Governance agreed to share the Working in the Community - Home Visiting Procedure (SLHD_PCP2026_033) with Committee. - Discussion was held around the duress system and it was noted that it is accounted for in the procedure. - The new Bariatric Management Plan Procedure (MH_SLHD_PR2026_005) has been published. <p>Action: The Director, Clinical Governance to share the Working in the Community - Home Visiting Procedure (SLHD_PCP2026_033) with the Committee.</p>
Other business	
3.1	<p>Terms of Reference – Were reviewed by the Committee and endorsed.</p> <p>Action: Terms of Reference to be finalised and signed off then circulated by the Executive Officer.</p>
Business without notice	
4.1	<p>Nil updates.</p>
Next Meeting	
5.1	<p>Wednesday 16 September 2026, 1300 to 1400hrs</p>

Minutes



Attendance Sheet 2026			P = present / A = apology / D = delegate			
Designation	Organisation	Members	18 March	17 June	16 August	16 Dec
General Manager	Sydney LHD	Steven Wood	P	P		
Clinical Director	Sydney LHD	Dr Andrew McDonald	P	A		
Director, Clinical Services	Sydney LHD	Dr Sylvia Lim-Gibson	P	P		
Director, Operations	Sydney LHD	Ms Lainie Anderson	P	P		
Director, Clinical Governance	Sydney LHD	Kath Walkley	P	P		
Director, Nursing	Sydney LHD	Sean Evans	P	P		
Director, Finance and Performance	Sydney LHD	Angela Yu	A	P		
Manager, People and Culture	Sydney LHD	Simon Queded	P	P		
Senior Advisor, People and Culture	Sydney LHD	Gregory Kwok	A	P		
Executive Officer	Sydney LHD	Quinn Fowler	P	P		
Delegate, HSU	Sydney LHD	Vacant at 18/03/2026	A	A		
Delegate, ASMOF	Sydney LHD	Dr Joel Armstrong	P	A		
Delegate, ASMOF	Sydney LHD	Dr Aayushi Talwar	P	A		
Delegate, NSWNMA	Sydney LHD	Sophia Kenny	A	A		
Delegate, NSWNMA	Sydney LHD	Evelyn Sherman	P	A		
Delegate, NSWNMA	Sydney LHD	Sam Taylor	P	P		
Delegate, NSWNMA	Sydney LHD	Peter Dixon	P	P		
Delegate, NSWNMA	Sydney LHD	Helen Boardman	P	A		
Organiser	HSU	Randall Millington	P	P		
Organiser	ASMOF	Mark Murphy	P	P		
Organiser	NSWNMA	Alistair Ball	A	P		