

SUBJECT AREA	COMMONWEALTH	NSW GOVERNMENT	NSW HEALTH	LHD / NETWORK
<p>Workforce Management</p>	<p>Professional Standards</p> <ul style="list-style-type: none"> set by national laws for registration and accreditation of Health practitioners <p>Recruitment</p> <ul style="list-style-type: none"> Commonwealth State Agreement on ethical recruitment of health professionals from overseas Requirements for OTDs and immigration/residency requirements. Migration and working visa requirements <p>National Health Reform Agreement (NHRA)</p> <ul style="list-style-type: none"> Clause 17 of the Agreement requires arrangements under the Agreement be delivered with no net increase in bureaucracy across Commonwealth and State governments as a proportion of the ongoing health workforce. <p>VMO and third party arrangement</p> <ul style="list-style-type: none"> subject to Australian Competition Law, especially if may restrict competition or may constitute an agreement or understanding on setting prices or fees between competitors. 	<p>Public Service Commission whole of government role in</p> <ul style="list-style-type: none"> workforce planning, recruitment policies job evaluation (including use of accredited methodologies) performance management code of conduct for public sector workers redeployment across NSW public sector workforce, including NSW Health Service Whole of Government eRecruitment system development <p>Government Wages Policy</p> <ul style="list-style-type: none"> Overseen by Wages Policy Taskforce which in turn reports to the ERC Current NSW government wages policy is for centralised negotiation of annual pay increases of 2.5% a year with additional increases only permitted for commensurate agreed employee related savings <p>Restrictions on recruitment to funded vacancies</p> <ul style="list-style-type: none"> current restrictions on recruitment to non frontline positions, external advertising, use of recruitment agencies <p>Executive Remuneration and Contracts</p> <ul style="list-style-type: none"> Terms and conditions and recruitment requirements set at whole of government level through PSC policies Remuneration set by the Statutory and Other Officers Remuneration Tribunal <p>Targets</p> <ul style="list-style-type: none"> Targets for young people, people with a disability and apprentices/trainees Targets to achieve 2.6% aboriginal participation rate in state workforce by 2015 <p>Reporting</p> <ul style="list-style-type: none"> Public Service Commission to issue the <i>Public Sector in NSW 2012</i>, which will become an annual report on public sector composition and performance. The Report will be used by DPC and Treasury for assessing budget initiatives and savings, and include: <ul style="list-style-type: none"> workforce categories numbers sick leave staff turnover 	<p>Employment</p> <ul style="list-style-type: none"> Director-General employer of NSW Health Service under legislation Negotiates and/or arbitrates Health Industrial Awards and Determinations on pay and conditions (including for VMOs) consistent with Government Wages Policy Approves above award/standard arrangements where supported by business case from LHD/Network Convenes whole of Health Workforce Advisory Groups comprising all CEs and chaired by DDG GWC to advise DG on workforce related policy and strategy <p>Health Executive Service (HES) remuneration & contracts</p> <ul style="list-style-type: none"> Governed by the Health Services Act Salary, terms and conditions align with Public Sector requirements for executives Number and level of HES positions maintained consistent with NHRA requirements and within public sector parameters on executive HES/HM6 positions evaluated and determined in accordance with accredited methodology HES personnel and central administration functions for LHDs/SHNs <p>State wide policy</p> <ul style="list-style-type: none"> Code of Conduct Implementation of Aboriginal Workforce Strategic Framework 2011-2015 Support and co-ordination of recruitment with statewide and overseas marketing campaigns NSW Health oversees recruitment agency panel NSW Health locum agency accreditation Employment, recruitment, grievances, disciplinary and workplace safety policies <p>Reporting</p> <p>Consolidates employment information reported from LHDs/SHNs to prepare NSW Health input into PSC public sector reporting</p> <p>Workplace Health and Safety</p> <p>Develops statewide policies applying across the public health system in relation to workplace health and safety</p> <p>Health Education and Training Institute (HETI)</p> <p>HETI provides management development and leadership programs for the system, and the strategic framework for both undergraduate and postgraduate clinical training. System-wide priorities include undergraduate clinical placements, vocational education and training and management and leadership development</p>	<p>Employment and Staffing</p> <ul style="list-style-type: none"> Determines staff profile and staffing/VMO mix within applicable awards and budget parameters Recruitment, management, discipline, termination of award staff, appointment and termination of VMOs <p>Chief Executive Appointment & Performance</p> <ul style="list-style-type: none"> Board makes recommendations on appointment and termination of CE Board manages performance of CE, including entering into Performance Agreement and undertaking Annual Performance Review. <p>Health Executive Service</p> <ul style="list-style-type: none"> Recruitment of executive staff Supervision and performance management of executive staff <p>Workplace Health and Safety</p> <p>Responsible for health and safety of staff working for health organisations in accordance with relevant legislation</p> <p>Reporting</p> <p>Provide input of employment information reported to MoH for consolidation into whole of health system input into PSC public sector reporting</p>