
Management and accountability

4

Our workforce

Numbers and remuneration of senior executives

The tables below detail the headcount of public service senior executives and health service senior executives employed, and those temporarily assigned, seconded or acting in a senior executive role at the end of the reporting year.

NSW Ministry of Health

Band	2023		2024	
	Female	Male	Female	Male
Band 4	1	0	1	0
Band 3	2	7	3	6
Band 2	15	11	15	11
Band 1	64	30	62	28
Totals	82	48	81	45
	130		126	

Local health districts and specialty health networks

Band	2023		2024	
	Female	Male	Female	Male
Band 4	0	0	0	0
Band 3	10	6	9	7
Band 2	17	3	17	5
Band 1	64	42	56	45
Totals	91	51	82	57
	142		139	

Pillars

Band	2023		2024	
	Female	Male	Female	Male
Band 4	0	0	0	0
Band 3	1	1	1	1
Band 2	3	1	3	1
Band 1	11	0	8	2
Totals	15	2	12	4
	17		16	

Health Administration Corporation

Band	2023		2024		Other
	Female	Male	Female	Male	
Band 4	0	0	0	0	
Band 3	2	3	4	1	
Band 2	5	11	4	12	
Band 1	26	38	24	34	1
Totals	33	52	32	47	1
	85		80		

The average remuneration by Band for public service and health service senior executives is detailed below.

NSW Ministry of Health

Band	Range	Average remuneration	
		2023	2024
	\$		
Band 4	509,251 - 588,250	623,300	623,300
Band 3	361,301 - 509,250	476,945	471,567
Band 2	287,201 - 361,300	328,375	324,216
Band 1	201,350 - 287,200	235,005	235,996

Local health districts and specialty health networks

Band	Range	Average remuneration	
		2023	2024
	\$		
Band 4	509,251 - 588,250		
Band 3	361,301 - 509,250	434,638	420,338
Band 2	287,201 - 361,300	313,552	316,434
Band 1	201,350 - 287,200	248,820	248,511

Pillars

Band	Range	Average remuneration	
		2023	2024
	\$		
Band 4	509,251 - 588,250		
Band 3	361,301 - 509,250	416,670	403,833
Band 2	287,201 - 361,300	343,356	345,164
Band 1	201,350 - 287,200	246,595	239,718

Health Administration Corporation

Band	Range	Average remuneration	
		2023	2024
	\$		
Band 4	509,251 - 588,250		
Band 3	361,301 - 509,250	454,777	455,210
Band 2	287,201 - 361,300	346,005	346,554
Band 1	201,350 - 287,200	257,968	259,068

Of the NSW Ministry of Health's employee related expenditure in 2024, 16 per cent was related to public service senior executives, compared with 18 per cent in 2023*.

*Total employee-related expenses are calculated to include only the NSW Ministry of Health's portion related to Workers Compensation Insurance.

Human resources

Number of full time equivalent staff employed in the NSW public health system

	June 2024
Medical	15,824.3
Nursing	56,549.3
Allied health	13,372.2
Other professions and paraprofessionals	3,328.1
Scientific and technical clinical support	6,591.0
Oral health practitioners and therapists	1,377.7
Ambulance officers	6,389.6
Sub-total clinical staff	103,432.1
Corporate services	6,708.1
Clinical support	22,060.7
Hotel services	9,202.0
Maintenance and trades	854.3
Other	504.1
Other staff	39,329.1
Total	142,761

Source: Corporate Analytics. **Notes:** 1. Full time equivalent (FTE) staff calculated as the last fortnight in June, paid productive, non-productive and overtime hours. 2. Includes FTE salaried staff employed with local health districts, specialty health networks, and the Health Administration Corporation. Staff not remunerated through NSW Health payroll are excluded. This differs to previous reports which reported some Health Administered Corporations in a supplementary table and therefore previous reports can not be compared. NSW Health has made this change to provide improved transparency and visibility of the whole organisation and align the terminology within our reports to their typical and plain English interpretations. 3. Staff employed by third schedule affiliated health organisations, non-government organisations, and other service providers funded by NSW Health are not reported in the NSW Health Annual Report. 4. Rounding of staff numbers to the nearest whole number in this table may cause minor differences in totals. 5. Since June 2023, allied health assistants who were previously reported under the Treasury Group 'scientific and technical clinical support staff' have been re-aligned to report under 'allied health'. 6. Health Professionals Council Authority and Mental Health Review Tribunal are included under corporate services but do not have a breakdown in the appendices.

Historical figures for the NSW public health system

Number of full time equivalent staff employed in the NSW public health system

	June 2021	June 2022	June 2023
Medical	14,548	15,110	15,578
Nursing	52,916	53,141	54,540
Allied health	12,278	12,406	12,910
Other professions and paraprofessionals	3,212	3,206	3,287
Scientific and technical clinical support	6,281	6,276	6,361
Oral health practitioners and therapists	1,330	1,250	1,295
Ambulance officers	5,258	5,642	6,134
Sub-total clinical staff	95,823	97,031	100,106
Corporate services	6,612	6,589	6,687
Clinical support	20,291	20,493	21,224
Hotel services	8,874	8,822	9,039
Maintenance and trades	894	873	844
Other	467	457	494
Other staff	37,138	37,234	38,288
Total	132,961	134,265	138,394

Source: Corporate Analytics. **Notes:** 1. Full time equivalent (FTE) calculated as the last fortnight in June, paid productive, non-productive and overtime hours. 2. FTE salaried staff employed with local health districts, specialty health networks, the Health Administration Corporation, NSW Ministry of Health, Health Professionals Council Authority and Mental Health Review Tribunal. Staff not remunerated through NSW Health payroll such as visiting medical officers and contractors are not included. This differs to previous reports which reported some Health Administered Corporations in a supplementary table and therefore previous reports can not be compared. NSW Health has made this change to provide improved transparency and visibility of the whole organisation and align the terminology within our reports to their typical and plain English interpretations. 3. Staff employed by third schedule affiliated health organisations, non-government organisations and other service providers funded by NSW Health but not on NSW Health payroll are not reported in the NSW Health Annual Report. 4. Rounding of staff numbers to the nearest whole number in this table may cause minor differences in totals. 5. Since June 2023, allied health assistants who were previously reported under the Treasury Group 'scientific and technical clinical support staff' have been re-aligned to report under 'allied health'. 6. Health Professionals Council Authority and Mental Health Review Tribunal are included under corporate services but do not have a breakdown in the appendices.

Registered practitioners

Registered practitioners by profession with principal place of practice in NSW, as at 30 June 2024.

Profession	NSW
Aboriginal and Torres Strait Islander Health practitioner	252
Chinese medicine practitioner	1,901
Chiropractor	2,125
Dental practitioner	8,023
Medical practitioner	41,623
Medical radiation practitioner	6,524
Midwife	2,040
Nurse	121,532
Nurse and midwife ¹	6,968
Occupational therapist	8,608
Optometrist	2,205
Osteopath	686
Paramedic	6,412
Pharmacist	10,977
Physiotherapist	12,726
Podiatrist ²	1,732
Psychologist	15,319
Total 2023–24	249,653
Total 2022–23	241,892

Notes: 1. Registrants who hold dual registration as both a nurse and a midwife. 2. Throughout this report, the term 'podiatrist' refers to both podiatrists and podiatric surgeons unless otherwise specified.

Industrial relations claims in 2023–24

Junior medical officers

On 4 March 2024, NSW Health and Maurice Blackburn reached an in-principle agreement to settle the Junior medical officers (JMO) class action for \$229.8 million, inclusive of legal and other costs including the cost of administering the settlement scheme. A Deed of Settlement was executed by the parties on 23 April 2024.

The settlement is subject to the approval of the Supreme Court of NSW. The approval application is scheduled to be heard by the Court on 12 August 2024.

NSW Health has made improvements to its systems and processes, including to enable local health districts and specialty health networks to monitor submitted claims and support governance, process management, and decision making.

NSW Health has continued to provide guidance to JMOs and their supervisors about their entitlements and responsibilities in relation to overtime worked, including introducing a comprehensive JMO Employment Arrangements Orientation Module.

Junior medical officer Award variation

A settlement was reached between NSW Health and the Australian Salaried Medical Officers Federation (ASMOF) of NSW in proceedings brought by ASMOF in the Supreme Court of NSW on behalf of 62 current or former JMOs (the Specified Employees).

In the proceedings, ASMOF claimed that NSW Health underpaid the Specified Employees their Award entitlements for unrostered overtime and missed meal breaks. The parties have reached a settlement which provides for the payment of fair compensation to the Specified Employees for their work.

The parties agreed to variations to the Public Hospital Medical Officers (State) Award that will provide new working arrangements that recognise the contemporary patterns of work being performed by junior doctors in NSW Health, including variations that will:

- ensure that doctors in their third year of training that work as registrars are appropriately compensated; and
- replace remote clinical appraisals with more generous on-call allowances, to be paid to all junior doctors that are on call.

NSW Health remains committed to ensuring that all employees are fairly and accurately paid for their work.

NSW Supreme Court decision for alleged breaches to Nursing Hours Per Patient Day

On 15 March 2023, the NSW Nurses and Midwives' Association (NSWNMA) commenced proceedings in the Supreme Court alleging that NSW Health failed to comply with the Nursing Hours Per Patient Day requirements of the *Public Health System Nurses' and Midwives' (State) Award*. The claim alleged 1,484 separate contraventions in 10 hospitals from January 2019 to October 2022.

The Supreme Court handed down its decision on 30 May 2024 and declined to interpret the award in the manner proposed by the NSWNMA, instead finding that the award required the hours to be rostered (rather than provided) in line with NSW Health's submissions.

Award reform

The NSW Ministry of Health and public health unions recognise the need for award reform. Award reform commenced with the paramedic workforce, resulting in professional pay increases ranging from 11 per cent to 29 per cent. The agreement, reached in December 2023, created a new salary structure to remove barriers to clinical innovation, a professional salary framework, and enabled opportunities to expand the scope of paramedic practice.

The NSW Ministry of Health conducted all industrial negotiations under the NSW Government's Fair Pay Policy resulting in a 4 per cent remuneration increase (in addition to the 0.5 per cent superannuation increase) to NSW Health employees for the period 1 July 2023 to 30 June 2024. An alternative remuneration increase of \$3,502 was awarded to some employees covered by the Health Services Union.

Workforce key policies

During 2023–24, NSW Health continued to review and enhance its workforce related policies, guidelines, and information bulletins to ensure they are contemporary and meet the needs of NSW Health agencies.

Key Workplace Relations' policies were released in 2023–24

- *Leave Matters for the NSW Health Service Policy Directive*: updated and published in December 2023 and includes changes to parental leave provisions to reflect the Commonwealth Paid Parental Leave Scheme.
- *Leading Performance, Development and Talent Management Policy Directive*: updated and published in December 2023 and reflects additional requirements within the *NSW Public Sector Performance Development Framework*, provision of key principles for managing under-performance, and links to the Talent Strategy.

Key Workplace Relations' information bulletins and guidelines released in 2023–24

- *Changes to Public Hospital Medical Officers Award*: an information bulletin was published in June 2024 outlining the changes to the *Public Hospital Medical Officers (State) Award*. Amendments include revision of the definition of 'Registrar'; clarification on hours of work, meal breaks and calculation of overtime and amended provisions for on-call and call-back arrangements.
- *Rural Doctors' Settlement Package Clarifications Reference Guide*: the updated *Rural Doctors' Settlement Package Clarifications Reference Guide* was published in April 2024. Updates include amendments to reflect that all Rural Doctors' Settlement Package sites listed as having a maximum of one general practitioner visiting medical officer (GP VMO) on-call are increased by one, where the second on-call is a specialist GP VMO providing on-call supervision to a GP vocational trainee.
- *Commonwealth Paid Parental Leave*: an information bulletin on Commonwealth Paid Parental leave was published in November 2023. The information bulletin provides information on key features of Commonwealth Paid Parental Leave. These provisions were changed for children born or adopted from 1 July 2023.
- *Flexible Work (More than one way to work)*: a guideline on flexible work was published in August 2023. The guideline outlines the variety of flexible work options available to the diverse range of employees and roles within NSW Health. The intent is to promote a cooperative workplace culture that embraces flexibility and reflects the NSW Government commitment to flexible work.

Responding to bullying and complaints

NSW Health agencies continued to implement localised strategies to reduce the incidence of bullying and unacceptable behavior, and enhance positive and productive workplace culture, including:

- Anti-bullying management advisors – responsible for collaborating and sharing knowledge on best practice initiatives, using an information pool to improve communication, guide future processes, and coach managers on effective bullying management strategies
- The confidential Anti-Bullying Advice Line – responsible for provision of guidance and information to employees about the complaint resolution process
- Bullying data collection – NSW Health organisations report individual complaint data to the NSW Ministry of Health, where complaints are initially assessed as potential bullying complaints
- Addressing Grievances and Concerns Managers' and Staff Portal – web portals to support managers and staff across NSW Health to address grievances and concerns at work, including bullying
- Bullying Risk Assessment Tool – launched to assist health organisations assess the potential of bullying in the workplace, and risk mitigation strategies with an aim to prevent or minimise the risk of psychological injury.

NSW Health has made a concerted effort to improve the accuracy of bullying complaint reporting. There were 178 bullying complaints between 1 July 2023 to 30 June 2024, up from 128 complaints in 2022–23. These complaints represent 0.12 per cent of the total full time equivalent staff in the NSW Health System (based on full time equivalent staff as of 30 June 2024).

The NSW Ministry of Health commenced a review of and underwent consultation on the current *Prevention and Management of Bullying in NSW Health Policy Directive*.

Feedback and complaints

At NSW Health, we listen to feedback, and encourage patients, their families and carers to share their healthcare experiences. This is to ensure we meet our commitment of value based, patient-centred care.

The NSW Health incident management system (ims+) records consumer feedback which includes complaints, compliments, and suggestions/observations received. In 2023–24 there were 15,918 complaints recorded, an increase from 14,948 in the previous year*. The top five issues related to clinical care, communication, timing and access, management of facilities, and patient rights.

*These figures exclude complaints recorded by the St Vincent's Health Network as these data are provisional and are subject to change via ongoing data verification processes.

People Matter Employee Survey

Our workplaces strive to make continuous improvement to workplace culture. Each year, NSW Health makes it a priority to track employee engagement and workplace culture. This is done through the NSW People Matter Employee Survey (PMES), the NSW public sector's annual employee opinion survey.

The survey asks employees about their experience and perceptions of a range of workplace issues and practices, including management and leadership, service delivery, employee engagement, diversity and inclusion, public sector values, and unacceptable conduct.

In 2023, more than 81,000 staff completed the survey with a participation rate of 47 per cent. Employee engagement was 63 per cent – an increase of 1 per cent from 2022.

NSW Health has continued to undertake cultural improvement initiatives supported through annual funding to support action plans in response to the PMES. Locally developed learning programs and statewide programs through the Health Education and Training Institute support capability development of NSW Health staff.

Consultants

NSW Health and its controlled entities define consultants as a person or organisation engaged to provide recommendations or professional advice to assist decision-making by management.

The work undertaken by a consultant:

- is advisory in nature
- reflects the independent view or findings of the consultant, and
- performance of the work is not, or mostly not, under the client's direct supervision and direction.

NSW Ministry of Health

Expensed Consultancies at or above \$50,000 per engagement		Amount \$
Mercer Consulting (Australia) Pty Ltd	Quantitative Nursing and Paramedics Benchmarking	100,800
Hatfield House Consulting Pty Ltd	Provide advice on Implementation of HMHA 22 Governance Framework	237,125
The Sax Institute	Review evidence for the Special Commission of Inquiry into the drug "Ice"	60,000
Burns Nicholas Robert	Provide advice for rehabilitation psychiatry services	65,000
Proactive Resolutions Aust Pty Ltd	Review into Concord Hospital workforce culture and organisation	315,284
McGrath David - Lilyfield	Statutory Review of the NSW Mental Health Commission	125,000
Total spend at or above \$50,000		903,209
Expensed Consultancies under \$50,000 per engagement		
The NSW Ministry of Health had 36 other consultancy engagements. Combined total spend		744,569
Total Consultancy Operating Expenses		1,647,778
Capitalised Engagements (PP&E and Intangibles)		
The NSW Ministry of Health had no capitalised Consultancy engagements during 2023-2024		-
Grand Total Consultancy		1,647,778

Central Coast Local Health District

Central Coast Local Health District had no expensed or capitalised Consultancy engagements during 2023-2024

Far West Local Health District

Expensed Consultancies at or above \$50,000 per engagement		
Far West Local Health District had no expensed Consultancy engagements at or above \$50,000		-
Expensed Consultancies under \$50,000 per engagement		
Far West Local Health District had 03 other consultancy engagements. Combined total spend		98,300
Total Consultancy Operating Expenses		98,300
Capitalised Engagements (PP&E and Intangibles)		
Far West Local Health District had no capitalised Consultancy engagements during 2023-2024		-
Grand Total Consultancy		98,300

Hunter New England Local Health District

Expensed Consultancies at or above \$50,000 per engagement		
Covaris Pty Ltd	Mater Private, Public Partnership - Performance Review	240,155
KPMG	Board Governance Review	61,704
Total spend at or above \$50,000		301,859
Expensed Consultancies under \$50,000 per engagement		
Hunter New England Local Health District had 18 other consultancy engagements. Combined total spend		81,570
Total Consultancy Operating Expenses		383,429
Capitalised Engagements (PP&E and Intangibles)		
Hunter New England Local Health District had no capitalised Consultancy engagements during 2023-2024		-
Grand Total Consultancy		383,429

Illawarra Shoalhaven Local Health District

Expensed Consultancies at or above \$50,000 per engagement

Jarvis Family Trust	Review of Leadership, Practice and Culture in Maternity Services	199,771
Total spend at or above \$50,000		199,771

Expensed Consultancies under \$50,000 per engagement

Illawarra Shoalhaven Local Health District had 07 other consultancy engagements. Combined total spend	29,516
Total Consultancy Operating Expenses	229,288

Capitalised Consultancies at or above \$50,000 per engagement

Illawarra Shoalhaven Local Health District had no expensed Consultancy engagements at or above \$50,000	-
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Expensed Consultancies under \$50,000 per engagement

Illawarra Shoalhaven Local Health District had 10 other consultancy engagements. Combined total spend	142,897
Total Consultancy Capital Expenses	142,897

Grand Total Consultancy **372,185**

Mid North Coast Local Health District

Expensed Consultancies at or above \$50,000 per engagement

Mid North Coast Local Health District had no expensed Consultancy engagements at or above \$50,000	-
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Expensed Consultancies under \$50,000 per engagement

Mid North Coast Local Health District had 01 other consultancy engagements. Combined total spend	43,775
Total Consultancy Operating Expenses	43,775

Capitalised Engagements (PP&E and Intangibles)

Mid North Coast Local Health District had no capitalised Consultancy engagements during 2023-2024	-
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Grand Total Consultancy **43,775**

Murrumbidgee Local Health District

Expensed Consultancies at or above \$50,000 per engagement

Murrumbidgee Local Health District had no expensed Consultancy engagements at or above \$50,000	-
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Expensed Consultancies under \$50,000 per engagement

Murrumbidgee Local Health District had 01 other consultancy engagements. Combined total spend	27,400
Total Consultancy Operating Expenses	27,400

Capitalised Engagements (PP&E and Intangibles)

Murrumbidgee Local Health District had no capitalised Consultancy engagements during 2023-2024	-
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Grand Total Consultancy **27,400**

Nepean Blue Mountains Local Health District

Expensed Consultancies at or above \$50,000 per engagement

		Amount \$
Australian Health Services Group	Advisory and operational consulting services	163,000
Studer Group Aust Pty	Evidence Based Leadership Cultural Sustainability	151,000
Wentworth Healthcare Limited	Advice on Models of Care	121,859
Total spend at or above \$50,000		435,859

Expensed Consultancies under \$50,000 per engagement

Nepean Blue Mountains Local Health District had 04 other consultancy engagements. Combined total spend	30,670
Total Consultancy Operating Expenses	466,530

Capitalised Engagements (PP&E and Intangibles)

Nepean Blue Mountains Local Health District had no capitalised Consultancy engagements during 2023-2024	-
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Grand Total Consultancy **466,530**

Northern NSW Local Health District

Northern NSW Local Health District had no expensed or capitalised Consultancy engagements during 2023-2024

Northern Sydney Local Health District

Expensed Consultancies at or above \$50,000 per engagement

Northern Sydney Local Health District had no expensed Consultancy engagements at or above \$50,000 -

Expensed Consultancies under \$50,000 per engagement

Northern Sydney Local Health District had **03** other consultancy engagements. **Combined total spend** 26,850

Total Consultancy Operating Expenses 26,850

Capitalised Engagements (PP&E and Intangibles)

Northern Sydney Local Health District had no capitalised Consultancy engagements during 2023-2024 -

Grand Total Consultancy 26,850

South Eastern Sydney Local Health District

Expensed Consultancies at or above \$50,000 per engagement

Patat Group Pty Ltd SESLHD Community Services Design Review 78,400

Total spend at or above \$50,000 78,400

Expensed Consultancies under \$50,000 per engagement

South Eastern Sydney Local Health District had **01** other consultancy engagements. **Combined total spend** (410)

Total Consultancy Operating Expenses 77,990

Capitalised Engagements (PP&E and Intangibles)

South Eastern Sydney Local Health District had no capitalised Consultancy engagements during 2023-2024 -

Grand Total Consultancy 77,990

South Western Sydney Local Health District

Expensed Consultancies at or above \$50,000 per engagement

South Western Sydney Local Health District had no expensed Consultancy engagements at or above \$50,000 -

Expensed Consultancies under \$50,000 per engagement

South Western Sydney Local Health District had **06** other consultancy engagements. **Combined total spend** 85,689

Total Consultancy Operating Expenses 85,689

Capitalised Engagements (PP&E and Intangibles)

South Western Sydney Local Health District had no capitalised Consultancy engagements during 2023-2024 -

Grand Total Consultancy 85,689

Southern NSW Local Health District

Expensed Consultancies at or above \$50,000 per engagement

Amount \$

Michael Reid & Associates Pty Ltd Review Multipurpose services (Bombala and Delegate) 84,501

Nous Group Pty Ltd Develop SNSWLHD People Strategy 50,298

Total spend at or above \$50,000 134,799

Expensed Consultancies under \$50,000 per engagement

Southern NSW Local Health District had **10** other consultancy engagements. **Combined total spend** 68,543

Total Consultancy Operating Expenses 203,342

Capitalised Engagements (PP&E and Intangibles)

Southern NSW Local Health District had no capitalised Consultancy engagements during 2023-2024 -

Grand Total Consultancy 203,342

Sydney Local Health District

Sydney Local Health District had no expensed or capitalised Consultancy engagements during 2023-2024

Western NSW Local Health District

Western NSW Local Health District had no expensed or capitalised Consultancy engagements during 2023-2024

Western Sydney Local Health District

Expensed Consultancies at or above \$50,000 per engagement		Amount \$
The Northern Care Alliance	Blacktown Hospital Quality and Safety Review	385,070
Total spend at or above \$50,000		385,070
Expensed Consultancies under \$50,000 per engagement		
Western Sydney Local Health District had 01 other consultancy engagements. Combined total spend		30,415
Total Consultancy Operating Expenses		415,485
Capitalised Engagements (PP&E and Intangibles)		
Western Sydney Local Health District had no capitalised Consultancy engagements during 2023-2024		-
Grand Total Consultancy		415,485

Justice Health and Forensic Mental Health Network

Expensed Consultancies at or above \$50,000 per engagement		
Justice Health and Forensic Mental Health Network had no expensed Consultancy engagements at or above \$50,000		-
Expensed Consultancies under \$50,000 per engagement		
Justice Health and Forensic Mental Health Network had 06 other consultancy engagements.		117,191
Combined total spend Total Consultancy Operating Expenses		117,191
Capitalised Engagements (PP&E and Intangibles)		
Justice Health and Forensic Mental Health Network had no capitalised Consultancy engagements during 2023-2024		-
Grand Total Consultancy		117,191

Sydney Children's Hospitals Network

Expensed Consultancies at or above \$50,000 per engagement		Amount \$
Jacq Hackett Consulting Pty Ltd	Sydney Children's Hospitals Network Department of Psychological Medicine Review	110,880
Total spend at or above \$50,000		110,880
Expensed Consultancies under \$50,000 per engagement		
Sydney Children's Hospitals Network had 04 other consultancy engagements. Combined total spend		36,283
Total Consultancy Operating Expenses		147,163
Capitalised Engagements (PP&E and Intangibles)		
Sydney Children's Hospitals Network had no capitalised Consultancy engagements during 2023-2024		-
Grand Total Consultancy		147,163

Agency for Clinical Innovation

Expensed Consultancies at or above \$50,000 per engagement		
The Agency for Clinical Innovation had no expensed Consultancy engagements at or above \$50,000		-
Expensed Consultancies under \$50,000 per engagement		
The Agency for Clinical Innovation had 01 other consultancy engagements. Combined total spend		8,700
Total Consultancy Operating Expenses		8,700
Capitalised Engagements (PP&E and Intangibles)		
The Agency for Clinical Innovation had no capitalised Consultancy engagements during 2023-2024		-
Grand Total Consultancy		8,700

Bureau of Health Information

The Bureau of Health Information had no expensed or capitalised Consultancy engagements during 2023-2024

Cancer Institute NSW

Cancer Institute NSW had no expensed or capitalised Consultancy engagements during 2023-2024

Clinical Excellence Commission

The Clinical Excellence Commission had no expensed or capitalised Consultancy engagements during 2023-2024

Health Education and Training Institute

The Health Education and Training Institute had no expensed or capitalised Consultancy engagements during 2023-2024

Health Administration Corporation

Expensed Consultancies at or above \$50,000 per engagement		Amount \$
ConnellGriffin Pty Ltd	Aeromedical contract advice for NSW Ambulance	53,686
Deloitte Touche Tohmatsu	Review of the governance and performance monitoring framework for NSW Ambulance's Swift Program	157,027
Ernst & Young	eHealth Statewide CIO Operating Model	487,387
Lendlease	Provide advice on Tweed Valley Anatomical Pathology Design	75,475
McKinsey Pacific Rim Inc	Identify short and long term innovation strategies for Health System Support Group to implement	225,000
Scyne Advisory	Advising NSW Ambulance on State-Wide Rostering and Staff Development practises	191,951
Total spend at or above \$50,000		1,190,525
Expensed Consultancies under \$50,000 per engagement		
The Health Administration Corporation had 02 other consultancy engagements. Combined total spend		34,375
Total Consultancy Operating Expenses		1,224,900
Capitalised Consultancies at or above \$50,000 per engagement		
The Health Administration Corporation had no expensed Consultancy engagements at or above \$50,000		-
Expensed Consultancies under \$50,000 per engagement		
The Health Administration Corporation had 02 other consultancy engagements. Combined total spend		28,610
Total Consultancy Capital Expenses		28,610
Grand Total Consultancy		1,253,510
NSW Consolidated Total Consultancy Spend		5,375,316
<i>includes Capitalised Consultancy Spending</i>		

Promotion

Overseas visits

The schedule of overseas visits is for NSW Health entity employees. The reported instances of travel are funded by the entity within the 2023–24 financial year.

NSW Ministry of Health

Name	Position	Reason for travel	Location
Natalie Klees	Senior Career Medical Officer, Population and Public Health	Attended the 2023 Australasian College of Medical Administrators Conference	New Zealand
Andrew Davison	Chief Allied Health Officer, Health System Strategy and Patient Experience	Attended the Healthcare Jobs Fair	United Kingdom
Cassandra Walton	Director, Workforce Operational Strategic Unit, Workforce Planning and Talent Development	Attended the Healthcare Jobs Fair	United Kingdom
Phillip Bannon	Principal Advisor, Centre for Aboriginal Health	Attended the ANZOG Executive Master of Public Administration Course	New Zealand
Dr Jean-Frédéric Levesque	Deputy Secretary, Clinical Innovation and Research Division	Attended the Quebec City Healthcare Industry Forum Conference	Canada
Laura Collie	Senior Medical Advisor, Office for Health and Medical Research	Attended the BIO Convention	United States of America
Anne O'Neill	Director, Enterprise and International Partnerships, Office for Health and Medical Research	Attended the BIO Convention	United States of America

Local health districts

Central Coast Local Health District

Name	Position	Reason for travel	Location
Benjamin Zwan	Physicist	Attended the American Association of Physicists in Medicine Annual Meeting	United States of America
Emily Searle	Physicist	Attended Engineering and Physical Sciences in Medicine conference	New Zealand
Chris Lee	Chief Physicist	Attended Engineering and Physical Sciences in Medicine conference	New Zealand
Rebecca Cone	Radiation Therapist	Attended ESTRO Conference 2024	New Zealand
Christy Kim	Advanced Trainee Gastroenterology	Attended Digestive Disease Week Conference	United States of America
Wendy Stanbrook-Mason	District Director Nursing and Midwifery	Recruitment	New Zealand

Far West Local Health District

Name	Position	Reason for travel	Location
Nil overseas visits in 2023–24			

Hunter New England Local Health District

Name	Position	Reason for travel	Location
Elizabeth Grist	Executive Director, Clinical Services Nursing and Midwifery	Nurse recruitment	United Kingdom Ireland
Suzanne Buckman	Senior Nurse Manager Nursing and Midwifery	Nurse recruitment	United Kingdom Ireland
Michelle Keir	Director of Nursing and Midwifery	Nurse recruitment	United Kingdom Ireland
Sandra Carlson	Flu Tracking Manager	Meeting with Ministry of Health partners	Fiji
Kevin Picton	Chief Technologist, Nuclear Medicine	Attended Radiological Society of North America Conference	United States of America
Stacey Walters	Cardiothoracic Clinical Nurse Specialist	Attended Australian and New Zealand Society of Cardiac and Thoracic Surgeons meeting 2023	New Zealand
Joanna Stockings	Dietitian	Attended Australian and New Zealand Society of Nephrology Annual Conference	New Zealand
Kevin Picton	Chief Technologist, Nuclear Medicine	Attended Australian and New Zealand Society of Nuclear Medicine Annual Conference	New Zealand
Danielle Nelson	Nuclear Medicine Technologist	Attended Australian and New Zealand Society of Nephrology Annual Conference	New Zealand
Tahne Watson	Nuclear Medicine Technologist	Attended Australian and New Zealand Society of Nephrology Annual Conference	New Zealand
Nicole Kearney	Chief Nuclear Medicine Technologist	Attended Australian and New Zealand Society of Nephrology Annual Conference	New Zealand
Brooke O’Kane	Nuclear Medicine Scientist	Attended Australian and New Zealand Society of Nephrology Annual Conference	New Zealand
Jacqueline Boyle	Clinical Nurse Specialist	Presented at World Congress on Genetic Counselling	United Kingdom
Rebecca Jensen (Ceccato)	Data Manager and Clinical Trials Officer	Attended Children’s Oncology Group conference	United States of America
Vicki Maltby	Medical Laboratory Scientist	Attended European Committee for Treatment and Research in Multiple Sclerosis conference	Italy
Bianca Da Silva	Paediatric Physiotherapist	Attended World Federation of Haemophilia Congress	Spain
Anne Vertigan (Aldrich)	Speech Pathology Service Manager	Presented at the 6th International ILO, Upper and Lower Airway Conference	United States of America
Jennifer Mackney	Physiotherapist/ Respiratory Medicine Hospital Scientist	Attended Evidence Based Perioperative Medicine World Congress, and Hospital Study Visits	United Kingdom
Jaeleah Skehan	Service Director, Everymind	Presented at International Association for Suicide Prevention World Congress	Slovenia
Jamil Ahmad	Social Work Manager	Observership at Mount Sinai Hospital under International Enhancement of Social Work Leadership Program	United States of America

Illawarra Shoalhaven Local Health District

Name	Position	Reason for travel	Location
Padmini Pai	Project Manager	Attended the British Indian Psychiatric Association Annual Conference presented the SEED Program	United Kingdom
Professor Kate Curtis	Clinical Nurse Consultant	Attended the International Conference of Emergency Medicine	Netherlands
Professor Kate Curtis	Clinical Nurse Consultant	Attended the Emergency Nursing 2023 Conference and other meetings.	United States of America

Mid North Coast Local Health District

Name	Position	Reason for travel	Location
Sandra Tulloh	Registered Nurse	Attended International Conference on Cancer Nursing	Scotland
Mark Gordon	Registered Nurse	Attended International Conference on Cancer Nursing	Scotland
Gareth Livingston	Radiation Therapist	Visited Cho Ray Cancer Centre	Vietnam
Mahesh Chandroth	Medical Physicist	Visited Cho Ray Cancer Centre	Vietnam
Lauren Chamberlain	Radiation Therapist	Visited Cho Ray Cancer Centre	Vietnam
Sumie Namba	Radiation Therapist	Presented at ESTRO Annual Meeting	Scotland
Brett Waller	Medical Physicist	Attended ICRP Conference	Japan
Dr Alan Tankel	Executive Director, Coffs Harbour	Attended the Emergency Life Support International Courses	Tonga
Dr Natalie Woo	Senior Medical Officer	Attended the Emergency Life Support International Courses	Tonga
David McKiernan	Nurse Practitioner	Attended the Emergency Life Support International Courses	Tonga
Rebecca Davidson	Clinical Nurse Educator	Attended the Emergency Life Support International Courses	Tonga
Shaun Loone	Nurse Unit Manager	Interview panel for overseas recruitment drive	United Kingdom
Chantel Baker	Deputy Director Nursing	Interview panel for overseas recruitment drive	United Kingdom
Jo Campbell	Acting Coordinator Hastings Macleay Clinical Network	Interview panel for overseas recruitment drive	United Kingdom
Janette Mills	Nurse Manager	Interview panel for overseas recruitment drive	United Kingdom

Murrumbidgee Local Health District

Name	Position	Reason for travel	Location
Nil overseas visits in 2023-24			

Nepean Blue Mountains Local Health District

Name	Position	Reason for travel	Location
Isabelle Bogard	Physiotherapist	Attended 18th International Forum for Back and Neck Pain Research	Netherlands
Robyn May Daniel	Nurse Medical oncologist	Attended IASLC World Cancer Conference	Singapore
Dr Christopher Fraser Chris Duncan	Resident	Attended Barts Heart Advanced Echo Conference	United Kingdom
Wendy Hau	Senior Radiation Therapist	Attended Advanced Treatment Planning Course	Portugal
Dr Emily Hibbert	Clinical Academic	Attended Endocrine Society ENDO 2024 conference	United States of America
Dr Emily Hibbert	Clinical Academic	Attended Endocrine Society ENDO 2024 conference 2023	United States of America
Prajith Jeyaprakash	Clinical Academic	Attended Japanese Society Conference	Japan
Prajith Jeyaprakash	Clinical Academic	Attended American Society of Echocardiography 2022 Seattle	United States of America
Prajith Jeyaprakash	Clinical Academic	Attended European Society of Cardiology Conference 2022	Spain
Katharine Kolarik	Senior Radiation Therapist	Attended ESTRO Advanced Planning Course	Portugal
Christine Madronio	Clinical Academic	Attended European Society of Cardiology Congress 2023	Netherlands
Dr Sachin Mathew Makil	Specialist Physician NEC	Attended New Zealand Society of Geriatric Medicine Annual Scientific Meeting 2024	New Zealand
Dr Kazuaki Negishi	Clinical Academic	Attended Philippine Society of Echocardiography ECHO Asia 2024	Philippines
Dr Kazuaki Negishi	Clinical Academic	Attended European Society of Cardiology Congress 2024	United Kingdom
Dr Kazuaki Negishi	Clinical Academic	Attended European Society of Cardiology Congress 2023	Netherlands
Dr Kazuaki Negishi	Clinical Academic	Attended Japanese Circulation Society Education Session	Japan
Dr Kazuaki Negishi	Clinical Academic	Attended American College of Cardiology conference 2024	United States of America
Dr Christopher Yu	Clinical Academic	Attended American College of Cardiology conference 2022	United States of America
Dr Christopher Yu	Clinical Academic	Attended Global Cardio-Oncology Summit 2022	Canada
Esnath Zhungu	Registered Nurse Aged Care	Attended Aged Care Conference Bali 2024	Bali
Wendy Hau	Senior Radiation Therapist	Attended Advanced Treatment Planning Course	Portugal
Robyn Daniel	Nurse Medical Oncologist	Attended IASLC World Cancer Conference	Singapore
Vanessa Clements	District Director Planning	Attended Hardy Group Executive training	New Zealand

Northern NSW Local Health District

Name	Position	Reason for travel	Location
Nil overseas visits in 2023-24			

Northern Sydney Local Health District

Name	Position	Reason for travel	Location
Abdella Ahmed	Radiation Oncologist	Attended the 2023 American Association of Physicists in Medicine conference	United States of America
Robin Hart	Diagnostic Radiographer	Attended the ASEAN Congress of Neurol Surgery	Thailand
David Chapman	Respiratory Investigations Unit Manager	Attended the European Respiratory Society Congress	Italy
Maegan Stewart	Medical Physics Specialist	Attended the SIEMENS Research Symposium	Germany
Jeremy Booth	Head of Medical Physics	Attended the SIEMENS Research Symposium	Germany
Phillip Johnson	Intensive Care Unit Senior Hospital Scientist	Visited Vanderbilt University Medical Centre	United States of America
Frances Bass	Intensive Care Unit Research Manager	Visited Vanderbilt University Medical Centre	United States of America
Naomi Hammond	Intensive Care Unit Research Manager	Visited Vanderbilt University Medical Centre	United States of America
Jeremy Booth	Head of Medical Physics	Attended the American Society for Radiation Oncology meeting	United States of America
Laura Baker	Radiation Therapist	Attended the American Society for Radiation Oncology Meeting	United States of America
Joanne Glinsky	Physiotherapist	Attended the International Spinal Cord Society Annual Scientific Meeting	Scotland
Karin Aubrey	Senior Hospital Scientist	Attended Saints-Pères Paris Institute for Neurosciences	United Kingdom France
Elizabeth O'Brien	Nurse practitioner	Attended the American Stroke Association International Stroke Conference	United States of America
Jeremy Booth	Head of Medical Physics	Attended the European Society for Radiotherapy and Oncology conference	Scotland
Ryan Brown	Medical Physics Specialist	Attended the European Society for Radiotherapy and Oncology conference	Scotland
Sheila Jala	Clinical Nurse Consultant	Attended the European Stroke Conference 2024	Switzerland
Hari-Prakash Sritharan	Advanced Trainee	Attended the EuroPCR Interventional Cardiology Course 2024	France
Roshini Nadarajah	Physiotherapist/ researcher	Attended Digestive Diseases Week	United States of America
Mark Molloy	Professor and Heads of Bowel Cancer Research	Attended the American Society for Mass Spectrometry	United States of America
Kim Brian	PHD student	Attended the Northwest University – MSK Biomotion Laboratory Visit	United States of America

South Eastern Sydney Local Health District

Name	Position	Reason for travel	Location
Belinda Vangelov	Oncology Researcher	45th Espen Congress on Clinical Nutrition and Metabolism	France
Jay Flack	Chief Scientist Respiratory Medicine	European Respiratory Society Congress	Italy
Helen McCarthy	Director, Nursing and Midwifery Services	Nursing and Midwifery Recruitment Campaign	United Kingdom Ireland
Karen Tuqiri	Director, Nursing	Nursing and Midwifery Recruitment Campaign	United Kingdom Ireland
Roisin Murphy	Nurse Manager	Nursing and Midwifery Recruitment Campaign	United Kingdom Ireland
Lauren Nelson (Sturgess)	Director, Nursing and Midwifery	Nursing and Midwifery Recruitment Campaign	United Kingdom Ireland
Chevonne Cowell (Carswell)	Nurse Manager	Nursing and Midwifery Recruitment Campaign	United Kingdom Ireland
Hiba Sayed (Hadla)	Radiation Therapist	Astro 2023 Annual Conference	United States of America
Gina Koletti	Radiation Therapist	Astro 2023 Annual Conference	United States of America
Ainslie McLean (Burnie)	Senior Nurse Manager	Nursing Recruitment Campaign	United Kingdom Ireland
Julie Alexandra Duncan	Senior Nurse Manager	Mental Health Nursing Recruitment Campaign	United Kingdom Ireland
Emily Debrot	Radiation Therapist	2023 Engineering and Physical Sciences in Medicine Conference	New Zealand
Anna Ralston	Senior Medical Therapist	World Association Eye Hospital 17th Annual Meeting	New Zealand
Paul White	Medical Physics Specialist	Engineering and Physical Sciences in Medicine Conference 2023	New Zealand
Okan Gulal	Radiation Oncologist	Engineering and Physical Sciences in Medicine Conference 2023	New Zealand
Simon Downs	Director Medical Physics	Engineering and Physical Sciences in Medicine Conference 2023	New Zealand
Eddie Randall Medrano	Mental Health Nurse	Patient repatriation	New Zealand
Razak Joseph Baktoo	Mental Health Nurse	Patient repatriation	New Zealand

South Western Sydney Local Health District

Name	Position	Reason for travel	Location
Shrikant Deshpande	Senior Medical Physics Specialist	Attended and presented at the Annual European Society for Radiotherapy and Oncology Congress 2024	United Kingdom
Professor Yves De Deene	Medical Physics Specialist	Attended and presented at the 2024 International Society for Magnetic Resonance in Medicine, Inc. and International Society for MR Radiographers and Technologists Annual Meeting and Exhibition	Singapore
Sankar Arumugam	Senior Medical Physics Specialist	Attended and presented at the American Association of Physics in Medicine Annual Meeting and Exhibition	United States of America
Kamlesh Gupta	Medical Physics Specialist	Attended and presented at the American Association of Physics in Medicine Annual Meeting and Exhibition	United States of America
Aitang Xing	Senior Medical Physics Specialist	Attended and presented at the American Association of Physics in Medicine Annual Meeting and Exhibition	United States of America
Professor Sellappa Prahalath	Director, Medical Services	Attended the Singapore Trauma and Acute Care Conference 2023	Singapore
Jarrad Begg	Medical Physics Specialist	Attended and presented at the Australasian College of Physical Scientists and Engineers in Medicine	New Zealand
Vasilis Kondilis	Medical Physics Registrar	Attended and presented at the Australasian College of Physical Scientists and Engineers in Medicine Summer School	New Zealand
Georgio Katsifis	Medical Physics Registrar	Attended and presented at the Australasian College of Physical Scientists and Engineers in Medicine	New Zealand
Zoe Moutrie	Medical Physics Specialist	Attended and presented at the Australasian College of Physical Scientists and Engineers in Medicine	New Zealand
Daniel Al Mouiee	Radiotherapy Computer Scientist	Attended and presented at the Australasian College of Physical Scientists and Engineers in Medicine	New Zealand
Anthony Espinoza	Medical Physics Specialist	Attended and presented an abstract at the Australasian College of Physical Scientists and Engineers in Medicine Summer School	New Zealand
Vaughan Moutrie	Medical Physics Specialist	Attended and presented at the Australasian College of Physical Scientists and Engineers in Medicine	New Zealand
Amy Walker	Medical Physics Specialist	Attended and presented at the Australasian College of Physical Scientists and Engineers in Medicine	New Zealand
Aitang Xing	Medical Physics Specialist	Attended and presented at the Australasian College of Physical Scientists and Engineers in Medicine	New Zealand

Southern NSW Local Health District

Name	Position	Reason for travel	Location
Nil overseas visits in 2023–24			

Sydney Local Health District

Name	Position	Reason for travel	Location
Hee-Eun Yeo	Registered Nurse	Visited clinical research facilities	United Kingdom Ireland
Daniel Cordas	Advance Trainee	Attended the 25th World Congress of Dermatology	Singapore
Mathew Gullotta	Clinical Psychologist	Attended the International Society for the Study of Individual Differences 2023	United Kingdom
Claudia Quinn	Health Manager	Attended the Breast Cancer Trial Annual Scientific Meeting 2023	New Zealand
Sharon Thomas	Clinical Nurse Specialist	Attended the Breast Cancer Trial Conference	New Zealand
John Thompson	Clinical Academic	Attended the 15th Brazilian Melanoma Conference	Brazil
Rajan Rehan	Honorary Medical Officer	Attended the European Society of Cardiology Congress 2023 and Meeting with Dr De Silva at St Thomas Hospital	Netherlands
Charlotte Vernall	Researcher – Clinical Psychologist	Attended the World Congress of Paediatric Cardiology and Cardiac Surgery Conference	United States of America
Heidi Buhr	Clinical Nurse Consultant	Attended the Australian and New Zealand Intensive Care Society Clinical Trials Group 13th Winter Research Forum 2023	New Zealand
Leigh Seccombe	Senior Hospital Scientist	Visited the Royal Brompton Hospital laboratory and attended the European Respiratory Society Congress 2023	United Kingdom
Tracey King	Clinical Nurse Consultant	Attended the International Myeloma Foundation Nurse Leadership Board	United States of America
Elmira Hooshmand	Trials Coordinator	Attended the 2023 World Conference in Lung Cancer	Singapore
Marina Kennerson	Hospital Scientist Team Leader	Attended the Third International Pan-Asian Consortium for Treatment and Research in ALS Congress and Attended Collaboration Meeting University of Malaya	Malaysia
Steve Vucic	Clinical Academic	Attended the Third International Pan-Asian Consortium for Treatment and Research in ALS Congress	Malaysia
Ramesh Narayanan	Senior Hospital Scientist	Attended the Third International Pan-Asian Consortium for Treatment and Research in ALS Congress	Malaysia
Anthony Cutrupi	Senior Hospital Scientist	Attended the Third International Pan-Asian Consortium for Treatment and Research in ALS Congress	Malaysia
Amer Mitchelle	Registrar	Attended the European Society of Neuroradiology Annual Meeting	Austria
Dana Kim	Health Worker	International Symposium on IGA Nephropathy	Japan
Ivy Gough	Clinical Nurse Consultant	Attended the 15th Asian Pacific Hospice Palliative Care Conference	South Korea
Grace Edwards	Clinical Nurse Consultant	Asian Pacific Hospice Conference	South Korea
Nicole Lai	Dietitian	Attended the Merck 0616-015 Investigator Meeting for Asia Pacific Region	Malaysia
Eugenie Macfarlane	Senior Hospital Scientist	Attended the American Society for Bone and Mineral Research Annual Meeting 2023	Canada

Name	Position	Reason for travel	Location
Qi (Tina) Lin	Clinical Nurse Specialist	Attended the Genentech Moonscape Asia Pacific Investigator Meeting	Singapore
Carly Barton	Clinical Nurse Specialist	Attended the Genentech Moonscape Asia Pacific Investigator Meeting	Singapore
Rachel Molloy	Radiographer	Attended the International Society of Ultrasound in Obstetrics and Gynaecology World Congress	South Korea
Sarah Gray	Radiographer	Attended the International Society of Ultrasound in Obstetrics and Gynaecology World Congress	South Korea
Kelly Lewis	Clinical Nurse Consultant	Attended the International Society for Organ Donation and Procurement	United States of America
Amy Li	Clinical Nurse Consultant	Attended the Investigators Meeting for the Clinical Trial for Patients with Pulmonary Hypertension Meeting	Thailand
Terri Chu	Clinical Nurse Specialist	Attended the Investigators Meeting for the Clinical Trial for Patients with Pulmonary Hypertension Meeting	Thailand
Tegan Picone	Health Manager	Attended the Reimagine 2 Study Investigator Meeting	Germany
Vasi Naganathan	Clinical Academic	Attended the Australian and New Zealand Society of Geriatric Medicine	New Zealand
Chalotte Verrall	Researcher – Clinical Psychologist	AHA Scientific Sessions	United States of America
Katherine Espino	Clinical Nurse Specialist	Attended the Epilepsy Society Australia Scientific Annual Meeting	New Zealand
Maricar Senturias	Clinical Nurse Consultant	Attended the Epilepsy Society of Australia Conference	New Zealand
Mohamed Cader	Research Manager	Attended the Asian Pacific Association of Medical Toxicology Conference 2023	Sri Lanka
Vasikaran Naganathan	Clinical Academic	Attended the Fourth Vietnam National Geriatric Conference	Vietnam
Yu Ting Chan	Registered Nurse	Attended the 25th Australasian Gastro-Intestinal Trial Group Annual Scientific Meeting	New Zealand
Carrie Tsai	Dental Specialist	Attended the Australian and New Zealand Society Paediatric Dentistry 21st Biennial Congress 2023	New Zealand
Kerry Kearins	Registered Nurse	Attended the Merck 0616-015 Investigator Meeting for Asia Pacific Region	Malaysia
Nicole Lai	Dietitian	Attended the Merck 0616-015 Investigator Meeting for Asia Pacific Region	Malaysia
Jon Gowdy	Executive Director, Capital Infrastructure and Engineering	Attended and presented in the New Zealand Institute of Health Care Engineering	New Zealand
Anthony Mikhail	Project Administrator	Attended and presented at the New Zealand Institute of Health Care Engineering	New Zealand
Meenal Sharma	Project Administrator	Attended and presented at the New Zealand Institute of Health Care Engineering	New Zealand
Xinsheng Ju	Senior Hospital Scientist	Attended the Annual Scientific Meeting of the Australian and New Zealand Society for Immunology	New Zealand
Ostoja Vucic	Clinical Academic	34th International Symposium on ALS/MND	Switzerland
Tracy King	Clinical Nurse Consultant	Attended the Global MM Pitch-A-Thon Meeting	United States of America
Daniel Lightowler	Clinical Nurse Consultant	Attended the New Zealand Society of Gastroenterology Annual Scientific Meeting 2023	New Zealand

Name	Position	Reason for travel	Location
Jody Bell	Senior Hospital Scientist	Attended the ALOFT-IPF/PPF IM027-068/1015 North American Investigator Meeting	South Korea
Jessica Rhodes	Clinical Nurse Consultant	Attended the Investigator Meeting for New Clinical Trial, Icheon South Korea	South Korea
Eva Breidenbach	Project Administrator	Attended the Inaugural Summit to Establish a Life Lab Global Community of Practice in Southampton	United Kingdom
George Johnson	Manager	Attended the Inaugural Summit to Establish a Life Lab Global Community of Practice in Southampton	United Kingdom
Genevieve Fong	Project Administrator	Attended the Lupus Clinical Research Studies Investigator Meeting	Japan
Cor Angeli Garde-Fillarca	Registered Nurse	Attended the Lupus Clinical Research Studies Investigator Meeting	Japan
Collette Menadue	Physiotherapist	Respiratory Failure and Mechanical Ventilation Conference	Germany
Jamie Burrows	Advance Trainee	Teaching at Hoc Mai Advanced Course in Medical Education and Research and Blue Dragon Foundation Visit	Vietnam
Kylie Radford	Clinical Psychologist	Attended the International League Against Epilepsy and Research Meeting	France
Sau Chi Cheng	Clinical Psychologist	Attended the International League Against Epilepsy and Research Meeting	France
Maria Constantino	Data Manager	Attended the Advanced Technologies and Treatments for Diabetes Conference	Italy
Connie Luo	Nurse Practitioner	Attended the Advanced Technologies and Treatments for Diabetes Conference	Italy
Sameer Bhole	Dental Specialist	Attended the International Association for Dental Research Conference 2024	United States of America
John Thompson	Health Worker	Attended the Society of Surgical Oncology Annual Cancer Symposium	United States of America
John Chetwood	Health Worker	Attended and presented at the 2024 Annual Congress of the Korean Association for the Study of Intestinal Diseases	South Korea
Glen Lockwood	Researcher	Attended and presented at the 2024 Liver Sinusoid Meeting	United States of America
Joshal Mehta	Dental Officer	Attended the International Team for Implantology Symposium	Singapore
Muhammad Khan	Dental Officer	Attended the International Team for Implantology Symposium	Singapore
Delyse Lam	Dental Officer	Attended the International Team for Implantology Symposium	Singapore
Mitul Shah	Dental Officer	Attended the International Team for Implantology Symposium	Singapore
Wisam Kamil	Dental Officer	Attended the International Team for Implantology Symposium	Singapore
Michael Atzemidakis	Dental Officer	Attended the International Team for Implantology Symposium	Singapore
Wensy Leung	Dental Officer	Attended the International Team for Implantology Symposium	Singapore
Qing Lan	Clinical Nurse Specialist	Attended the Investigator Meeting for New Clinical Trial DevPro/SNDX-6352-0506	Germany

Name	Position	Reason for travel	Location
Tracy King	Clinical Nurse Consultant	Spoke at the Hematology Society of Australia and New Zealand Branch Conference	New Zealand
Rajan Rehan	Honorary Medical Officer	Attended and presented at the European Association of Percutaneous Cardiovascular Interventions Fellows Course	France
Rosilene Ribeiro	Dietitian	Attended the GECKO Consortium Conference	France
Peter Bradhurst	Advance Trainee	Attended the Ragon Institute of MGH, MIT and Harvard in Boston United States of America to complete five weeks of Intensive Research Training Program	United States of America
Vasi Naganathan	Clinical Academic	Presented at the Australian and New Zealand Society for Geriatric Medicine Annual Scientific Conference Meeting	New Zealand
Harleen Kumar	Dental Specialist	Attended the American Academy of Paediatric Dentistry Conference	Canada
Seshika Ratwatte	Registrar	Attended and presented at the Congenital Heart Disease in the Adult Annual Conference	United States of America
Kenelm Kwong	Dental Specialist	Attended the International Congress in Oral Pathology and Medicine	Mexico
Michelle Kang	Dental Specialist	Attended the International Congress in Oral Pathology and Medicine	Mexico
Danqing Min	Senior Hospital Scientist	Attended the 12th International Workshop on the CCN Family of Genes: Cell-Matrix Communication and Functions in Health and Disease	Norway
Stephen Twigg	Clinical Academic	Attended and presented at the 12th International Workshop on the CCN Family of Genes	Norway
Luigi Fontana	Clinical Academic	Engaged in lecturing, research meetings and collaborations with various colleagues and institutions	Italy
Alexander Crumpton	Senior Nuclear Medicine Scientist	Attended the 54th Annual Scientific Meeting of the Australian and New Zealand Society of Nuclear Medicine	New Zealand
Holly Spooner	Nuclear Medicine Scientist	Attended and presented at the 54th Annual Scientific Meeting of the Australian and New Zealand Society of Nuclear Medicine	New Zealand

Western NSW Local Health District

Name	Position	Reason for travel	Location
Karen Beattie	Registered Nurse	Regional Congress of the International Society of Blood Transfusion	Sweden
Richard Hawksworth	Medical Officer Respiratory	European Respiratory Society International Congress 2023	Italy
Kisoth Arasaratnam	Registrar Haematology	American Society of Hematology Conference	Canada
Amie Warren	Social Worker	Mental Health Patient Escort	New Zealand
Irene Chan	Medical Laboratory Scientist	American Society of Haematology conference	United States of America
Timothy Lynch	Nurse Manager	Mental Health Patient Escort	New Zealand
Diane Gardner	Nurse	Northern Hemisphere Winter Planning Strategy Learnings	United Kingdom
Sara Tulevu	Registered Nurse	Northern Hemisphere Winter Planning Strategy Learnings	United Kingdom

Name	Position	Reason for travel	Location
Marisa Murray	Nurse	Northern Hemisphere Winter Planning Strategy Learnings	United Kingdom
Nicole Weston	Dietitian	Northern Hemisphere Winter Planning Strategy Learnings	United Kingdom
Jenna West	Occupational Therapist	Northern Hemisphere Winter Planning Strategy Learnings	United Kingdom
Annaleigh Moore	Registered Nurse	American Society of Nephrology Conference	United States of America
Lillyan O'Dea	Registered Nurse	American Society of Nephrology Conference	United States of America
Gemma Ryan	Registered Nurse	American Society of Nephrology Conference	United States of America
Bronwyn Andrew	Pharmacist	British Oncology Pharmacy Association Conference	United Kingdom
Stephen How	Physicist	Engineering and Physical Sciences in Medicine annual meeting	New Zealand
Wenlong Hsieh	Physicist – Radiation Oncology	Engineering and Physical Sciences in Medicine Annual meeting	New Zealand

Western Sydney Local Health District

Name	Position	Reason for travel	Location
Jeffrey Barber	Senior Medical Physicist	Presented at Engineering and Physical Sciences in Medicine Conference	New Zealand
Dr Catherine Farrow	Scientific Director	Presented at Thoracic Society of Australia and New Zealand, Australian and New Zealand Society of Respiratory Science Annual Scientific Meeting	New Zealand
Dr Julie Ahn	Advanced Trainee	Attended the World Conference on Lung Cancer	Singapore
Dr Yousif Yousif	Radiation Oncology Medical Physicist	Attended Engineering and Physical Sciences in Medicine Conference	New Zealand
Suma Sukumar	Staff Specialist Oral Health	Attended European Association of Oral Medicine Conference	United Kingdom
Alison Brown	Advanced Practitioner Radiation Therapist	Attended Leading the way in Radiography and Radiotherapy Advanced Practice Conference	Singapore
Laura Adamson	Radiation Therapist	Attended Quality Management in Radiotherapy, Risk Management and Patient Safety Course and site visit to Denmark Hospital	Denmark
Dr Jonathan Sykes	Radiation Oncology Medical Physicist	Attended Particle Therapy Co-Operative Group 2024 Annual Scientific Meeting	Singapore

Specialty health networks

Justice Health and Forensic Mental Health Network

Name	Position	Reason for travel	Location
Van Victor Rentuza	Nursing Unit Manager	Patient repatriation	Taiwan
Anthony Merrick	Clinical Nurse Educator	Patient repatriation	Taiwan
Clare Mayoh	Social Worker	Patient repatriation	Taiwan
Marina Mansour	Occupational Therapist	Patient repatriation	Taiwan
Wendy Hoey	Chief Executive	Attended and presented at the International Corrections and Prisons Association conference	Belgium

St Vincent's Health Network

Name	Position	Reason for travel	Location
Professor Bryce Vissel	Program Head, Clinical Neurosciences and Degenerative Medicine Research Program	Attended the Alzheimer's Association International Conference	Netherlands
Dr Lauren Christie	Senior Research Fellow, Allied Health	Attended the KU Leuven Upper Limb Stroke Rehabilitation Conference	Belgium
Dr Pamela Blaikie	Research Office Manager	Attended the annual conference on Advancing Ethical Research	United States of America
Professor Bryce Vissel	Program Head, Clinical Neurosciences and Degenerative Medicine Research Program	Meeting with collaborators and potential funders for research program	United States of America
Lisa Singleton	Clinical Trials Co-Ordinator	Attended a sponsored Clinical Trial site investigator meeting for Pulmonary Hypertension	Singapore
Danielle Austin	Incident Response Manager	Attended the National Association Healthcare Security Annual Conference to deliver keynote presentation	United Kingdom
Kazuo Suzuki	Senior Hospital Scientist	Attended the Symposium of 37th Annual Japanese AIDS meeting	Japan
Carmen Herrera	Clinical Trials Co-Ordinator	Attended a sponsored Clinical Trial site investigator meeting for Cardiology	Greece
David Connor	Post Doctoral Scientist	Attended and provided the opening presentation at the World Congress of the International Union of Phlebology	United States of America
Gonzalo Aguirrebarrena	Emergency Staff Specialist	Attended Mary Aikenhead Ministries Pilgrimage	Ireland
Carmen Herrera	Clinical Trials Co-Ordinator	Attended a sponsored Clinical Trial site investigator meeting for Cardiology	Taiwan
Professor Bryce Vissel	Program Head	Research collaborator and fundraising meeting for research program	United States of America
Luc Charmet-Mougey	Research Assistant	Attended International Neurology Conference (Aarhus Excitability Conference 2024)	Denmark
Erin Longbottom	Nurse Unit Manager	Attended Mary Aikenhead Ministries Pilgrimage	Ireland
Karen Brown	Clinical Trial Co-Ordinator	Attended a sponsored Clinical Trial site investigator meeting in Pulmonary Hypertension	Singapore
Leonie Wilcox	Manager ANZCT Registry	Attended the Transplantation and Cellular Therapy Meetings of ASTCT and CIBMTR, the combined annual meetings of the American Society for Transplantation and Cellular Therapy and Center for International Blood and Marrow Transplant Research	United States of America
Jonathan Montemayor	Clinical Trial Study Co-Ordinator	Attended the investigator meeting for HIV Research	United States of America
Cindy Lau	Antimicrobial Stewardship Pharmacist	Attended and presented a paper at International Association of Therapeutic Drug Monitoring and Clinical Toxicology Conference	Canada

Sydney Children's Hospitals Network

Name	Position	Reason for travel	Location
Andrew Holland	Clinical Academic	Attended the 2024 John A Boswick Maui Burn and Wound Care Symposium	United States of America
Susan Russell	Clinical Academic	Attended the American Society of Paediatric Haematology and Oncology	United States of America
Russell Clive Dale	Clinical Academic	Attended the Association of Sri Lankan Neurologists and Neurology Masterclass on Epilepsy for Sri Lankan Neurologists	Sri Lanka
Phuong Phan	Clinical Nurse Consultant	Attended the Advanced Technologies and Treatments for Diabetes 2024	Italy
James Allan Vitnell	Health Services Manager	Attended the funeral of a patient	New Zealand
Felicity Anne Byrnes	Clinical Nurse Educator	Attended the Critical Care Nephrology in Children Conference	United Kingdom
Zoe Croker	Student	Attended the 13th International Society for Pneumonia and Pneumococcal Diseases Conference	South Africa
Sanjay Jayasinghe	Health Services Manager	Attended the 13th International Society for Pneumonia and Pneumococcal Diseases Conference	South Africa
Laurel Helen Mimmo	Clinical Nurse Consultant	Attended the European Academy of Childhood Disability meeting	Belgium
Laurel Helen Mimmo	Clinical Nurse Consultant	Attended the European Society of Paediatric and Neonatal Intensive Care Paediatric and Neonatal Intensive Care Congress	Italy
Laurel Helen Mimmo	Clinical Nurse Consultant	Attended the Great Ormond Street Hospital for Children	United Kingdom
Michael Doumit	Physiotherapist	Attended the European Cystic Fibrosis Conference	Scotland
Jack Luxford	Registrar	Attended the International Society for Heart and Lung Transplantation Conference	Czech Republic
Farajana Alfroz	Researcher	Attended the Investigators and Study Coordinator meeting for the Clinical Trial Project Dyne Therapeutics DYNE251-DMD-201	Greece
Kapoor Neeru	Researcher	Attended the Investigators and Study Coordinator meeting for the Clinical Trial Project Dyne Therapeutics DYNE251-DMD-201	Greece
Andrew Holland	Clinical Academic	Attended the 57th Annual Pacific Association of Paediatric Surgeons Meeting	Hong Kong
Nadine Griffiths	Clinical Nurse Consultant	Presented at the Perinatal Society of Australia and New Zealand conference	New Zealand
Nadine Griffiths	Clinical Nurse Consultant	Delivered educational workshop at the Perinatal Society of Australia and New Zealand conference	New Zealand
Andrew Holland	Clinical Academic	Attended the Royal Australasian College of Surgeons Annual Scientific Congress	New Zealand
Kristine Macartney	Staff Specialist	Scoping Work for Adverse Events Following Immunisation, Concept Note on Twinning	Philippines
Kristine Macartney	Staff Specialist	Meeting at the Woolcock Institute and National Institute of Hygiene and Epidemiology	Vietnam
Sarah Sheridan	Staff Specialist	Project planning and meetings for HPV vaccine introduction	Cambodia

Name	Position	Reason for travel	Location
Wedyan Meshreky	Health Services Manager	Attended consultation sessions for Pacific Islands Countries and Areas needs assessment and scoping for National Immunisation Technical Advisory Group support	Fiji Samoa Tuvalu
Wedyan Meshreky	Health Services Manager	Attended consultation sessions for Pacific Islands Countries and Areas needs assessment and scoping for National Immunisation Technical Advisory Group support	Cook Islands
Wedyan Meshreky	Health Services Manager	Attended consultation sessions for Pacific Islands Countries and Areas needs assessment and scoping for National Immunisation Technical Advisory Group support	French Polynesia
Sarah Sheridan	Staff Specialist	Consultation sessions for Pacific Islands Countries and Areas needs assessment and scoping for National Immunisation Technical Advisory Group support	French Polynesia
Kristine Macartney	Staff Specialist	Delivered HPV Vaccine Introduction Workshop	Cambodia
Aditi Dey	Health Services Manager	Delivered HPV Vaccine Introduction Workshop	Cambodia
Sarah Sheridan	Staff Specialist	Delivered HPV Vaccine Introduction Workshop	Cambodia
Tonia Marquardt	Staff Specialist	Attended the Expeded Program on Immunisation Review	Solomon Islands
Aditi Dey	Health Services Manager	Attended the Expeded Program on Immunisation Review	Solomon Islands
April Murphy	Health Services Manager	Attended the Expeded Program on Immunisation Review	Solomon Islands
Tonia Marquardt	Staff Specialist	Attended meeting with Gavi Alliance and partners and orientation of new staff member	Solomon Islands
Sarah Sheridan	Staff Specialist	Attended meeting with Ministry of Health to discuss serosurveillance activities for Vaccine Preventable Diseases	Kiribati
Tonia Marquardt	Staff Specialist	Attended meeting with Ministry of Health to discuss serosurveillance activities for Vaccine Preventable Diseases	Kiribati
Sarah Sheridan	Staff Specialist	Attended the National Immunisation Technical Advisory Group World Health Organization staff and Partners' meeting	Turkey
Sarah Sheridan	Staff Specialist	Attended the National Immunisation Technical Advisory Group Workshop	Laos
Sarah Sheridan	Staff Specialist	Attended the National Immunisation Technical Advisory Group Workshop 2	Laos
Karina Stamef	Health Services Manager	Coordinated and attend Pacific Island Countries National Immunisation Technical Advisory Group Workshop	Fiji
Kristine Macartney	Staff Specialist	Coordinated and attend Pacific Island Countries National Immunisation Technical Advisory Group Workshop and Gavi Middle Income Countries meetings	Fiji
Sarah Sheridan	Staff Specialist	Attended Pacific Island Countries National Immunisation Technical Advisory Group Workshop and Gavi Middle Income Countries meetings	Fiji
Ann Burton	Health Services Manager	Attended Pacific Island Countries National Immunisation Technical Advisory Group Workshop and Gavi Middle Income Countries meetings	Fiji

Name	Position	Reason for travel	Location
April Murphy	Health Services Manager	Attended Pacific Island Countries National Immunisation Technical Advisory Group (NITAG) Workshop and Gavi Middle Income Countries (MICs's) meetings	Fiji
Patrick Cashman	Health Services Manager	Attended Pacific Island Countries National Immunisation Technical Advisory Group Workshop and Gavi Middle Income Countries meetings	Fiji
Kristine Macartney	Staff Specialist	Facilitated National Immunisation Technical Advisory Group (NITAG) vaccinology training	Timor-Leste
Aditi Dey	Health Services Manager	Facilitated National Immunisation Technical Advisory Group (NITAG) vaccinology training	Timor-Leste
Genevieve Foster	Health Services Manager	Facilitated National Immunisation Technical Advisory Group vaccinology training	Timor-Leste
Ketaki Sharma	Staff Specialist	Facilitated National Immunisation Technical Advisory Group vaccinology training	Timor-Leste
Nicholas Wood	Staff Specialist	Facilitated National Immunisation Technical Advisory Group vaccinology training	Timor-Leste
Sarah Sheridan	Staff Specialist	Facilitated National Immunisation Technical Advisory Group vaccinology training	Timor-Leste
Ann Burton	Health Services Manager	Undertook planning and fieldwork for the Expanded Program on Immunisation Review (EPI) and for a project on Continuous Immunisation Provider Education program	Timor-Leste
Sarah Sheridan	Staff Specialist	Supported Expanded Program on Immunisation Review, high level meetings with Timor-Leste NSW Ministry of Health, Department of Foreign Affairs and Trade, United National Children's Fund, and World Health Organization. Planning meeting with Timor-Leste National Immunisation Technical Advisory Group	Timor-Leste
Kristine Macartney	Staff Specialist	Attended the Vietnam National Immunization Technical Advisory Group workshop	Vietnam
Ketaki Sharma	Staff Specialist	Attended the Vietnam National Immunization Technical Advisory Group workshop	Vietnam
Catherine Tran	Health Services Manager	Attended the Vietnam National Immunization Technical Advisory Group workshop	Vietnam
Zoe Joo	Health Services Manager	Attended the Vietnam National Immunization Technical Advisory Group workshop	Vietnam
Suzanne Nevin	Researcher	Attended the World Association for Infant Mental Health 18th World Congress Recipient of Wolf Dalton Scholarship	Ireland

Pillars

Agency for Clinical Innovation

Name	Position	Reason for travel	Location
Nil overseas visits in 2023-24			

Bureau of Health Information

Name	Position	Reason for travel	Location
Nil overseas visits in 2023-24			

Cancer Institute NSW

Name	Position	Reason for travel	Location
Nil overseas visits in 2023-24			

Clinical Excellence Commission

Name	Position	Reason for travel	Location
Adjunct Professor Michael Nicholl	Chief Executive	Attended the 2023 International Symposium on Performance Science	Poland
Adjunct Professor Michael Nicholl	Chief Executive	Attended the 39th International Conference of International Society for Quality in Health Care	South Korea

Health Education and Training Institute

Name	Position	Reason for travel	Location
Nil overseas visits in 2023-24			

Health Administration Corporation

eHealth NSW

Name	Position	Reason for travel	Location
Nil overseas visits in 2023-24			

Health Infrastructure

Name	Position	Reason for travel	Location
Nil overseas visits in 2023–24			

HealthShare NSW

Name	Position	Reason for travel	Location
Nil overseas visits in 2023–24			

NSW Ambulance

Name	Position	Reason for travel	Location
Nil overseas visits in 2023–24			

NSW Health Pathology

Name	Position	Reason for travel	Location
Trevor Baillie	Senior Hospital Scientist	Education and laboratory planning	Papua New Guinea
Vanessa Thomson	Director Scientific and Technical Strategy	Attended the New Zealand Institute of Medical Laboratory Science South Pacific Congress Conference and laboratory visits	New Zealand
Renfen Chen	Principal Scientist/Lab Manager	Attended the Australasian Cytometry Society Conference	New Zealand
Irene Luo	Hospital Scientist	Attended the Australasian Cytometry Society Conference	New Zealand
Esther Aklilu	Senior Hospital Scientist	Attended the Australasian Cytometry Society Conference	New Zealand
Thomas Tran	Senior Medical Lab Scientist	Attended the International Microscopy Congress	South Korea
Jacqui Macham	Technical Officer	Attended the International Microscopy Congress	South Korea
Catriona Halliday	Principal Scientific Officer	Deliver lectures and practical sessions at a workshop on fungal infections, diagnosis and treatment at Hanoi Medical University	Vietnam
Candice Clarke	Senior Scientist	Attended the National Society for Histotechnology Convention	United States of America
Nina Hoang	Technical Officer	Attended the National Society for Histotechnology Convention	United States of America
Shailendra Gune	Senior Scientist	Attended the European Congress of Cytology	Hungary
Julie Hetherington	Clinical Nurse Consultant	Attended the International Congress of Endocrinology	Dubai
Rathna (Nisha) Singh	Principal Scientist	Attended the Australasian Society of Diagnostic Genomics 2024 Interim Scientific Meeting	New Zealand
Corrina Cliffe	Senior Hospital Scientist	Attended the Australasian Society of Diagnostic Genomics 2024 Interim Scientific Meeting	New Zealand
Geoffrey Kershaw	Senior Hospital Scientist	Attended the Annual Conference of the International Society of Thrombosis and Haemostasis	Thailand
Diem Nguyen	Haematology Registrar	Attended the Annual Conference of the International Society of Thrombosis and Haemostasis	Thailand
Jonathan Cheng	Haematology Advanced Trainee	Attended the Annual Conference of the International Society of Thrombosis and Haemostasis	Thailand

Governance

NSW Health comprises the NSW Ministry of Health (a public service department under the *Government Sector Employment Act 2013*) and the various NSW Health organisations making up the NSW public health system, including local health districts and specialty health networks (see NSW Health organisational chart on page 3). The Ministry is the system manager for NSW Health.

NSW Health organisations are governed by an accountable authority – either a board or a chief executive, or both. The Corporate Governance and Accountability Compendium outlines the governance requirements that apply to the organisations that form part of NSW Health and sets out the roles, relationships and responsibilities of each organisation. A copy is available at health.nsw.gov.au.

Clinical governance

To protect patients from harm and ensure high-quality care, all public health services in NSW are required to comply with the requirements of the Australian Health Service Safety and Quality Accreditation Scheme. Compliance with the Scheme requires accreditation by assessment against the National Safety and Quality Health Service Standards. From 1 July 2023, assessments to the Standards transitioned to a mandatory short notice assessments program. The introduction of short notice assessments ensures the assessment outcomes reflects day-to-day practice, identifies gaps, and supports organisations to improve safety and quality systems and process.

Legal Changes

Acts administered

- Abortion Law Reform Act 2019 No 11
- Anatomy Act 1977 No 126
- Assisted Reproductive Technology Act 2007 No 69
- Cancer Institute (NSW) Act 2003 No 14
- Centenary Institute of Cancer Medicine and Cell Biology Act 1985 No 192
- Drug and Alcohol Treatment Act 2007 No 7
- Drug Misuse and Trafficking Act 1985 No 226, Part 2A, jointly with the Minister for Police
- Fluoridation of Public Water Supplies Act 1957 No 58
- Garvan Institute of Medical Research Act 1984 No 106
- Health Administration Act 1982 No 135
- Health Care Complaints Act 1993 No 105
- Health Care Liability Act 2001 No 42
- Health Practitioner Regulation (Adoption of National Law) Act 2009 No 86 and the Health Practitioner Regulation National Law (NSW) (except parts, the Attorney General)
- Health Professionals (Special Events Exemption) Act 1997 No 90
- Health Records and Information Privacy Act 2002 No 71
- Health Services Act 1997 No 154
- Human Cloning for Reproduction and Other Prohibited Practices Act 2003 No 20
- Human Tissue Act 1983 No 164
- Lunacy and Inebriates (Commonwealth Agreement Ratification) Act 1937 No 37
- Lunacy (Norfolk Island) Agreement Ratification Act 1943 No 32
- Medicines, Poisons and Therapeutic Goods No 73
- Mental Health Act 2007 No 8
- Mental Health and Cognitive Impairment Forensic Provisions Act 2020 No 12, Parts 5 and 7, and Part 9 jointly with the Attorney General, remainder, the Attorney General
- Mental Health Commission Act 2012 No 13
- Poisons and Therapeutic Goods Act 1966 No 31
- Private Health Facilities Act 2007 No 9
- Public Health Act 2010 No 127
- Public Health (Tobacco) Act 2008 No 94
- Research Involving Human Embryos (New South Wales) Act 2003 No 21
- Royal Society for the Welfare of Mothers and Babies' Incorporation Act 1919 No 52, jointly with the Minister for Women
- Saint Vincent's Hospital Act 1912 No 5
- Smoke-free Environment Act 2000 No 69
- Voluntary Assisted Dying Act 2022 No 17

Public Health Act Section 130A

- Section 62: Making of public health orders relating to person with Category 4 or 5 condition or contact order condition (cf 1991 Act, s23)
- Condition: Human Immunodeficiency Virus (HIV) infection (Category 5)
- Number of Section 62 public health orders: 1

Legislative Changes

Amending Acts

- Health Legislation Amendment (Miscellaneous) Act 2024
- Health Practitioner Legislation Amendment Act 2024
- Human Tissue Amendment (Ante-mortem Interventions) Act 2024
- Health Legislation Amendment (Miscellaneous) Act 2023

Amending Regulations

- Mental Health Amendment Regulation 2024
- Poisons and Therapeutic Goods Amendment (Prescription Database) Regulation 2024
- Poisons and Therapeutic Goods Amendment (Voluntary Assisted Dying Substances) Regulation 2023
- Private Health Facilities Amendment (Psychedelic-Assisted Therapy) Regulation 2023
- Health Practitioner Regulation (Adoption of National Law) Regulation 2023
- Health Legislation Amendment (Fees) Regulation 2023
- Health Records and Information Privacy Amendment Regulation 2023

Significant Orders

- Public Health Amendment (Scheduled Medical Conditions and Notifiable Diseases) Order 2023
- Health Services (St Joseph's Hospital) Order 2023

Economic or other factors challenging our system

In 2023–24, the NSW Health System continued to embrace the challenge of pivoting back from the impact of the COVID-19 pandemic. Considerable success has been observed in reducing elective surgery waiting lists back to pre-COVID levels through in-house and outsourced care. Annual leave balances of staff that accumulated during the pandemic have declined through a range of workforce expansion and support strategies.

Challenges remain, in particular, the geographical nursing and medical workforce markets where premium rates are being charged. NSW Health is implementing a number of strategies to address this including study subsidies, incentives, and accommodation to support key workers. High levels of inflation nationally during the year and cumulative from prior years, have impacted costs of medical consumables and equipment.

Events arising after the end of the annual reporting period

No other events have arisen subsequent to the end of the annual reporting period that would have a significant effect on financial operations, other operations and clientele and the community that would require the annual report to be amended.

Other Information

The NSW Health Annual Report follows the *NSW Treasury Annual Reporting Guidelines* by preparing the report at the lowest possible cost. The NSW Health 2023–24 Annual Report was produced internally within the NSW Ministry of Health Strategic Communications and Engagement Branch. Due to the physical size of the annual report, it must be printed by a professional, external print company. There is a budget of \$1,500 for printing the NSW Health 2023–24 Annual Report.

Information and risk management

Risk management and insurance activities

Audit and risk management

NSW Health policy requires public health organisations to maintain effective, independent audit frameworks and corporate governance practices consistent with NSW public sector best practices. Enterprise-wide risks are managed through continuous monitoring and risk control (policy, procedures and guidelines), which are reflected in the *NSW Health Enterprise-wide Risk Management Policy*.

Audit and risk management committees

Each public health organisation must establish an audit and risk management committee, which is a key component in the public health organisation's corporate governance framework. It oversees:

- internal controls and internal audit
- enterprise risk management
- business continuity plans
- disaster recovery plans
- corruption and fraud prevention
- external accountability and external audit
- compliance with applicable laws and regulations.

NSW Treasury Managed Fund

Insurable risks are covered by the NSW Treasury Managed Fund (TMF), of which the NSW Ministry of Health (and its controlled organisations) is a member agency. The Health portfolio is a significant proportion of the TMF and is identified as an independent pool within the TMF Scheme.

NSW Treasury provides funding to NSW Health via a benchmark process. NSW Health pays deposit contributions to icare for workers compensation, motor vehicle, liability, property, and miscellaneous lines of business.

Workers' compensation and motor vehicle contributions are actuarially determined and include an experience factor. The aim of the deposit contribution funding is to allocate deposit contributions across the TMF with reference to benchmark expectations of relative claims costs for the agencies in the TMF, and to provide a financial incentive to improve injury and claims management outcomes.

icare NSW, in administering the TMF, implemented the agency performance adjustment (APA), replacing the workers compensation hindsight adjustments. The APA is an opportunity for NSW Health entities to influence impacts by proactively managing workers compensation performance. An unfavourable result \$13.6 million was declared in 2023–24.

NSW Treasury Managed Fund

2023–24	Contributions paid to iCare (\$000)	Funding from NSW Treasury (\$000)	Variance (\$000)
Workers compensation	336,338	330,485	(5,853)
Motor vehicle	13,202	12,620	(582)
Property	30,191	30,117	(74)
Liability	407,534	401,177	(6,357)
Miscellaneous	1,035	1,035	-
Total TMF	788,300	775,434	(12,866)
VMO	73,119	71,783	(1,336)
Sub-total	861,419	847,217	(14,202)

Internal audit and risk management policy attestation



Internal Audit and Risk Management Attestation Statement for the 2023-2024 Financial Year for the NSW Ministry of Health

I, Ms Susan Pearce, Secretary, NSW Health, am of the opinion that the Ministry of Health has internal audit and risk management processes in operation that are, excluding the exemptions or transitional arrangements described below, compliant with the six of the seven Core Requirements set out in the *Internal Audit and Risk Management Policy for the General Government Sector*, specifically:

Core Requirements	Compliant / Non-Compliant / In Transition
Risk Management Framework	
1.1 The Accountable Authority shall accept ultimate responsibility and accountability for risk management in the agency.	Compliant
1.2 The Accountable Authority shall establish and maintain a risk management framework that is appropriate for the agency. The Accountable Authority shall ensure the framework is consistent with AS ISO 31000:2018.	Non-compliant <i>Non-compliance for 2023-24 is limited to internal reporting processes. The Ministry has been reviewing its risk management reporting framework in 2023-24 and a new model has been developed for implementation in 2024-25 which addresses all requirements.</i>
Internal Audit Function	
2.1 The Accountable Authority shall establish and maintain an internal audit function that is appropriate for the agency and fit for purpose.	Compliant
2.2 The Accountable Authority shall ensure the internal audit function operates consistent with the International Standards for Professional Practice for Internal Auditing.	Compliant
2.3 The Accountable Authority shall ensure the agency has an Internal Audit Charter that is consistent with the content of the 'model charter'.	Compliant
Audit and Risk Committee	
3.1 The Accountable Authority shall establish and maintain efficient and effective arrangements for independent Audit and Risk Committee oversight to provide advice and guidance to the Accountable Authority on the agency's governance processes, risk management and control frameworks, and its external accountability obligations.	Compliant
3.2 The Accountable Authority shall ensure the Audit and Risk Committee has a Charter that is consistent with the content of the 'model charter'.	Compliant

NSW Ministry of Health

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Membership

The Chair and members of the Risk Management and Audit Committee are:

- Ms Jan McClelland, Independent Chair (23 April 2024- to 22 April 2028)
- Ms Carolyn Walsh, Independent Chair (23 March 2020 to 22 March 2024)
- Mr Greg Rochford, Independent Member (23 June 2021 to 22 June 2025)
- Ms Rhonda Wheatley, Independent Member (9 December 2021 to 9 December 2025)

Departures from Core Requirement

I, Ms Susan Pearce, Secretary, NSW Health, advise that the internal audit and risk management processes for the Ministry of Health depart from the Core Requirements set out in the *Internal Audit and Risk Management Policy for the General Government Sector*.

The circumstances giving rise to the departure have been determined by the Responsible Minister and the Ministry of Health is implementing the following practicable alternative measures to meet the Core Requirements

Departure from Policy/Procedure	Reason for departure and description of practicable alternative measures implemented / being implemented
<p>Core Requirement 1.2</p> <p>The Accountable Authority shall establish and maintain a risk management framework that is appropriate for the agency. The Accountable Authority shall ensure the framework is consistent with AS ISO 31000:2018.</p>	<p>In response to the requirements of TPP20-08, the Ministry of Health prioritised its system manager role to develop and implement the <i>NSW Health Enterprise-wide Risk Management Policy Directive</i> (PD2022_023) for all NSW Health organisations. This work was completed during the transitional period following implementation of TPP20-08.</p> <p>As a second stage of work, the Ministry has been reviewing its internal risk management reporting processes in 2023-24 to ensure full compliance. A new internal reporting model for the Ministry has been developed for implementation in 2024-25, consistent with the requirements of TPP20-08 and industry standards.</p>

I, Ms Susan Pearce, Secretary, NSW Health, declare that this Internal Audit and Risk Management Attestation is made in respect of the consolidated accounts, verified through an annual attestation statement submitted to the Ministry of Health by the Chief Executive, of the following controlled entities:

Central Coast Local Health District	The Sydney Children’s Hospitals Network
Far West Local Health District	Western NSW Local Health District
Hunter New England Local Health District	Western Sydney Local Health District
Illawarra Shoalhaven Local Health District	Agency for Clinical Innovation
Justice Health & Forensic Mental Health Network	Ambulance Service of NSW
Mid North Coast Local Health District	Bureau of Health Information
Murrumbidgee Local Health District	Cancer Institute NSW
Nepean Blue Mountains Local Health District	Clinical Excellence Commission
Northern NSW Local Health District	eHealth NSW
Northern Sydney Local Health District	HealthShare NSW
South Eastern Sydney Local Health District	Health Education and Training Institute
South Western Sydney Local Health District	Health Infrastructure
Southern NSW Local Health District	NSW Health Pathology
Sydney Local Health District	

Departures from Local Policy

I, Ms Susan Pearce, Secretary, NSW Health, advise that the internal audit and risk management processes for the controlled entities of the Ministry of Health depart from the policy requirements outlined below, as set out in the *NSW Health Internal Audit* policy directive (PD2022_022) and the *NSW Health Enterprise-wide Risk Management* policy directive (PD2022_023).

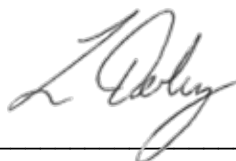
The circumstances giving rise to these departures have been determined by the Secretary, as system manager, as an exception, and the following practicable alternative measures to meet the core requirements have been implemented.

Departure from Policy/Procedure	Reason for departure and description of practicable alternative measures implemented / being implemented
<p>Local Procedure: PD2022_022 3.1.1 Appointment of a Chair</p> <p>The Chair of the Audit and Risk Committee is to be appointed for a single term only, of at least three years and not greater than five years.</p> <p>The total period of membership on the Committee must not exceed eight years.</p>	<p>One NSW Health Organisation sought that the Chair be appointed to the Committee for a single term of less than three years.</p> <p>The prior Chair declined an extension and to retain knowledge within the Committee, proposed offering the position to an existing member of the Committee. As the member was experienced with six years already on the Committee, to ensure the total membership did not exceed eight years, appointment under the three-year term was granted exception.</p> <p>One NSW Health organisation sought to extend the term of a Chair which would exceed the eight-year total membership.</p> <p>The extension allowed the transfer of knowledge to a new member of the Committee who would succeed as Chair.</p>

These processes, including the practicable alternative measures implemented, demonstrate that the Ministry of Health has established and maintained frameworks, including systems, processes and procedures for appropriately managing audit and risk within the Ministry of Health.



Susan Pearce AM
 Secretary, NSW Health
 Date: 25/10/2024



Louise Derley
 Chief Audit Executive, Ministry of Health

NSW Ombudsman

The NSW Ombudsman convenes and supports the Child Death Review Team (CDRT). The CDRT's purpose is to prevent or reduce the likelihood of deaths of children in NSW through the exercise of its functions under Part 5A of the *Community Services (Complaints, Reviews and Monitoring) Act 1993*. NSW Health is represented on the CDRT by Dr Matthew O'Meara, Chief Paediatrician NSW Ministry of Health.

NSW Child Death Review Team Annual Report 2022–23 was tabled in Parliament on 30 October 2023. These reports contain rolling recommendations and is monitored by the NSW Ombudsman. NSW Health provides regular updates on the status of implementation of those recommendations.

The NSW Ombudsman's *Biennial report of the deaths of children in New South Wales: 2020 and 2021* was tabled in Parliament on 27 November 2023. This report contains two supplementary reports:

- *Reviews of deaths of children in care and certain other children – reviewable deaths in 2020 and 2021*
- *Infant deaths from severe perinatal brain injury in NSW, 2016–2019: key thematic observations.*

NSW Health provided a progress report on the implementation of recommendations made by the CDRT and NSW Ombudsman which are included in the above two publicly available reports.

Auditor-General of NSW

The NSW Audit Office fulfils its external independent oversight functions undertaking performance audits, financial audits, and compliance audits each year of NSW Health. In addition to the three types of audits, the Auditor-General also tables special reports on internal controls.

In 2023–24, the Auditor-General tabled two audits on NSW Health:

1. *Health 2023 Financial Audit*
2. *Ambulance Services in Regional NSW (performance audit)*

NSW Health has accepted the Auditor-General's recommendations and will report back to the Public Accounts Committee of Parliament on their implementation.

Public Accounts Committee of Parliament

The Public Accounts Committee reviews the Auditor-General's reports to ensure that agencies respond appropriately to the Auditor-General's recommendations. The Public Accounts Committee during the 2023–24 period has reviewed two Auditor-General's performance audit reports that relate to NSW Health:

1. *COVID-19 Vaccine Rollout in NSW*
2. *Coordination of the response to COVID-19 (June to November 2021).*

The Committee noted NSW Health's contribution for both reports and had no further recommendations.

Privacy and Personal Information Protection Act 1998

NSW Health is committed to protecting personal and health information in accordance with the *Privacy and Personal Information Protection Act 1998* (PPIP Act) and the *Health Records and Information Privacy Act 2002* (HRIP Act). In accordance with section 33 of the PPIP Act, NSW Health has published a *Privacy Management Plan* (PMP) that outlines the policies and procedures for managing personal and health information. The NSW Health Privacy Manual for Health Information further supports NSW Health's compliance with the HRIP Act, detailing the legislative obligations and necessary steps to handle health information appropriately.

During the 2023–24 financial year, NSW Health implemented several initiatives to strengthen privacy protections for patients and staff. Key activities included:

- providing online training via the Health Education and Training Institute website to NSW Health staff, with a mandatory requirement for all staff to complete the eLearning module, *Privacy – It's Yours to Keep*
- updating NSW Health's intranet website to provide staff with improved access to privacy resources, including new materials for handling privacy internal reviews and complying with the Mandatory Notification of Data Breach Scheme
- conducting privacy audits on key information systems, both proactively and reactively
- completing privacy impact assessments for core in-house systems, new programs, or when required by the *Privacy and Security Assurance Framework*
- issuing a policy directive about *Data Breaches Involving Personal or Health Information* in accordance with the Mandatory Notification of Data Breach Scheme
- updating the *NSW Health Privacy Management Plan* to align with the Mandatory Notification of Data Breach Scheme
- ongoing review of the NSW Health Privacy Manual for Health Information with a new edition expected to be published in the first half of the 2024–25 financial year
- establishing the NSW Health Privacy Contact Officer Community of Practice meetings
- supporting the Information and Privacy Commission's Privacy Awareness Week campaign with a range of promotional activities, including articles published on the NSW Health Intranet to raise staff awareness about the importance of patient privacy.

Internal Review

The PPIP Act outlines a formal process for handling privacy complaints related to both the PPIP Act and the HRIP Act. This process is known as 'privacy internal review'.

During the 2023–24 period, NSW Health received 40 internal review applications concerning privacy issues. Of these, breaches of health privacy or information protection principles were identified in 12 cases. No breaches were found in 23 cases, while 5 applications are still awaiting a final decision. Additionally, 10 of these internal reviews were escalated to the NSW Civil and Administrative Tribunal. Of these, one case resulted in the Tribunal finding a privacy breach by NSW Health, four cases concluded with no breach, and five cases remain pending a Tribunal decision.

Public accountability

Government Information (Public Access) Act 2009

The NSW Ministry of Health regularly reviews information on its website and routinely uploads information that may be of interest to the public. This includes a wide range of publications and resources including reports, factsheets, brochures, and pamphlets. Information is also available in other languages from the NSW Multicultural Health Communication Service website.

During 2023–24 the NSW Ministry of Health received 128 formal access applications under the *Government Information (Public Access) Act 2009* (the GIPA Act) including six applications and three appeals carried over from the 2022–23 reporting year. Of the 128 applications received, 27 applications were transferred to other agencies for completion. During this reporting year, 24 applications were initially assessed as invalid, for not complying with the formal requirements of section 41 of the GIPA Act, with 11 applications subsequently becoming valid requests. A total of 95 formal applications were decided within the reporting period. There were a further six applications received that were un-decided as of 30 June 2024.

In addition, there were 59 informal GIPA requests, 57 external third-party consultation requests, as well as 6 disclosure log requests received and finalised within the 2023–24 reporting period.

Two internal reviews were conducted in 2023–24, with six external reviews completed by the Information Commissioner and the NSW Civil and Administrative Tribunal in this same period. Of the total of eight reviews finalised during this reporting year, the original decision was upheld in seven. There were an additional three applications under review as of 30 June 2024 that have yet to be decided.

Of the 95 formal access applications completed in 2023–24, the NSW Ministry of Health made one decision to refuse access to information referred to in Schedule 1 of the GIPA Act, where there was a conclusive presumption of overriding public interest against disclosure.

13 decisions were made to release information in full, with 2 decisions made to refuse access to part of the information requested. A further five applications resulted in a full refusal of access to some, or all, the information requested. There were a further 41 decisions made that the information requested was not held by the NSW Ministry of Health, and 11 decisions were made that the information is already available to the applicant. In addition, 20 decisions were made to refuse to deal with the application in full or in part, and 4 applications were withdrawn by the applicant.

Statistical information regarding formal access applications received during 2023–24 is provided in the following tables. Please note that the following figures are for the NSW Ministry of Health only, and that each NSW Health organisation publishes their individual GIPA Annual report on their website each year.

The Information and Privacy Commission NSW (IPC) monitors the compliance of NSW public sector agencies with the GIPA Act. They periodically publish compliance reports evaluating agencies' compliance with the GIPA Act which include the statistical information of GIPA applications for all of NSW Health (NSW Ministry of Health and all health agencies combined). Their consolidated report is called the *Report on the Operation of the Government Information (Public Access) Act 2009*. These reports can be found on their website: <https://www.ipc.nsw.gov.au/information-access/gipa-compliance-reports>

Table A: Number of applications by type of applicant and outcome*

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn
Media	1	0	1	10	3	8	0	2
Members of Parliament	0	0	0	0	0	1	0	0
Private sector business	1	0	2	3	1	4	0	0
Not for profit organisations or community groups	6	0	1	0	2	1	0	0
Members of the public (application by legal representative)	0	0	0	14	1	0	0	1
Members of the public (other)	5	2	1	14	4	6	0	1
Total	13	2	5	41	11	20	0	4

*More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of application and outcome

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn
Personal information applications*	0	0	0	17	0	0	0	1
Access applications (other than personal information applications)	11	1	4	23	9	16	0	2
Access applications that are partly personal information applications and partly other	2	1	1	1	2	4	0	1
Total	13	2	5	41	11	20	0	4

*A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual).

Table C: Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of the Act)	24
Application is for excluded information of the agency (section 43 of the Act)	0
Application contravenes restraint order (section 110 of the Act)	0
Total number of invalid applications received	24
Invalid applications that subsequently became valid applications	11

Table D: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of the Act

	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	1
Executive Council information	0
Contempt	0
Legal professional privilege	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0

*More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of the Act

	Number of occasions when application not successful
Responsible and effective government	6
Law enforcement and security	0
Individual rights, judicial processes and natural justice	1
Business interests of agencies and other persons	2
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

Table F: Timeliness

	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	80
Decided after 35 days (by agreement with applicant)	14
Not decided within time (deemed refusal)	1
Total	95

Table G: Number of applications reviewed under Part 5 of the Act (by type of review and outcome)

	Decision varied	Decision upheld	Total
Internal review	0	2	2
Review by Information Commissioner*	0	3	3
Internal review following recommendation under section 93 of Act	0	0	0
Review by NSW Civil and Administrative Tribunal	1	2	3
Total	1	7	8

*The Information Commissioner does not have the authority to vary decisions but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made.

Table H: Applications for review under Part 5 of the Act (by type of applicant)

	Number of applications for review
Applications by access applicants	8
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0

Table I: Applications transferred to other agencies under Division 2 of Part 4 of the Act (by type of transfer)

	Number of applications transferred
Agency-initiated transfers	27
Applicant-initiated transfers	0

Additional information for informal access applications

	Number of informal access applications
Received by the Agency in the reporting period	59
Decided by the Agency in the reporting period	59
Decided within 20 business days of receipt	46
Decided and notice in writing given to the applicant	59
	Number of informal access requests decided by outcome
Access granted in full	6
Access granted in part	7
Access refused in full	0
Referred to a formal access application	46
Conditions imposed	0
	Number of informal access requests decided by information type
Personal information of the requestor	46
Personal information of another person	0
Business information	11
Financial information	0
Other	2
	Number of informal access requests decided by type of condition imposed
Period of time to access information condition	0
View access only condition	0
Limited on use of information condition	0
Other	0
Information released informally was then proactively released publicly by the Agency	0

Public Interest Disclosures

Reporting serious wrongdoing

A strong ‘speak up’ culture that encourages staff to report wrongdoing is important for ensuring the integrity of the NSW Health System. An integral part of that ‘speak up’ culture is having a framework in place that facilitates the reporting of serious wrongdoing. This includes protecting those who speak up from detriment, taking active steps to maintain the confidentiality of reports, and imposing duties on health entities who receive reports of wrongdoing to take appropriate action to investigate or otherwise deal with them.

In NSW, that framework is the *Public Interest Disclosures Act 2022* (the PID Act). When a public official reports suspected or possible wrongdoing in the public sector, their report will be a public interest disclosure if it has certain features which are set out in the PID Act.

To support the implementation of the PID Act in October 2023, the NSW Ministry of Health arranged training for people managers and for disclosure officers to be added on NSW Health’s eLearning platform, *MyHealth Learning*. Tools and resources were developed to assist those receiving a report of suspected or possible wrongdoing. Information was added on the NSW Health intranet available to all staff, and information was also added on the NSW Health website. The NSW Ministry of Health also updated the NSW Health Policy Directive *Public Interest Disclosures*, which outlines the key obligations for NSW Health entities under the PID Act.

Across NSW Health, a report of serious wrongdoing can be made to the staff member’s manager, or to a disclosures officer. As at 30 June 2024, there were more than 11,000 people managers and more than 1,180 staff who are disclosures officers under the PID Act.

Further information about public interest disclosures is available on the NSW Health website.

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