



Working Arrangements in an Influenza Pandemic

The NSW Government has negotiated a Memorandum of Understanding with Unions NSW regarding working arrangements in an Influenza Pandemic. This which overrides all NSW public sector industrial instruments and related policies where they are inconsistent.

The NSW Government endorses the NSW Human Influenza Pandemic Plan which is available on NSW Health's website www.health.nsw.gov.au/pandemic/planning and on the Government's emergency information website www.emergency.nsw.gov.au.

The National Action Plan for Human Influenza Pandemic is available at www.dpmpc.gov.au. These are whole of Government plans developed to support NSW and national health plans in responding to a pandemic.

To assist agencies with workforce planning issues in a pandemic a Memorandum of Understanding (MOU) was negotiated with Unions NSW which overrides all NSW public sector industrial instruments and related policies where they are inconsistent. The MOU applies to all NSW Government sector agencies and State Owned Corporations. Attached for your information is a copy of the MOU.

The MOU sets out the conditions which will apply during a pandemic including attendance, salary payments, the ability to require staff to provide wider support by undertaking additional duties that are not in the employee's job description and approaches to take if NSW Health closes a workplace.

Where agencies have not prepared Business Continuity Plans in the event of an influenza pandemic, I encourage agencies to commence consultation with respective unions in regard to these plans.

Philip Gaetjens
Secretary

Further information:

Which agencies does this Circular apply to?

The government sector as defined in the *Government Sector Employment Act 2013*, including Public Service agencies, Departments, Executive agencies, State Owned Corporations including their subsidiaries and independent statutory bodies, including persons identified in Section 5 (1) (b) –(f) of the *Government Sector Employment Act 2013*.

Who needs to know about this Circular?

Secretaries, Senior Executives, Managers, Employees, Payroll, Industrial Relations, Human Resources.

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