

Omicron Redeployment Principles within DHBs

- These are exceptional circumstances and we will work together to maintain the health and safety of both our staff and our patients
- We will work together, and each do the right thing to ensure both individual and team wellbeing, health and safety are maintained and protected.
- We all respect the primacy of collective agreement provisions and will abide by their provisions.
- Staff will be treated fairly and reasonably and will not be disadvantaged as a result of any change.
- In some instances, staff may be asked to redeploy and undertake tasks outside their normal duties in support of the wider response. These redeployments requests will be appropriate, reasonable and the regulated scope of the employee/healthcare worker will be recognised. No employee will be asked to work out of scope or in a manner that makes them feel unsafe or putting themselves or the public at risk.
- At both the national and local levels, we will all maintain early and regular engagement with each other, staff and members during all phases of workforce planning and potential deployment discussions.
- We will utilise pre-existing redeployment protocols and policies such as CCDM.
- Any changes implemented will revert to pre-COVID-19 conditions once there are changes to the Omicron phases and the Protection Framework at the national level, or earlier by agreement with Unions. This will be reviewed fortnightly.
- Consultation processes will need to be responsive to immediate or imminent needs.
- Consultation will take place in advance of any possible change or at the point the need for change is identified, enabling advice to be sought and good decision making.
- Any training requirements will be completed before any change is initiated and any orientation required completed at implementation. Consider a team-based approach so that those less familiar to the unit/ward are buddied with others to provide care.
- Requests will not be made to services already under pressure – the exception may be co-location of staff within a service area to ensure continuity of service provision.

3 February 2022