

Entry Permit Holder Report

SafeWork SA

Application ID 21083458

Entry Permit Holder	
Full Name:	Bernadette Mulholland
Permit Number:	ET-22-03868
Union Represented:	South Australian Salaried Medical Officers' Association
Worksite Entered	
Business Name:	FMC Mental Health Short Stay Unit/ED
Industry:	Other Health
Address:	Flinders Drive Bedford Park
Date workplace entered:	23 February 2025

I Bernadette Mulholland am of the opinion that the PCBU has contravened the WHS legislation relating to:

	Alleged Contravention	More information	Was the contravention rectified?
PCBU Alleged Contravention 1	Not maintaining safe systems of work	The FMC Short Stay Unit model of care (MOC) is to deliver 24 hour / seven day a week timely mental health care for consumers requiring crisis interventions. This Unit support patients requiring short term care of up to 48 hours. The PCBU has implemented a change that allows long stay MH patients access to the unit which does not meet the MOC, the staffing, purpose or accommodation. This change on the health and safety of staff and patients which the PCBU is aware	No

PCBU Alleged Contravention 2	Not maintaining safe systems of work	The PCBU is placing patients that should be in the acute MH ward including psychotic mental health patients in this Unit. These patients are impacting on the health and safety of other patients in the SSU and on the staff. The PCBU knows this contravening the model of care, is not safe and is placing staff and patients at risk.	No
PCBU Alleged Contravention 3	Not maintaining a safe work environment	The PCBU is using the MH SSU unit for long stay patients including psychotic patients. Some long stay patients are waiting up to 5 days in the SSU and should be in the acute inpatient ward. It is reasonably foreseeable that there is a significant risk to all patients and staff	No
PCBU Alleged Contravention 4	Not maintaining a safe work environment	There is insufficient staff in the MH SSU and for MH patients in the ED and long stay patients in the SSU this placing significant stress on the doctors and is not clinically acceptable. This has been raised with the MH medical leadership who has not done anything to address the issues raised even though the leadership is aware that the use of the MH SSU is clinically and professionally inappropriate and workloads unmanageable.	No
PCBU Alleged Contravention 5	Inadequate monitoring of the health of workers and the conditions at the workplace	When doctors in the SSU raise issues regarding the workload, inappropriate clinical use of the MH SSU for patients, health and safety concerns and professional compromise the leadership intimidate using their position to enforce this unsafe practice	No
PCBU Alleged Contravention 6	Not maintaining a safe work environment	The doctors have asked the MH medical leadership for additional medical staff to manage the workload and long stay patients but this has not been actioned. The doctors advise that the discussion with the medical officers and leadership have created anxiety and distress and is disrespectful and intimidating. These doctors do not feel safe.	No
PCBU Alleged Contravention 7	Inadequate facilities or access to facilities	The MH SSU is cramped there is insufficient space for the amount of staff and patients accessing the MH SSU. There are no doors on the rooms,	No

		no privacy for patients, psychotic and acutely unwell patients that should not be in the MH SSU pose a significant risk to other because the accommodation is not fit for purpose, is crowded and cramped. The group room is too small and also accommodates the photo copier machine	
PCBU Alleged Contravention 8	Not maintaining a safe work environment	Because the accommodation is poor, workloads are unmanageable and the MH SSU is being used for improper clinical purpose the medical staff struggle to see the MH SSU patients who are in crisis , the long stay inpatients that have been abandoned in the SSU and the MH ED patients. this is leading to psychosocial issues and moral injury.	No
PCBU Alleged Contravention 9	Not maintaining a safe work environment	The knowing continuation of the health and safety issues by the PCBU in the MH SSU is misconduct and deliberately undermines and increases risk to the health and safety of staff and patients in the Unit	No
PCBU Alleged Contravention 10	Not maintaining safe systems of work	The PCBU has knowingly implemented an unsafe system of work and has failed to follow the model of care this is resulting in MH patients not being seen in the ED, patients not being able to be discharged in the SSU in accordance with the model of care and may lead to hurt of patients in the SSU	No
PCBU Alleged Contravention 11	Not maintaining a safe work environment	Doctors state that they are in survival mode, the doctors state they want to be innovative and find solutions including upskilling of staff to improve patient care and flow. This is not possible because of unmanageable workloads. This is giving rise to moral injury, distress and ability to think positively about coming to work.	No
PCBU Alleged Contravention 12	Inadequate monitoring of the health of workers and the conditions at the workplace	The PCBU MH leadership is failing to address the health and safety concerns in this service raised by doctors and auditing the safety risks when they arise and are notified to the PCBU.	No
PCBU Alleged Contravention 13	Inadequate monitoring of the health of workers and	At the time of contact there was terrible pressure in the ED with unmet acute bed demands and 4 long stay acute	No



	the conditions at the workplace	patients waiting in the MH SSU. An instruction was given to take additional inpatient MH patients even though the MH SSU and the MH patients in the ED was significant. There was no solutions provided regarding the known high patient workload and demand	
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