

Entry Permit Holder Report

SafeWork SA

Application ID 22603530

Entry Permit Holder	
Full Name:	Caitlin Che Feehan
Permit Number:	ET-25-02130
Union Represented:	South Australian Salaried Medical Officers Association
Worksite Entered	
Business Name:	Noarlunga Hospital Mental Health Rehabilitation Unit
Industry:	Other Health
Address:	10 Alexander Kelly Drive, Noarlunga Centre SA 5168
Date workplace entered:	21/11/2025

I Caitlin Che Feehan am of the opinion that the PCBU has contravened the WHS legislation relating to:			
	Suspected Contravention	More information	Was the contravention rectified?
PCBU Alleged Contravention 1	Not maintaining safe systems of work	<p>The EPH was notified that the Head of Unit had been directed to admit four mental health patients into the Unit in circumstances where it was unsafe to do so.</p> <p>On 2.07pm the EPH entered site to inspect the suspected contravention of psychosocial harm to medical staff as a result of this direction.</p> <p>The Noarlunga Hospital Mental Health Rehab Unit opened on 11 November</p>	No

		<p>2025 and holds 24 beds for non-acute mental health patients.</p> <p>The Model of Care for the mental health rehab services has strict admission criteria for this service. This service is designed for mental health patients who are non acute. The service is designed for approximately 2-3 month stays. This model of care has been endorsed by the PCBU.</p> <p>At the time of the EPH inspection, the Unit had been operating for 11 days. 12 patients had been assessed as suitable by the Head of Unit and had been admitted to the service.</p> <p>1 of 3</p>	
PCBU Alleged Contravention 2	Not maintaining safe systems of work	<p>There were 1.7 FTE Psychiatry Consultants employed within the service at the time of inspection.</p> <p>There were 3 Junior Medical Officer's employed within the service. The skill makeup of senior medical staff to junior medical staff is not sufficient to meet the demands of the PCBU to admit further patients on this day.</p> <p>This level of medical staffing was not clinically safe to admit patients to the service at the rate of four in one day.</p> <p>Nursing provides important support to medical staff. Nursing was not fully staffed for the MHR service. Nursing ratio's are lower in mental health rehab than in acute mental health services.</p> <p>Staff had been on sick leave due to the stress and demand in getting the service ready in time for the governments opening on 11 November 2025. Excessive hours worked by staff in the lead up to this opening deadline.</p> <p>2 of 3</p>	No
PCBU Alleged Contravention 3	Not maintaining safe systems of work	<p>The direction to the Head of Unit to admit four additional patients in a day, in circumstances where it was clinically assessed as unsafe to do so caused</p>	No

		<p>psychosocial harm within the Unit, as the demands were not possible with the existing staffing.</p> <p>Staff were visibly distressed and crying. These observations indicated to the EPH that psychosocial harm was evident in the workplace.</p> <p>The nature of mental health patient's being very vulnerable, and the Head of Unit receiving pressure from the PCBU to continue admitting patients at what was deemed a clinically unsustainable rate, creates a risk to individual medical staff who have clinical responsibility to the patients in their care.</p> <p>3 of 3</p>	
PCBU Alleged Contravention 4	Not maintaining a safe work environment	<p>As mentioned above, the service had been operational for 11 days at the time of inspection.</p> <p>There was a perceived unwillingness from the PCBU to look at the immediate resources and demands of the new service, and to support the Head of Unit in implementing the new service at an appropriate pace to ensure the model of care was being followed with appropriate staffing levels.</p>	No