Appendix two – Status of 2017 recommendations

Recommendation	Current status	
Health entities		
Health entities should further review the approach to managing excess annual leave in 2017–18. They should: • monitor current and projected leave balances to the end of the financial year on a monthly basis • agree formal leave plans with employees to reduce leave balances over an acceptable timeframe.	All health entities now have access to a new dashboard used to monitor all excessive leave. Quarterly reports will be provided to managers to review excess leave and proactively require leave plans to be put in place. Line managers are required to manage excess leave above 30 days on an ongoing basis. The Ministry of Health is developing tools to assist health entities with additional budget supplementations to cover staff relief in the medical and nursing area.	⊖
Health entities should conduct a risk-based review of time and leave recording practices to ensure control weaknesses are identified and fixed.	While the ongoing implementation of HealthRoster is improving time recording practices in health entities, unapproved employee timesheets continue to be a problem for some health entities. Some health entities reported forced finalisations of timesheets in HealthRoster to facilitate payroll processes. Refer to the financial reporting chapter.	
Ambulance Service of NSW		
The Ambulance Service of NSW should further implement and monitor targeted human resources strategies to address high rates of sick leave taken.	The Ambulance Service of NSW continues to implement and monitor targeted human resource strategies to reduce sick leave taken. Despite significant efforts, it continues to have the highest average sick leave rate, across the health sector, higher than the NSW Health average. Refer to the financial reporting chapter.	⊖
The Ambulance Service of NSW should further review the effectiveness of its rostering practices to identify strategies to reduce excessive overtime payments.	The Ambulance Service of NSW continues to review its strategies and rostering practices to reduce the different overtime categories. Despite significant efforts, overtime payments continue to be significantly higher than other health entities. Refer to the financial reporting chapter.	⊖

Key	✅	Fully addressed	⊖	Partially addressed	❗	Not addressed