

16 November 2020

Mr Gerard Hayes
Secretary
Health Services Union
Locked Bag 3
Australia Square NSW 1215

By email: secretary@hsu.asn.au
Tom.stevanja@hsu.asn.au

Dear Mr Hayes,

Re: New Workforce Capability Model within the Program Delivery Directorate

I am writing to formally advise you that eHealth NSW is proposing to introduce a new Workforce Capability Model (WCM) for our Program Delivery Directorate.

The WCM will essentially pool together existing staff into key capability areas which in turn will increase our adaptability and utilisation on projects, whilst allowing for greater employee growth, mobility and flexibility.

The anticipated date for implementation for the first capability area, Business Analysis, is the end of March 2021 and all other capability areas by December 2021.

As the WCM will be resourced using our existing headcount, there will be no job losses. It is expected that the new model will assist eHealth NSW to create further employment opportunities and increase development opportunities by defining career pathways across multiple projects.

Attached to this letter is a summary of the new Workforce Capability Model. The initial briefing to staff is scheduled for Tuesday 17 November 2020. There will be several workshops throughout the subsequent weeks to get input from our Business Analysts for the transition into their capability area. This will also be an opportunity for staff to co-design the operating model and ensure that it is highly effective for both the organisation and the staff members.

We would be happy to organise a meeting to discuss the proposed changes in greater detail, and/or arrange for a USCC to be convened.

If you would like to schedule either a further discussion or a USCC please contact Dominic Trewick, Associate Director People & Culture via email at Dominic.Trewick@health.nsw.gov.au or on 0436 687 521. Alternatively, you may respond to these proposed changes by addressing any comments in writing by Monday 7 December 2020.

Yours sincerely

A handwritten signature in black ink, appearing to read "Zoran Bolevich".

Dr Zoran Bolevich
Chief Executive
eHealth NSW

Encl: Workforce Capability Model (WCM) Summary