

Mr Gerard Hayes
The General Secretary Health Services Union (HSU)
Level 2, 109 Pitt Street
Sydney NSW 2000
secretary@hsu.asn.au

Re: Proposed Realignment of the Executive Team and internal reporting structure of Macquarie Hospital, Mental Health Drug and Alcohol (MHDA)

Dear Mr Hayes,

I wish to advise the Health Services Union (HSU) of a proposed realignment of the Executive Team and internal reporting structure of Macquarie Hospital, Mental Health Drug and Alcohol (MHDA) within Northern Sydney Local Health District (NSLHD).

On 1 December 2023, the Pathways to Community Living Initiative (PCLI) Stage 2 team was realigned from the Director of Governance and Operations, MHDA, to the Service Director, Macquarie Hospital. Following this change in governance, a natural next step, in order to incorporate the PCLI Program Manager, Health Manager 4 (HM4) into the executive team, an evaluation of this position's role and portfolios was undertaken with the intent of developing the position into an Allied Health/PCLI Manager role (HM4).

The intent of the PCLI transition from the Director of Governance and Operation, MHDA to the Service Director Macquarie Hospital, was to improve integration of services and professional alignment of clinical positions. The PCLI clinicians work closely with the whole of the hospital multi-disciplinary team (MDT). Much of the PCLI clinical work is naturally aligned with the Allied Health teams on site and their clinical work is interdependent and complementary in achieving successful consumer transitions to the community.

Internal relativities reflect, the Operations Manager, Macquarie Hospital (HM4) is the line manager for six [6] Allied Health Team Leaders (some with multi-disciplinary teams under their management) plus five [5] other teams on site including Medical Administration, Library Manager, Hairdresser, Volunteers and Chaplains, as well as being operationally responsible for the District Health Information Services on site, plus having the portfolio of Health Share Food services for the hospital. A wide variety of additional whole of site portfolios fall under this role, which is part of the Macquarie Hospital Executive Team, and participates in the Executive on call roster on a rotational basis.

Northern Sydney Local Health District is located on the traditional lands of the Eora Nation

All correspondence to be emailed or sent to:
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In comparison, the PCLI Program Manager (HM4) has line management of the PCLI Team Leader and has a pivotal liaison role with the Ministry of Health. The proposal to transition this position into an Allied Health/ PCLI Manager role would allow for further enhancement of the close working relationship between the PCLI clinical team and the Allied Health teams on site. This would create a more streamlined approach to teams working together to manage complex transitions of long stay consumers. The position would also be required to participate in the Executive on call roster.

The realignment would ensure equitable workload distribution between the two HM 4 positions and enable the Operations Manager position to have a clearer operational focus and greater emphasis on the wider strategic and organisational opportunities required to meet future and current service need in a large and complex service.

Additionally, the positional changes would align with the MHDA structure that has a newly appointed Director of Allied Health and Clinical Programs and thus creates clear professional pathways for staff development and support.

The attached Consultation Document and Position Descriptions provide more details on the proposed positional and organisational structure changes.

This letter marks the commencement of a formal three-week consultation period. I invite you to provide any feedback, comment, questions or concerns on this proposal. The consultation period will conclude three weeks from the date of this letter.

Feedback can be emailed to Gerard Drinan, Senior Human Resources Business Partner at Gerard.Drinan@health.nsw.gov.au .

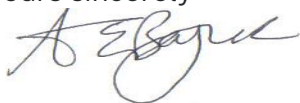
The New South Wales Nurses' & Midwives' Association, Australian Salaried Medical Officers' Federation NSW (ASMOF), and impacted employees within Macquarie Hospital have been provided with the proposal on the same date as this letter.

Further, in accordance with the NSW Health Policy Directive Industrial Consultative Arrangements (PD2011_002) I extend the opportunity for a Union Specific Consultative Committee (USCC) meeting to discuss the proposal in detail (if requested or deemed required).

I wish to advise that if you do not provide feedback on the proposal or request a USCC within three weeks from the date of this letter it will be deemed that the HSU has no concerns with the proposal, and I will progress to implementing the realignment accordingly.

If the HSU, or your members have any queries, questions, or concerns regarding this, please contact Gerard Drinan, Senior Human Resources Business Partner via email at Gerard.Drinan@health.nsw.gov.au

Yours sincerely



Anne Bajuk
Service Director/Site Manager Macquarie Hospital
Mental Health Drug and Alcohol
Northern Sydney Local Health District

Date: 14 May 2024

CC: Andrea Taylor, Director MHDA; Elizabeth Penman, Director Allied Health MHDA; Gerard Drinan, Senior Human Resources Business Partner, MHDA & PaCH

Encl.

Consultation Document

TAB A i & ii Current Position Descriptions. PCLI 2 Manager and Operations Manager

TAB B i & ii Proposed Position Descriptions. PCLI 2 Manager and Operations Manager