

Proposed new changes in Community Health

Analysis

Following the realignment of three networks to two networks in the District there was the opportunity to review the Community Health structure.

Following the review there is a proposal to establish new position for a General Manager Community Health with other changes to better support Community Health services.

Recommendation

That the NSWNMA and the HSU review and provide advice on the proposed changes.

Background and reason for the proposed changes

This brief has been prepared to inform Industrial Associations of proposed changes at Southern NSW Local Health District.

The District has previously moved to two networks from three networks, the Tablelands and the Monaro network have been merged to create the Inland network. The District have appointed a General Manager to cover the newly created Inland network.

The three Networks previously had three management positions covering Community Health Services, Monaro Community Health Integrated Care (IC) Manager, Tablelands Community Health IC Manager and the Coastal Community Health IC Manager.

Due to a recent resignation from the Monaro Community Health IC Manager position the District has moved to align the Community Health management structure to the two networks. Currently the Tablelands Community Health IC Manager is covering the Monaro Community Health IC Manager in an acting capacity.

Proposed realignment.

It is proposed to formalise the acting position to become the Inland Community Health Manager as per the Restructuring Policy and Procedures - NSW Ministry of Health PD2013_042. The current incumbent will be a direct appointment to the position as per 3.1 stage one of PD2013_042.

The second proposal is to create a General Manager Community Health utilising the vacant FTE created from the realignment of three networks to two.

The General Manager position will lift the Community Health services up to an executive position in the District and will directly report to the Executive Director of Operations.

The other change will be a line management change only. The current Community Health IC managers currently report to the Network General Managers, the Community Health IC managers line management will change to report to the new position, General Manager Community Health.

The purpose of this proposed structure is to ensure the District has a contemporary, fit-for-purpose structure that meets the needs of the District, is aligned with operational requirements and attracts the required skill, capability and experience to our Community Health roles.

Current and proposed FTE establishment and reporting

Deleted Positions

Current FTE and grading	Position	Location
1.0 FTE HSM 4	Monaro Community Health IC Manager	Queanbeyan
1.0 FTE HSM 4	Tablelands Community Health IC Manager	Goulburn

New positions

Current FTE and grading	Position	Location
1.0 FTE HSM 4	Inland Community Health IC Manager <i>The current incumbent of the Tablelands Community Health IC Manager will be a direct appointment to the position as per 3.1 stage one of PD2013_042.</i>	Goulburn
1.0 FTE HSM 5	General Manager Community Health	Site negotiable (in the District)

Proposed reporting and reporting line change

Current FTE and grading	Line report change position	Current Report	Proposed Report
1.0 FTE HSM 5	General Manager Community Health	N/A	Executive Director of Operations
1.0 FTE HSM 4	Inland Community Health IC Manager	Inland General Manager	General Manager Community Health
1.0 FTE HSM 4	Coastal Community Health IC Manager	Coastal General Manager	General Manager Community Health

Likely impact the realignment will have on services and functions.

It is anticipated that there will be no impact on clinical service provision and there will be no direct clinical service provision positions affected.

Services will continue to be provided in line with the Service Agreement with the Ministry of Health.

Local service provision and existing relationships will be maintained.

Community Health IC Managers and the proposed General Manager for Community Health will have responsibility for the operational responsibility of the services with improved strategic responsibility.

Timetable for implementation, including consultation.

- Consultation will be for a two-period commencing on the 21 August 2023.
- Information has already been provided to the current Network General Managers and the current Community Health Managers with further opportunity for feedback throughout the consultation time frame.
- Information will be provided at both the Coastal and Inland Network Performance Meetings with the opportunity to provide feedback.

Management of affected and excess staff

Nil predicted

Consultation (delete if not required)

Name	Position
Brian Bonham	Inland General Manager
Brad Scotcher	Coastal General Manager
Kate Partington	Coastal Community Health IC Manager
Jeremy Gilchrist	A/Monaro and Tablelands Community Health IC Manager
Sarah Wallace	Director of Finance

Contact

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