



**Workforce Directorate**

Mr Gerard Hayes  
Secretary  
Health Services Union  
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D23/0001973

Dear Mr Hayes

***Re: Regrading of a NNSWLHD Whole Family Clinical Team Leader position***

I write to formally advise the Health Services Union (HSU) of a proposed change to established position to be graded for the Northern NSW Local Health District (NNSWLHD) Child & Adolescent Mental Health Services (CAMHS) Whole Family Clinical Team Leader position.

This multigraded position (Health Manager Level 2/Social Worker/Occupational Therapist/Welfare Officer/Counsellor Level 4) was established back in 2010. A review of the position description has been undertaken and it is proposed to grade the position as Health Manager Level 2/Allied Health Professional Level 4/Clinical/Senior Psychologist, removing the Welfare Officer and Counsellor component. The Clinical Team Leader role will still be responsible for the day-to-day leadership, guidance and line management of the multidisciplinary team that work within the Whole of Family Tea, maintaining a clinical caseload as required as well as managerial responsibilities.

The NNSWLHD grading committee is supportive of the regrade and in line with the Health Managers (State) Award and/or *Health Professionals (State) Award and/or Psychologist under the Community Employees Psychologists (State) Award*. It is a requirement under the Grading Committee (Social Workers and Dieticians) Determination No. 23 of 2007, that this position is graded by a committee which has consulted with the Health Services Union.

***Determination No. 23 of 2007***

***Clause 3. Grading Committee – Social Workers***

*A committee consisting of two representative of the employer and two representatives of the Union shall be constituted to consider and recommend to the employer:*

- (a) the grading of any new position or variation of grading of a position as a result of any substantial alteration of duties and/or responsibilities or in any case of anomaly; and*
- (b) the date of effect of the grading recommended.*

*The matters to be referred to the Committee shall be:*

- (a) any application by an employee for review of the grading of the position he/she occupies if the General Manager or Senior Officer of the hospital or health institution*

certifies that in his/her opinion there has been a substantial alteration of duties and/or responsibilities since the last grading of the position and states the nature of such alteration or that the grading of the position is markedly out of keeping with that of other positions in the hospital or health institution;

(b) the grading of any new position;

(c) such cases as the Union may raise where the Union has stated the ground and indicated the basis on which it desires such cases to be considered by the Committee;  
and

(d) such other cases as the employer may approve.

A copy of the newly proposed position description is included for your consideration. Please provide a **response within 14 days from date of this letter.**

If you would like to discuss any aspect of this matter, please contact Ms Leanne Friis, Service Manager for Child & Adolescent Mental Health Services for NNSWLHD, on 02 6620 7912 or by email: [leanne.friis@health.nsw.gov.au](mailto:leanne.friis@health.nsw.gov.au).

Yours sincerely



**Richard Buss**  
**Director Workforce**

Date: 15 / 11 / 23