



10 October 2022

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

Email: secretary@hsu.asn.au

Dear Mr Hayes

I take this opportunity to advise you of proposed changes to the Executive Leadership Team structure and the Clinical Operations structure at Murrumbidgee Local Health District (Appendix 1).

Following the departure of the most recent Director Clinical Operations - West in late December 2021, interim changes were put in place to support facilities and district services during this vacancy (internal secondment).

During this time, I have taken the opportunity to review current working structures and believe that the proposed changes will improve the position of our Health District to achieve its strategic directions and operational imperatives. Consultation with the current Executive Team has occurred and all agree that the proposed structure will provide:

- Clear vision and cascade of messaging – one system, seamless care.
- Consistency of governance and operations of our cluster network.
- Right “people”/functions at the table to influence and lead reform.
- Enable capacity for Executive Director of Operations to work strategically.
- A network of District Hospitals receiving a consistent approach, regardless of location.
- Base Hospitals with the right “people”/functions at the table, to lead and influence the required transformation - integration regardless of reporting lines.

The follow positions have been identified as affected:

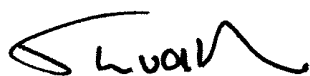
Positions	Current Status	Impact	Proposed
Director Clinical Operations – East	1 FTE	Affected individual	Renamed to Executive Director Operations Regraded from HES1 to HES2
Director Clinical Operations – West	1 FTE Vacant	Affected role	Renamed to Director Rural Operations Regraded in the same HES1band
General Manager Griffith	1 FTE	Reporting Line	Report to Executive Director

Base Hospital	Vacant	change	Operations (note this is interim reporting to the Director Clinical Operations - East position)
Cluster Manager/ DONM – Temora	1 FTE	Reporting Line change	Report to Director Rural Operations
Cluster Manager/ DONM – Tumut	1 FTE	Reporting Line change	Report to Director Rural Operations
Cluster Manager/ DONM – Young	1 FTE	Reporting Line change	Report to Director Rural Operations
Mercy Health Care (3 rd Scheduled)	-	Dotted Reporting Line	Report to Director Rural Operations
Medicine Network Lead	1 FTE Acting incumbent	Reporting Line change	Report to the Executive Director Operations

Prior to a final decision being made, affected staff and key impacted teams will be invited to provide feedback during the formal consultation period from **Monday 10 October 2022 to Monday 24 October**. You are also invited to provide any feedback. The NSWNMA has also been invited to provide feedback. Please send feedback to Anne McLeish (Industrial Relations Specialist) at anne.mcleish@health.nsw.gov.au.

If you have any questions regarding the proposed changes, further details can be obtained from Helen Emmerson (Director People & Culture) at helen.emmerson@health.nsw.gov.au.

Yours sincerely



Jill Ludford
Chief Executive
Murrumbidgee Local Health District

Cc: Nathan.Collins@hsu.asn.au