



Mr Gerard Hayes  
Health Services Union  
Level 2, 109 Pitt Street  
SYDNEY NSW 2000

Trim ref: NSHN20/83020

By email: [info@hsu.asn.au](mailto:info@hsu.asn.au)

Attn: Ms Denise O'Shaughnessy

### **People and Culture- Systems and Scheduling Realignment**

Dear Mr Hayes,

I write to advise the Health Services Union of a proposal to alter existing salary levels for a range of roles within the Systems and Scheduling team, within the People and Culture Directorate.

Over time, the roles within the Systems and Scheduling team have evolved and there is now a heavy reliance with respect to not only preparation and analysis of data and reporting across the NSLHD by a range of stakeholders, but the level of technical skill and innovation with respect to design and rollout of enhanced tools for staff across the NSLHD. In recognition of the expanded breadth of strategic deliverables from the unit, it is proposed to regrade 4 critical roles:

- Manager Workforce Systems and Analytics regraded from Health Manager 4 to Health Manager 5
- Senior Systems Officer regraded from Health Manager 2 to Health Manager 3
- Systems Support Officer renamed to Systems and Development Analyst with correlating regrade from Health Manager 1 to Health Manager 2.

The overall line reporting for the roles within the structure remain unaffected, with the Manager Workforce Systems and Analytics retaining managerial responsibilities for all roles within the Systems and Scheduling. There are incumbents who will be required to be assessed for the new roles referred to within this proposal. Affected incumbents occupy the roles of Manager Workforce Systems and Analytics and Systems Officer. The Senior Systems Officer role is currently vacant and is proposed to be filled via merit based recruitment.

A copy of the current and proposed organisational structure is attached for your reference.

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

All correspondence to be emailed or sent to:  
[NSLHD-Mail@health.nsw.gov.au](mailto:NSLHD-Mail@health.nsw.gov.au)

Northern Sydney Local Health District  
ABN 63 834 171 987

PO Box 4007  
Royal North Shore Hospital LPO  
St Leonards NSW 2065  
Tel (02) 9462 9955 Fax (02) 9463 1029

Should the Health Services Union wish to discuss or query any information relating to this proposal or would like arrange a union specific consultation meeting to discuss the proposal outlined above please contact Adam Quested, Deputy Director People and Culture via e-mail: [Adam.quested@health.nsw.gov.au](mailto:Adam.quested@health.nsw.gov.au) or mobile: 0405 530 057 prior to 4 December 2020 to progress consultation.

Yours sincerely



Adam Quested  
Deputy Director People and Culture- HR Business Partners  
Date: 25/11/2020

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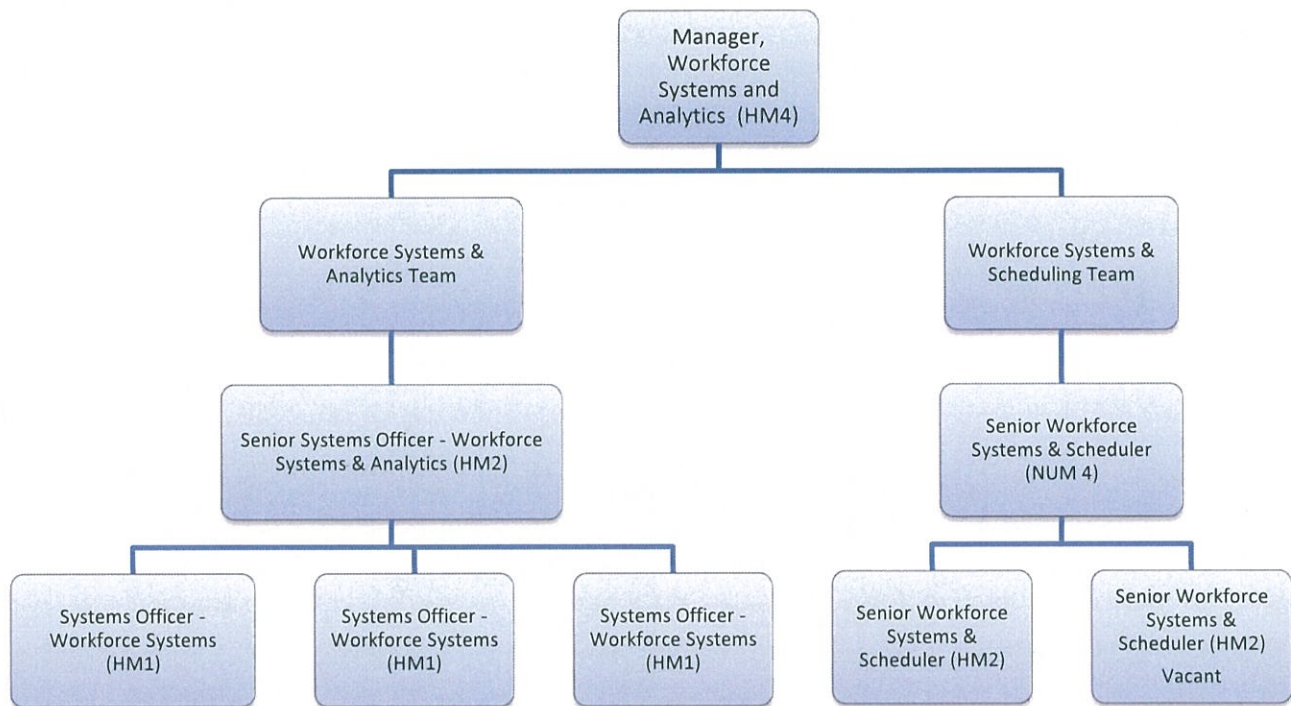
Fax (02) 9463 1029

Northern Sydney Local Health District

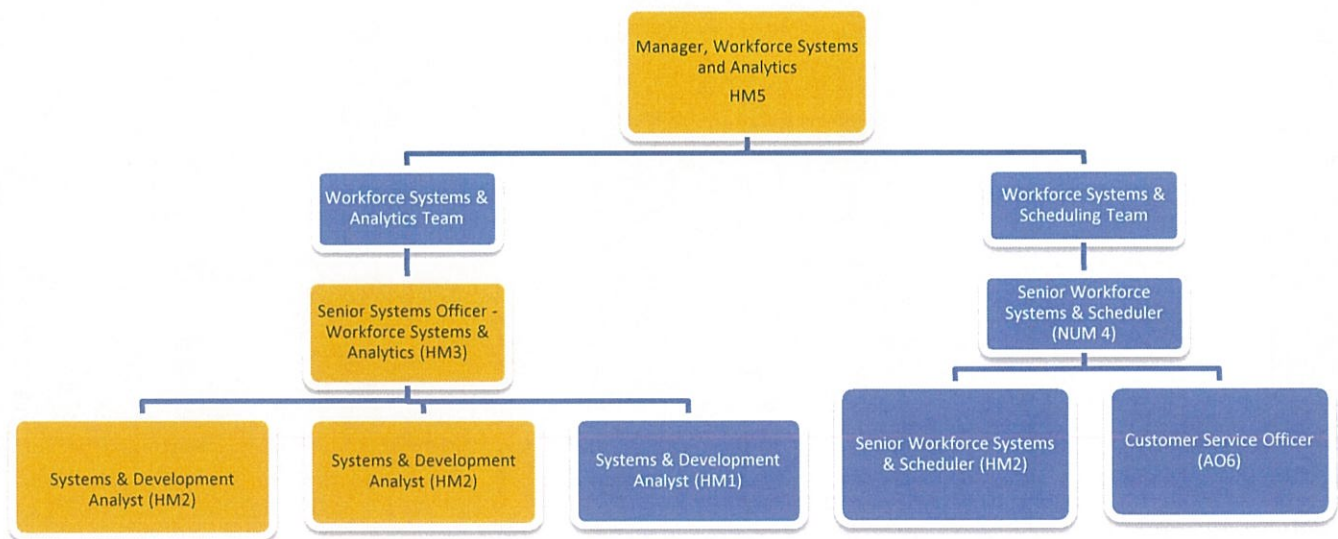
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# Appendix A

## Current Org Team:



## Proposed Org Unit:



Regarded Role

