

Mr Gerard Hayes
Secretary
Health Services Union
E: Secretary@HSU.asn.au

Dear Mr Hayes

RE: Grading of a NNSWLHD Deputy to a Department Head Social Worker position

I write to formally advise the Health Services Union (HSU) of a proposed new position to be graded for the Northern NSW Local Health District (NNSWLHD) Deputy to a Department Head Social Worker position for the Tweed/Murwillumbah/Byron Hospitals.

This role will be under the direction of the Social Work Head of Department, providing advanced clinical services, planning, directing and managing the delivery of site-based Social Work services. The Deputy to a Department Head supports the operational, strategic and professional management of clinical staff under the leadership of the Head of Department.

The NNSWLHD grading committee is supportive of the grading and in line with the *Health Professionals (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 no later than 14 days from date of correspondence.

If you would like to discuss any aspect of this matter, please contact Ms Lisa Beasley, General Manager Community and Allied Health for NNSWLHD, on 0429 303 710 or by email: Lisa.Beasley@health.nsw.gov.au.

Yours sincerely



Richard Buss
Director Workforce