

Branch Consultation

Corporate Services &
Business Improvement

Katrina Eadie
Executive Director, CS&BI

August 2023



Overview of the Change Process



1. Consultation
2. Approval to implement
3. Fill roles in accordance with the NSW Health Policy Directives:
 - Recruitment and Selection of Staff to the NSW Health Services
4. New structure proposed to come into effect by Oct 2023

CS&BI - Restructure



The CS&BI branch was established in 2019.

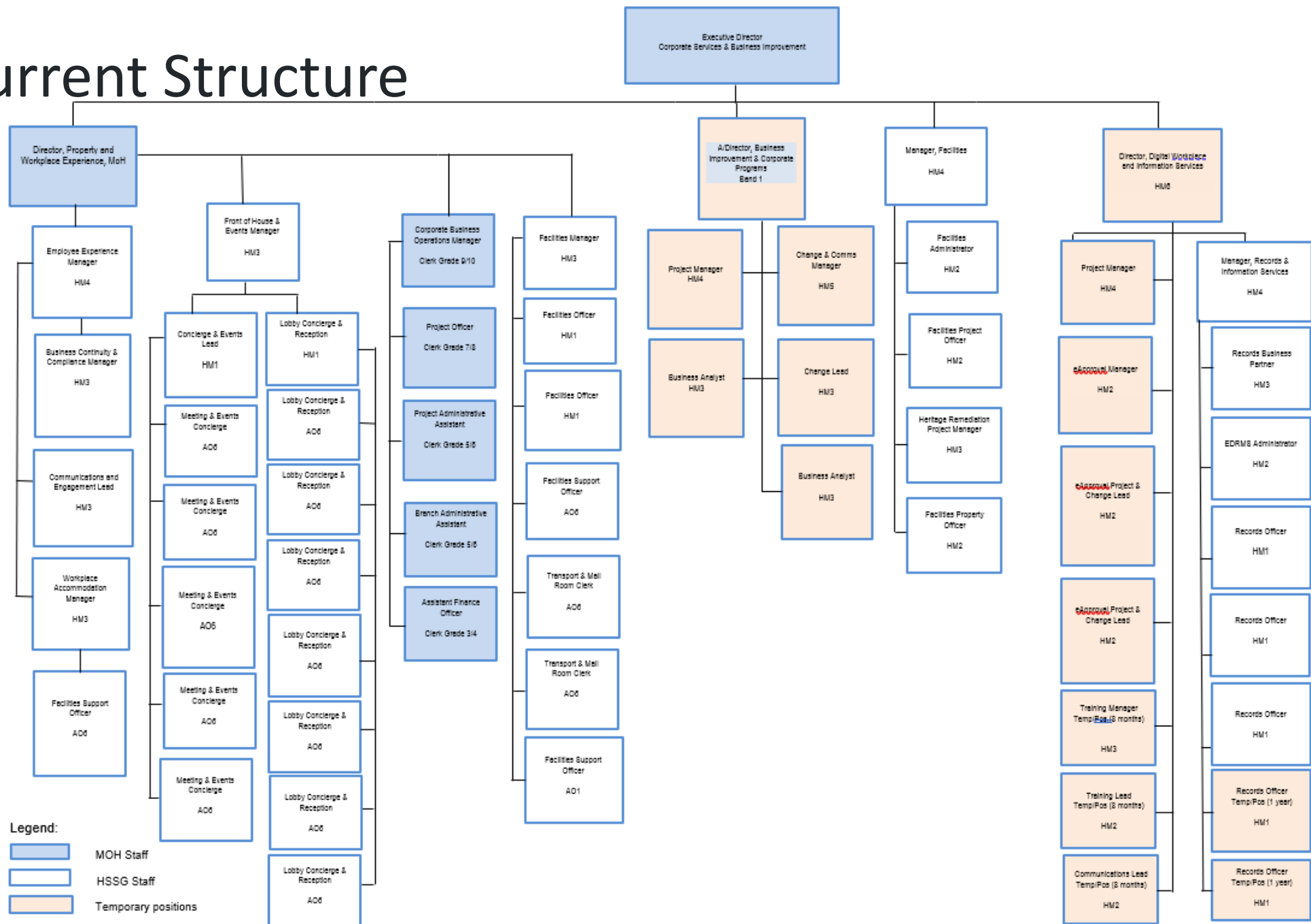
The functions and service offerings of the branch have evolved.

The resourcing model needs to evolve to align with the functions and services. The branch will now have 3 functional areas:

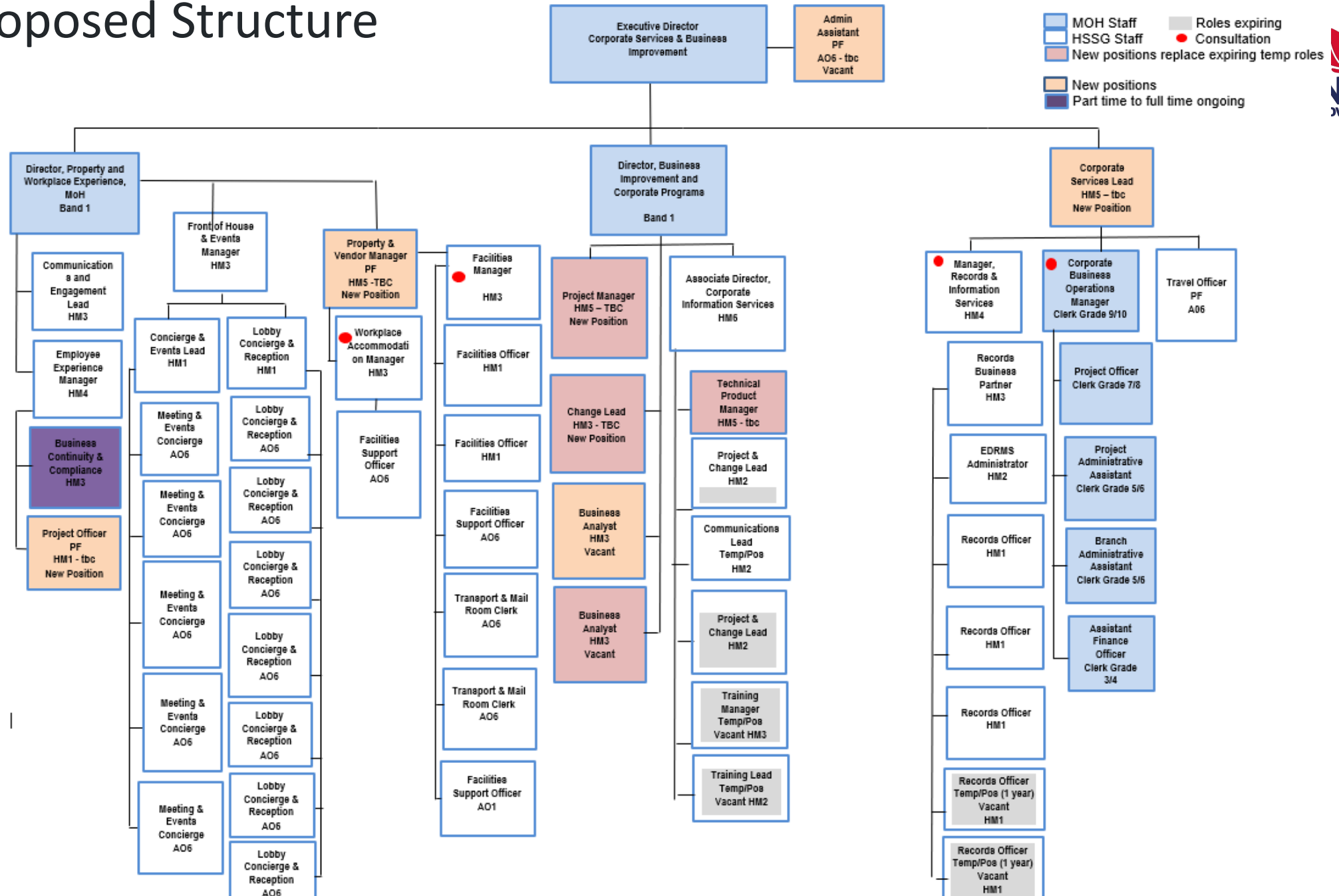
1. Property and Workplace Experience
2. Corporate Programs & Business Improvement
3. Corporate Services

There will be some teams moving into a different area within the branch as well as the establishment of some new ongoing roles. There will not be a reduction of any roles.

CS&BI Current Structure



CS&BI Proposed Structure



Now. The consultation process



Consultation process:

- Talk about it
- Think about it
- Ask questions
- Offer suggestions
- Seek clarification

Now. The Consultation Process



The **formal consultation** is when the proposed structure is consulted with staff, and unions/industrial associations. You are encouraged to participate in this process.

The formal consultation period commences on Wednesday 2 August 23 for 2 weeks, closing on COB Tuesday 15 August 23 .

All **draft role descriptions** for new proposed roles will be available for review during the consultation period.

Email any feedback, concerns and suggestions about the proposed structure and role descriptions to CSBISTaffFeedback@health.nsw.gov.au

Recruitment Implementation Process



Once the consultation period has closed, all feedback will be considered and assessed. The final structure will be presented to all staff with the executive Directors response to any feedback or suggestions made during the consultation period. Once all staff have been notified, we will start the recruitment implementation process.

This is done in accordance with Recruitment and Selection of Staff to the NSW Health Service PD2017_040 via a merit base selection process.

Recruitment into the new HSSG roles will be advertised either via:

1. Discretionary posting: Internal to the branch via a discretionary link and applicable for staff to apply who currently sit under NSW Health Award.
2. Internal to NSW Health: applicable to all internal staff under NSW Health Award.
3. External: all applicants internal and external can apply

For a min of 1 – 2 week.

Support for Staff



We are here to support you through the proposed changes.

- In the first instance, contact Katrina Eadie, Executive Director CS&BI for further information on the proposed changes
- To discuss any HR related issues or matters, including policy queries or your circumstances, please contact:

HSSG Staff:

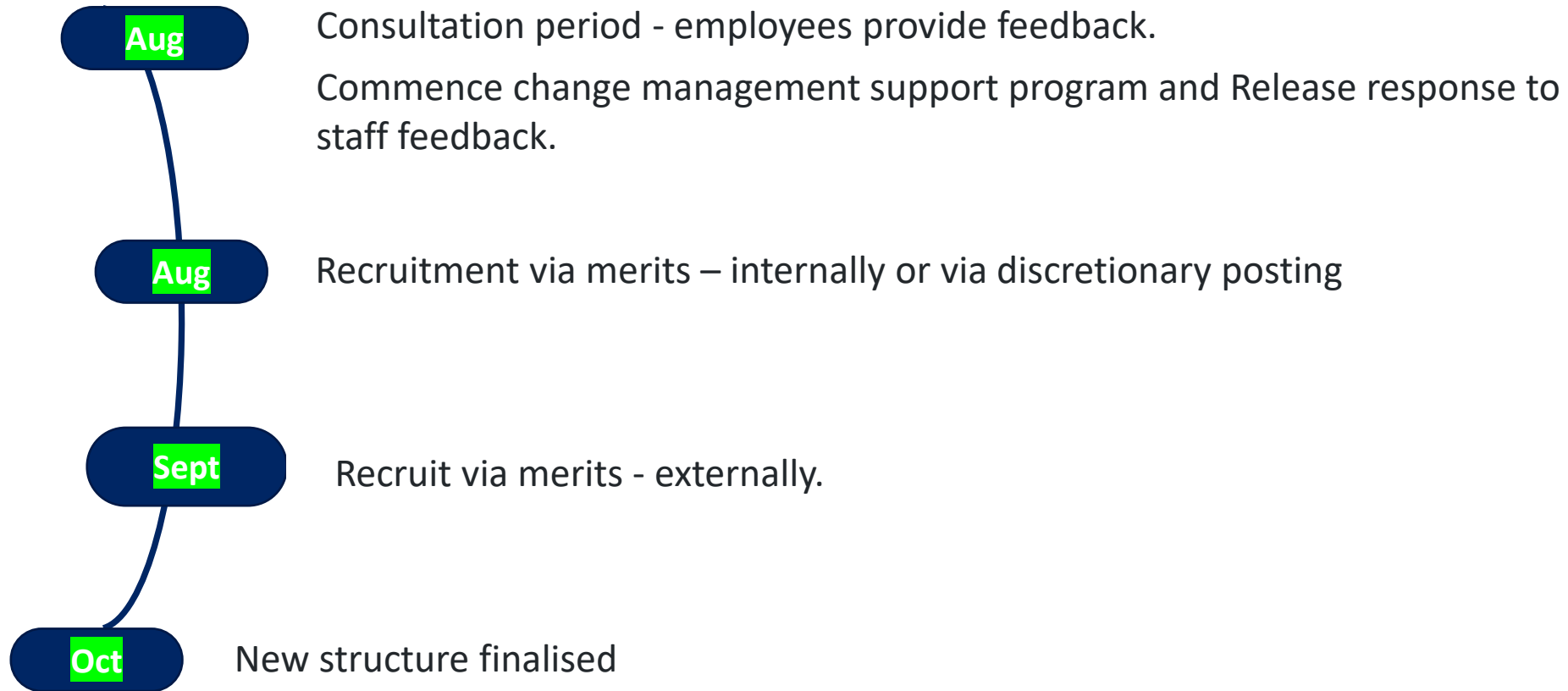
Maritza Salas, HR Business Partner (HSSG)

MoH Staff

Lina Saliba, Associate Director, People & Culture

- The Employee Assistance Program offers a free, confidential counseling service www.convergeinternational.com.au or call 1300 687 327
- Public Service Association (PSA)
- Health Services Union (HSU)

Indicative timeline



Next Steps

- The consultation period runs from 2 August 23 to 15 August 23.
- Further information including today's presentation, draft role descriptions and FAQs will be available in the CS&BI MS Teams channel.
- Speak with your manager, your Director or your Executive Director to clarify any questions you may have about the proposal.
- Provide any feedback by COB 15 August to CSBIStaffFeedback@health.nsw.gov.au
- All feedback will be considered and assessed, and the final structure will need to be approved by the Deputy Secretary, People Culture & Governance.

Key Contacts



- Your Executive Director and/or Director
- Your Manager
- Your HR representative:
 - Maritza Salas, HR Business Partner (HSSG Employees)
 - Lina Saliba , Associate Director People & Culture (Ministry Employees)
- Union PSA membershipsupport@psa.asn.au
- Union HSU <https://hsu.net.au/contact/>
- Employee Assistance Program 1800 337 068 or <https://www.convergeinternational.com.au/cvi/about-us/contact-us/make-an-eap-booking>