



ACT
Government

**Canberra Health
Services**

Tony Chase, Australian Medical Association ACT
Brenton Higgins, Community and Public Sector Union
Mark Jay, Health Services Union
Dale Beasley, Professional Australia

Dear all,

Consultation- Canberra Health Services Cardiology Allied Health

In accordance with the relevant consultations provisions of the relevant enterprise agreements in Canberra Health Services (CHS), where there are proposals by the ACT Public Service to introduce change in work practice or work organisation within a Directorate the head of service will consult with the affected employees and relevant unions.

The consultation document describes the proposed changes to the Cardiology Allied Health leadership structure within the Cardiology Department, Division of Medicine, CHS. The proposed staff structure change aims to:

- Continue to improve patient health outcomes, patient experience, quality of care and efficiency of care delivered by Cardiology Allied Health services.
- Support a sustainable staff structure that promotes clinical supervision, peer support, career progression and succession planning to allow for staff leave, development and evolution of clinical scope.

The proposed changes are:

- Re-define the current Health Professional 5 (HP5) Cardiology Allied Health Manager (Physiologist and Sonographers) to a HP5 Allied Health Manager (Physiologists). This will create a role with clear responsibilities specific to cardiac physiologists only, that include high level clinical care, service delivery management, clinical supervision, consultation and engagement with stakeholders, participation and implementation of governance and research/QI programs relevant to the area of service delivery. The proposed reporting line for the re-defined HP position is the Unit Director Cardiology for managerial tasks.
- Create a Medical Imaging Level 5 (MI5) Cardiology Allied Health Manager (Sonographers). This will create a role with clear responsibilities specific to cardiac sonographers only, that include high level clinical care, service delivery management, clinical supervision, consultation and engagement with stakeholders, participation and implementation of governance and research/QI programs relevant to the area of service delivery. The proposed reporting line for the newly established MI5 position is the Unit Director Cardiology for managerial tasks.

- In collaboration with the Division of Allied Health, ensure Cardiac Physiologist and Cardiac Sonographer leadership duty statements align with the organisation's expectations of classification levels detailed in the *Work Level Standards for Health Professionals and Allied Health Assistants* (review in progress). This will involve a review of current duty statements and potential change in role description and duties.

The benefits of the proposed re-structure include:

- Continued improvement to patient outcomes, patient experience, quality of care and efficiency of care delivered by the Cardiology Allied Health Service.
- Recruitment to the proposed positions will support a sustainable structure that promotes clinical supervision, career progression and sustainability of the service to allow for staff leave and evolution of the service across both the physiology and sonography clinical streams.
- Ability to develop innovative rostering and clinic schedules to improve accessibility and efficiency of the service
- Anticipated higher retention rates of staff within the cardiology allied health service.
- Improved consistency in roles, responsibilities, and expectations, leading to more consistent and improved service delivery outcomes.

To allow staff and unions a genuine opportunity to contribute to and influence the decision-making process prior to any changes being formalised, the consultation period for the proposed organisational structure will be 14 days commencing from 15 November 2023.

Furthermore, meetings with affected staff will be held to discuss the proposed changes and allow staff to ask any questions and contribute further to the decision-making process.

If you have any further questions regarding the proposed restructure, please contact CHSDOM@act.gov.au.

Yours sincerely



Andrew Slattery
Executive Director Division of Medicine
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