



# Calvary Mater Newcastle

## Executive and operational restructure

**Hospitals** | Home Care | Virtual Care | Retirement Living | Residential Aged Care

# Acknowledgement of Country

Calvary Mater Newcastle acknowledges the Traditional Custodians and Owners of the lands of the Awabakal Nation on which our service operates.

We acknowledge that these Custodians have walked upon and cared for these lands for thousands of years.

We acknowledge the continued deep spiritual attachment and relationship of Aboriginal and Torres Strait Islander peoples to this country and commit ourselves to the ongoing journey of Reconciliation.



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# Overview

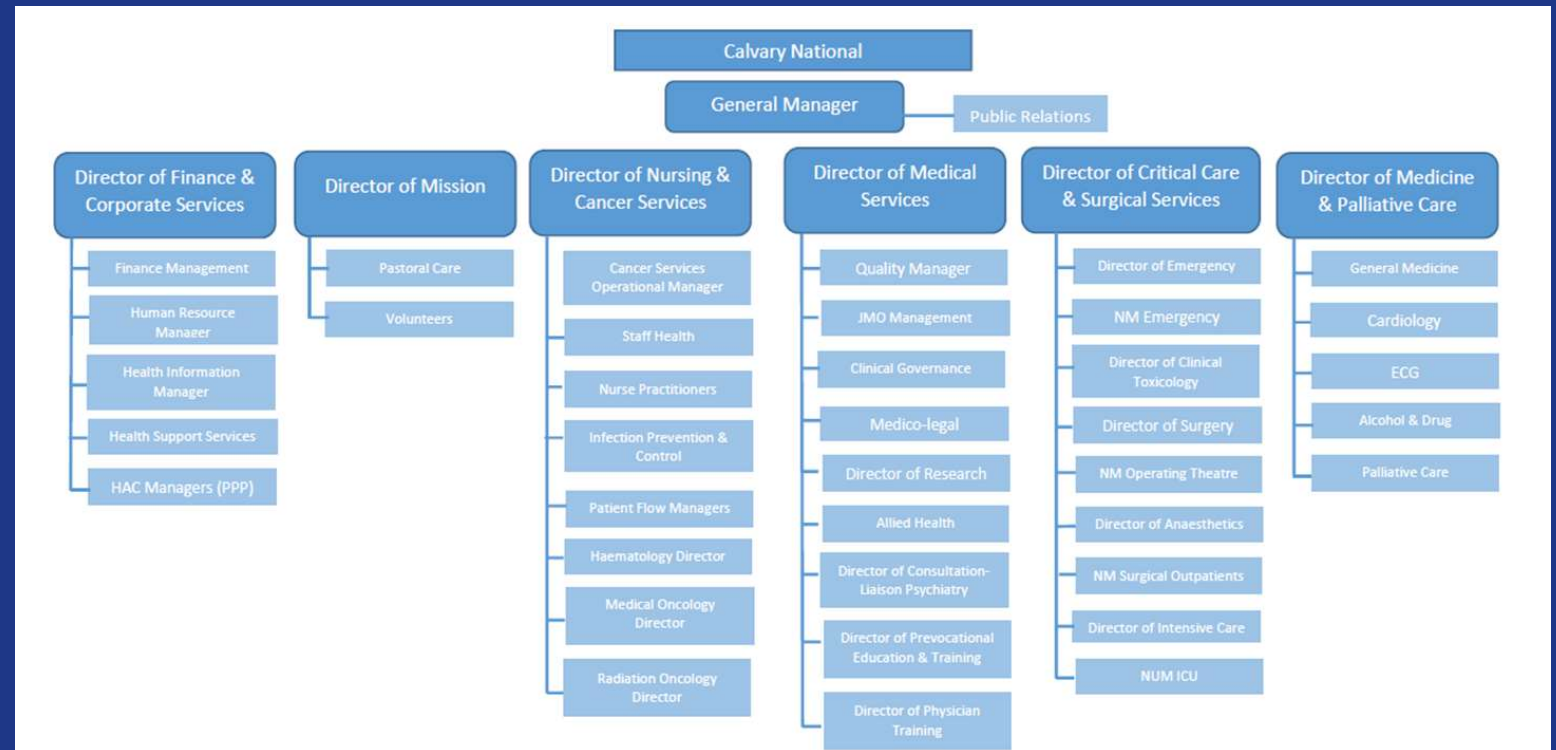
Following a review by Calvary Health Care of the executive and operational structures at CMN, some changes have been proposed to better support the hospital's ongoing financial viability and streamline reporting lines.

These proposed changes follow the earlier restructure that occurred in Cancer Outpatients Services, which has been a success for the Mater.

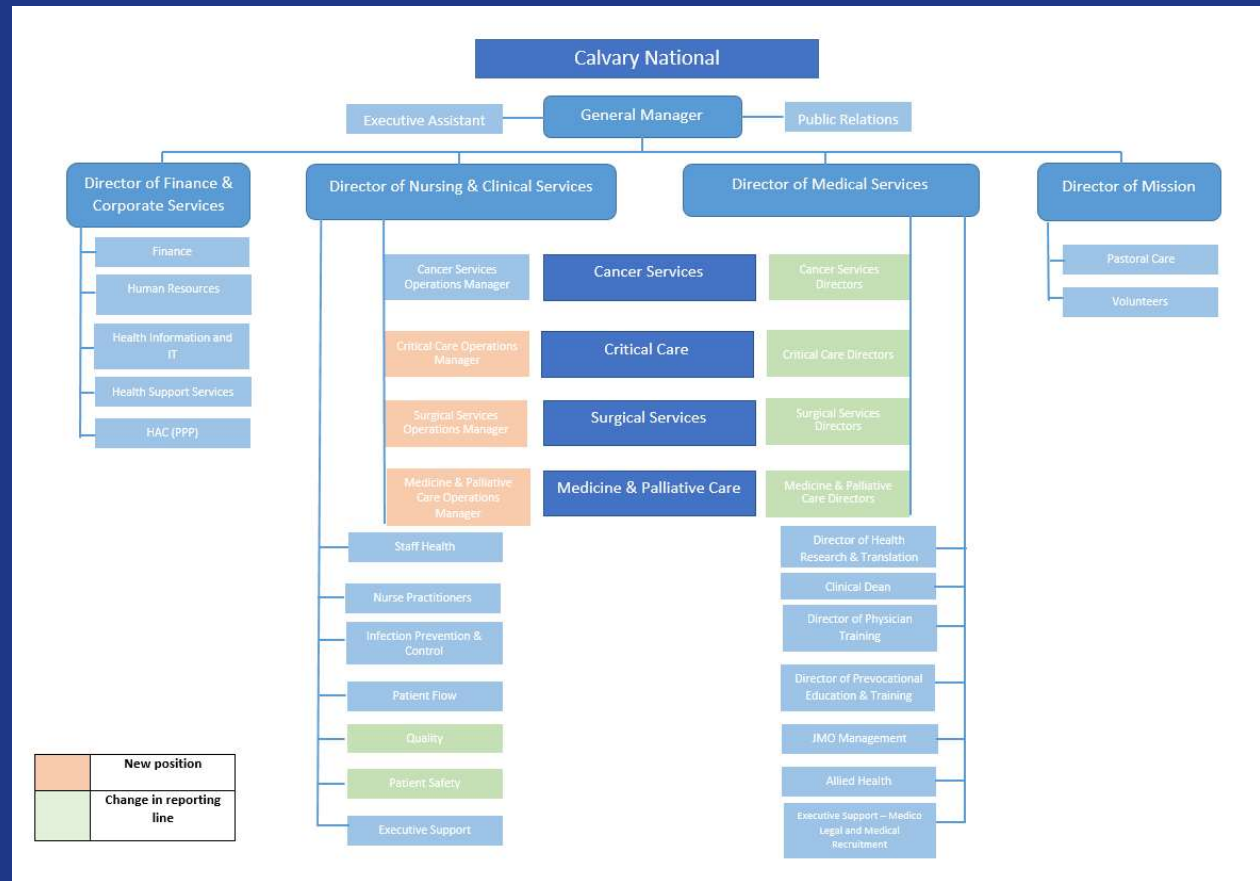
As a result, we are looking to replicate this model for the executive and operational structure.

These changes will strengthen governance across the hospital, while improving communication and decision-making.

# Current structure

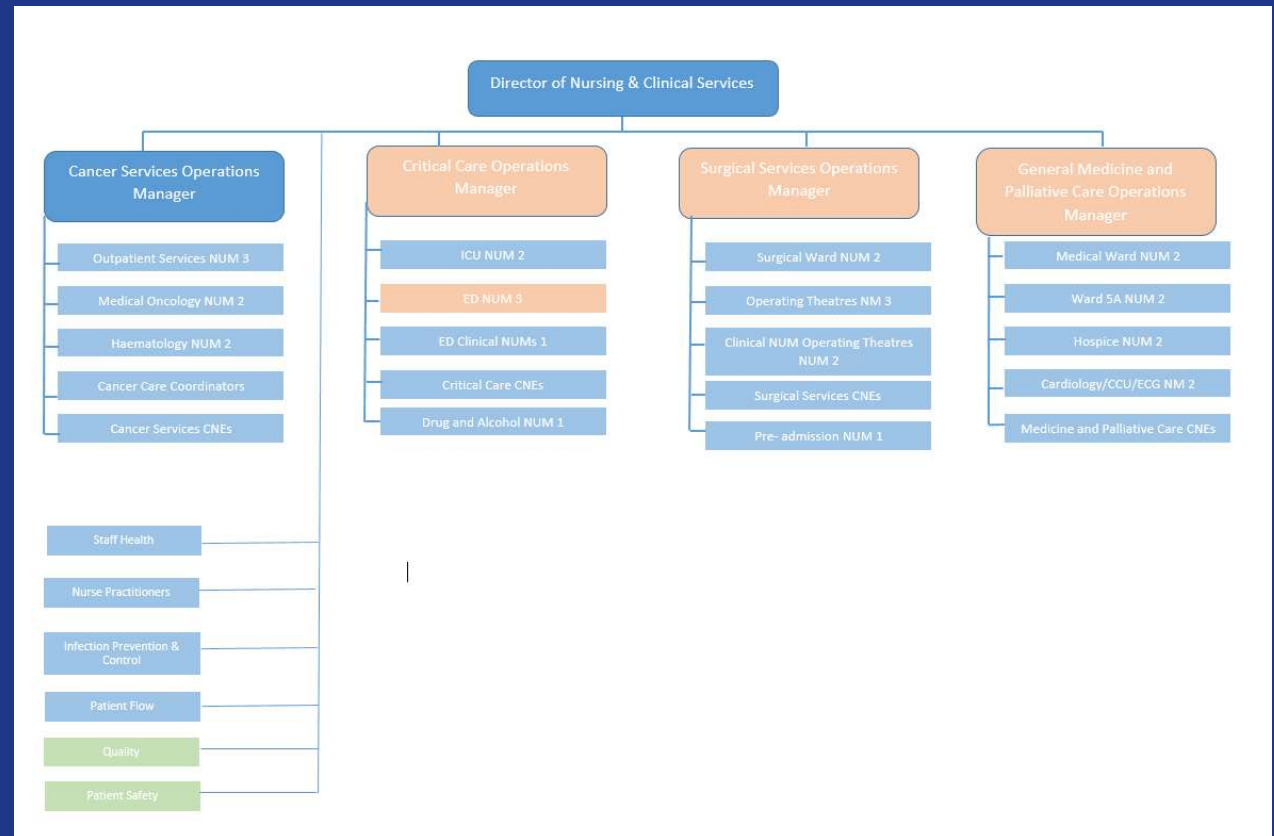


# New structure

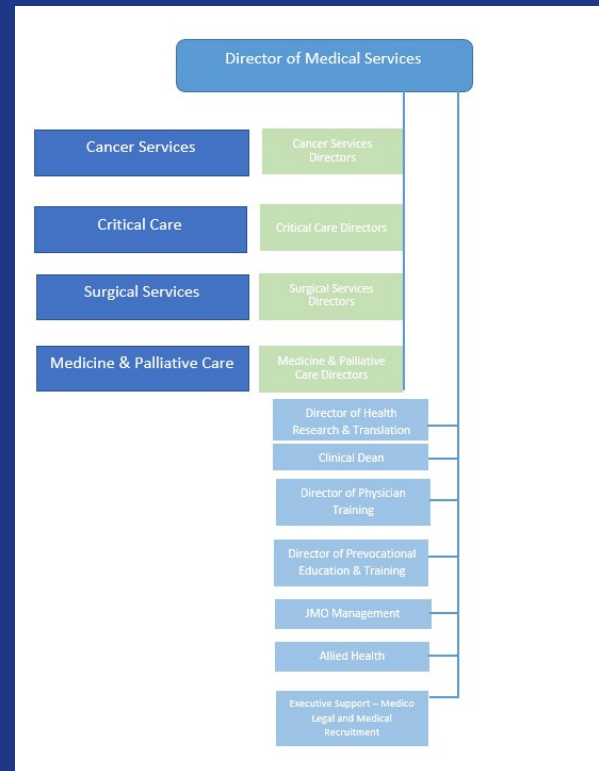




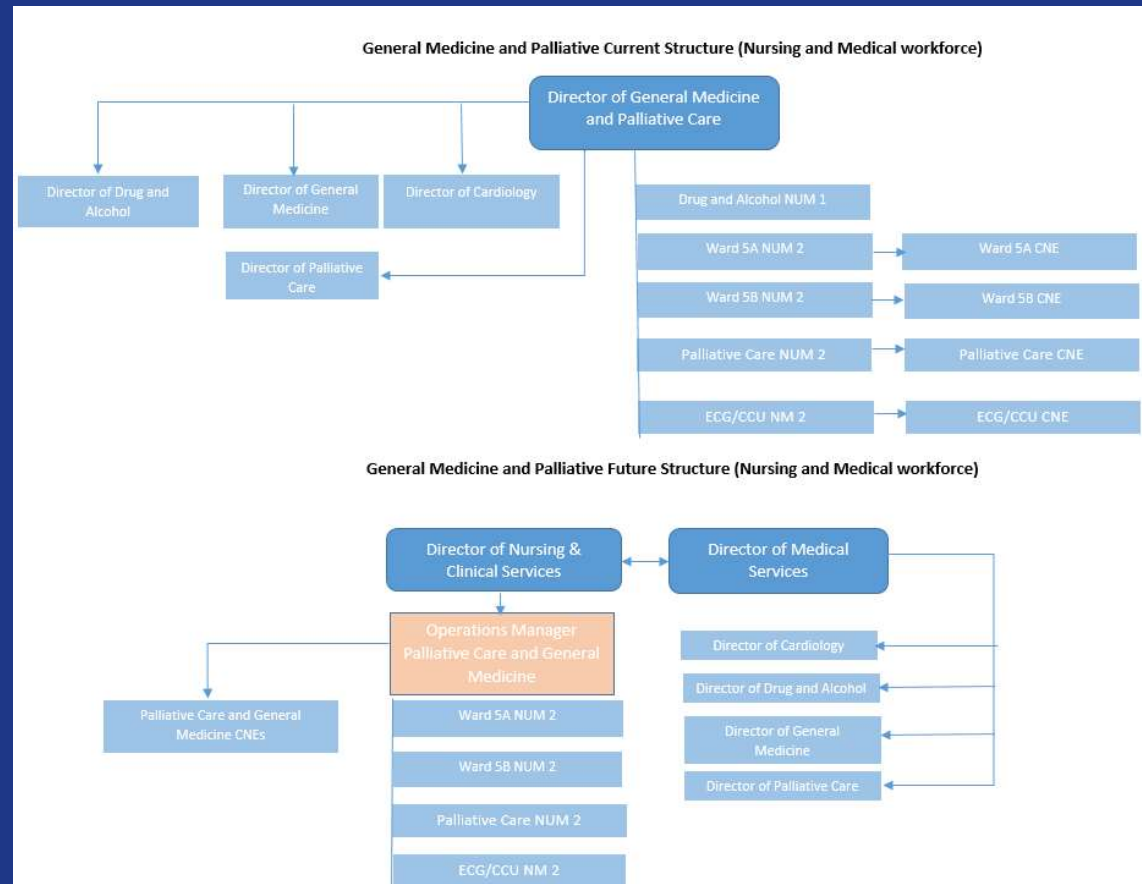
# Director of Nursing and Clinical Services *(realigned portfolio)*



# Director of Medical Services *(realigned portfolio)*



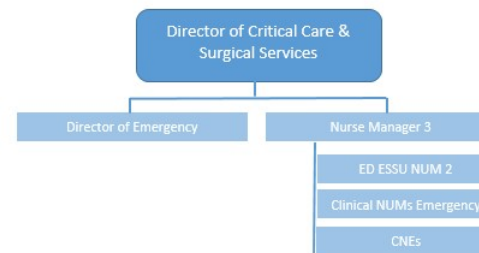
# General Medicine and Palliative Care changes



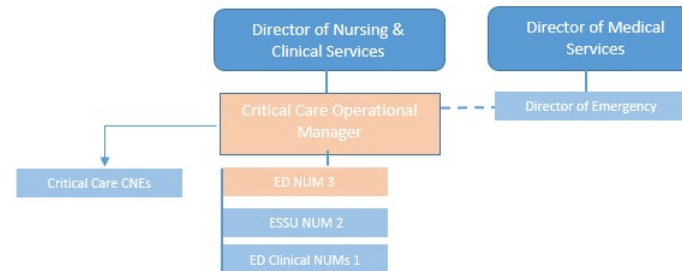


# Emergency Department changes

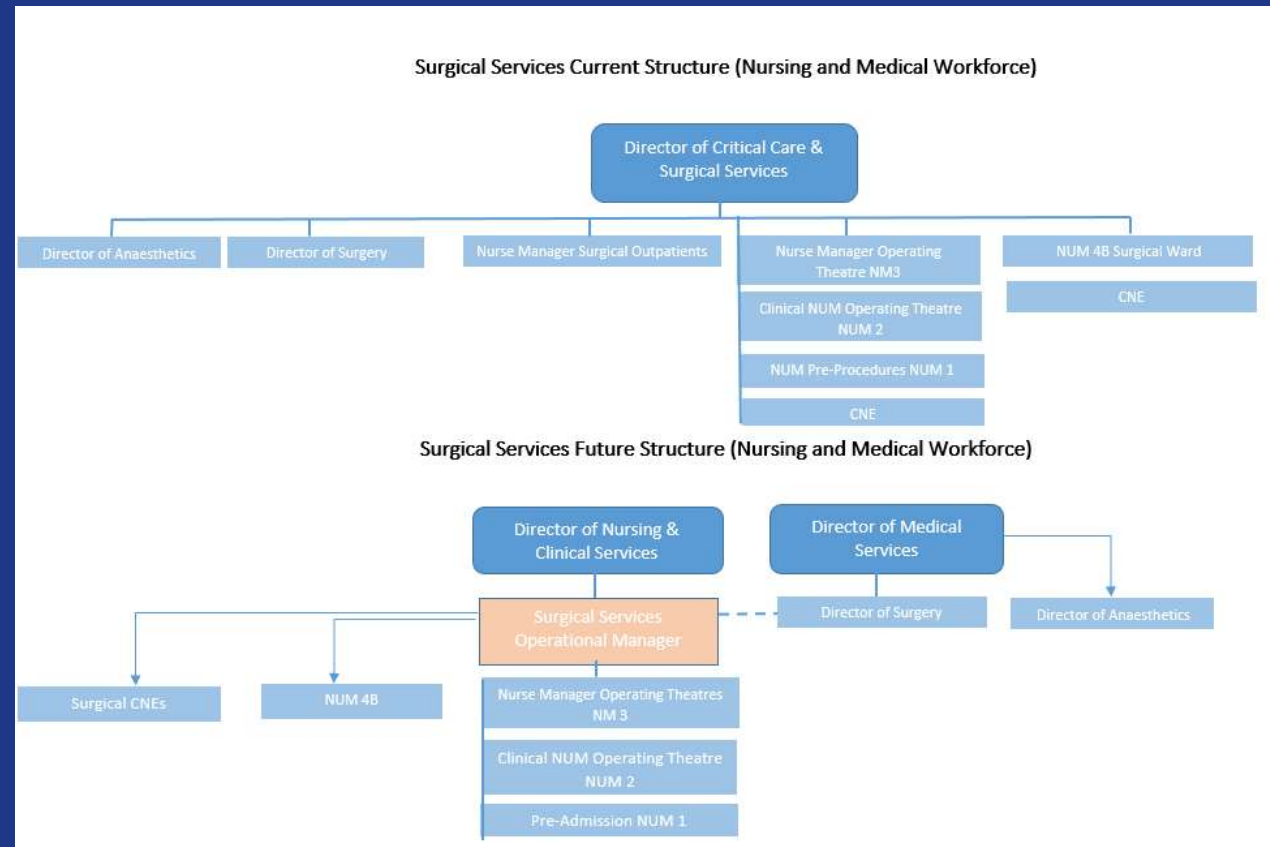
Emergency Department Current Structure (Nursing and Medical workforce)



Emergency Department Future Structure (Nursing and Medical workforce)



# Surgical Services changes



# When will these changes occur and who have we notified?

Key Dates	Activity
Monday 29 January 2024	<ul style="list-style-type: none"><li>• Meeting invitations are sent to affected employees</li><li>• Notification to union bodies</li></ul>
Wednesday 31 January 2024	<ul style="list-style-type: none"><li>• Individual meetings with staff</li><li>• EAP onsite at the hospital</li><li>• Extra-Ordinary Staff Consultative Committee held</li><li>• Announcement to all Mater employees and LHD</li></ul>
Wednesday 31 January 2024 – Friday 16 February 2024	<ul style="list-style-type: none"><li>• Staff consultation period</li></ul>
Friday 16 February 2024	<ul style="list-style-type: none"><li>• Final day to return Voluntary Redundancy or Redeployment Acceptance form</li></ul>
Week commencing Monday 19 February 2024	<ul style="list-style-type: none"><li>• Further individual consultation period</li></ul>
Monday 26 February 2024	<ul style="list-style-type: none"><li>• Proposed restructure effective from this date.</li></ul>

Further information regarding the proposed structure and new positions will be provided in the coming weeks, following the consultation period.

# Summary

Streamlining the organisational structure and aligning CMN with other like services, strengthens communication and governance, while better supporting the ongoing financial viability of the hospital.

These proposed changes also follow the earlier restructure that occurred in Cancer Outpatients Services, which has been a success for the Mater.

The restructure will see a more centralised focus on KPIs and targets that are relevant to each area (surgical services, ICU, ED), and the physical location of operational managers within their departments will enhance support for staff on the ground.

We are confident simplifying operational and communication processes will also benefit staff working across multiple sites.

# Support

If you are feeling distressed or worried about these changes, the Employee Assistance Program (EAP) is available to you, and offers free, confidential support.

EAP services are available on-site today in Room 4058, Level 4. You can also access EAP services via the Intranet or by calling 1300 687 327.

There are various other support services and networks available to you as follows:

- Human Resources | [humanresources@calvarymater.org.au](mailto:humanresources@calvarymater.org.au)
- Union representatives
- Nurse & Midwife support – 1800 667 877 | [nmsupport.org.au](http://nmsupport.org.au)
- Your designated support person