

# Centre for Oral Health Strategy, Change Management Consultation

Information for staff – Frequently Asked  
Questions (15/02/2024)

Feb 2024

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# Frequently Asked Questions

### Why the change?

An external firm, Policy by Proxy, were engaged to undertake a review of COHS prevention programs.

The review identified that oral health prevention programs, including oral health promotion activities, could benefit from better integration with broad-scale health promotion strategies and reduced focus on activities that could be better managed at the LHD level. It was also recognised that better integration of prevention programs with oral health service delivery at both the strategic and policy level, and the service delivery level, would improve experience and outcomes for clinicians and patients.

In addition, the review recommended that COHS enable a stronger focus on supporting and encouraging oral health research, building partnerships, and enhancing approaches to ensuring better experience and outcomes for priority populations, including Aboriginal people.

The review recognised that changes to the structure of COHS would be necessary to achieve these outcomes, and that contemporary practice no longer supports the existing COHS team structure.

### What are the key proposed changes?

- Creation Oral Health Research & Partnership Manager HM3 role.
- Expansion of the role of the current Manager, Aboriginal Oral Health (Identified HM3 role) into Manager, Priority Populations Oral Health (Identified HM4 role) to enhance the focus on Aboriginal Oral Health as well as incorporating priority populations oral health.
- Transition the role of the current Senior Policy Analyst – Prevention and Early Intervention HM3 to the role of Senior Policy Analyst – Social Marketing and Communications HM3.
- Move the role of Senior Policy Analyst – Priority Populations to report to the expanded role of Manager, Priority Populations Oral Health

- The Manager, Population and Oral Health Promotion HM5 role will no longer be required – position will be deleted.
- Positions formerly in the Population and Oral Health Promotion team will now report up to the Manager, Oral Health Services and Strategic Planning HM5.
- There will be no change to the structure of the Business Support Services or Oral Health Information Services teams.

### How will I be told about the changes and how it affects me?

A branch consultation meeting is scheduled for 15/02/2024 to present an overview of the proposed changes and of the proposed process to implement these changes.

Following the meeting, team members will receive a copy of the presentation containing more information, including a copy of the presentation and supporting material.

### Will my conditions of employment change?

All positions in the Centre for Oral Health Strategy will remain under the NSW Health Manager (State) Award and Conditions.

### How can I give feedback about the change?

Feedback, concerns, and suggestions about the proposed structure and role descriptions can be sent via email to: [Moh-HSSG-HumanResources@health.nsw.gov.au](mailto:Moh-HSSG-HumanResources@health.nsw.gov.au)

And will close on 28/02/24

### What will happen after the consultation?

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

Recruitment into any newly created position will be undertaken in line with the Recruitment and Selection of Staff Policy Directive.

## Health System Support Group

### **If I am not impacted, can I apply for any position?**

Yes, any new vacancy will undergo a merit-based recruitment process and staff can apply.

### **Will there be an increase in workload because of these changes?**

No. The total number of positions in the Centre for Oral Health Strategy will not change, and the work will continue to be shared appropriately. The changes will only enable realignment of responsibilities to better meet the strategic directions for the NSW Health oral health service.

### **Will my reporting line change?**

Policy Analyst positions in the Population and Oral Health Promotion team will change their reporting line and will report to through the Manager, Oral Health Services & Strategic Planning.

### **Will my role change if I move across to another team?**

Not all roles that move will change, however, some roles are being redesigned to better support achievement of the Oral Health Strategic Plan.

### **Which Unions have been informed?**

The Health Services Union (HSU) has been advised of the changes.

### **How will the new permanent positions be recruited?**

All recruitment will be undertaken following the Recruitment and Selection of Staff to the NSW Health Service Policy Directive PD2017\_040 and based on merit.

### **Who is available if I have further questions or need support?**

You can talk to your manager, or the Executive Director, Graeme Liston. Alternatively, you can speak to HR Business Partner Maritza Salas at [Maritza.Salas@Health.nsw.gov.au](mailto:Maritza.Salas@Health.nsw.gov.au) or contact our Employee Assistant Program (EAP) on 02 8644 2323 (option 4) or via the website at [www.convergeinternational.com.au](http://www.convergeinternational.com.au) or union representative.