

NSW Health

Centre for Oral Health Strategy - Change Management Consultation

Centre for Oral Health Strategy

Presenter Name:
Graeme Liston

Feb 2024





Acknowledgement of Country

We acknowledge the traditional custodians of the land on which 1 Reserve Road is situated: the Cammeraygal (Gammaraygal) people. We honour the ancestors of yesterday, the custodians of today and those of tomorrow. We recognise the continuing connection to land and waters, and how culture is held, nurtured and shared. We pay our respects.

Agenda



Proposal	1
Realignment Process	2
Timeline and Next steps	3
Support for staff	4
Question and feedback	5

COHS

Proposal

1

Background

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.

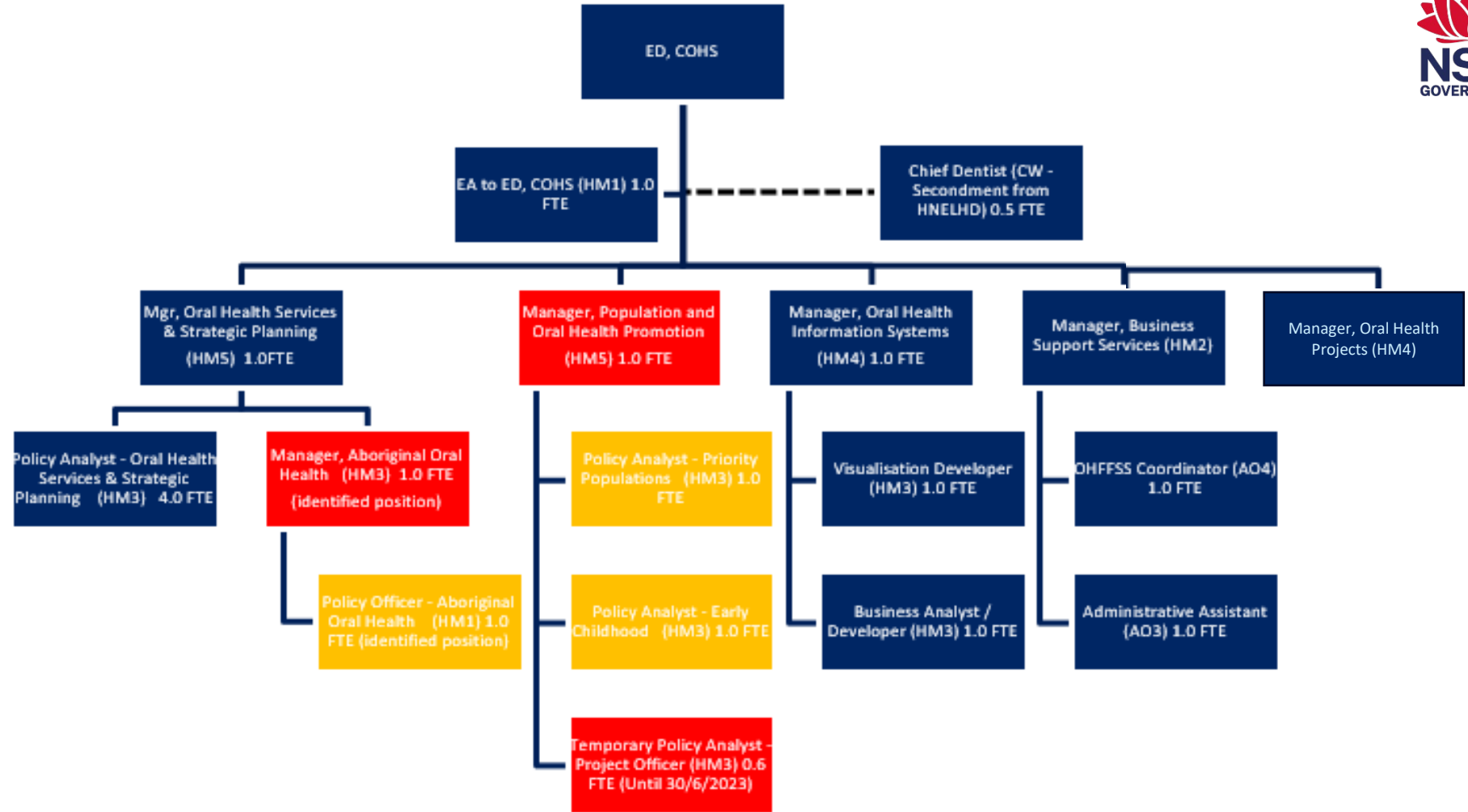
Proposed Change

The proposed change includes:

- 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.

Changes will come into effect from March 2024

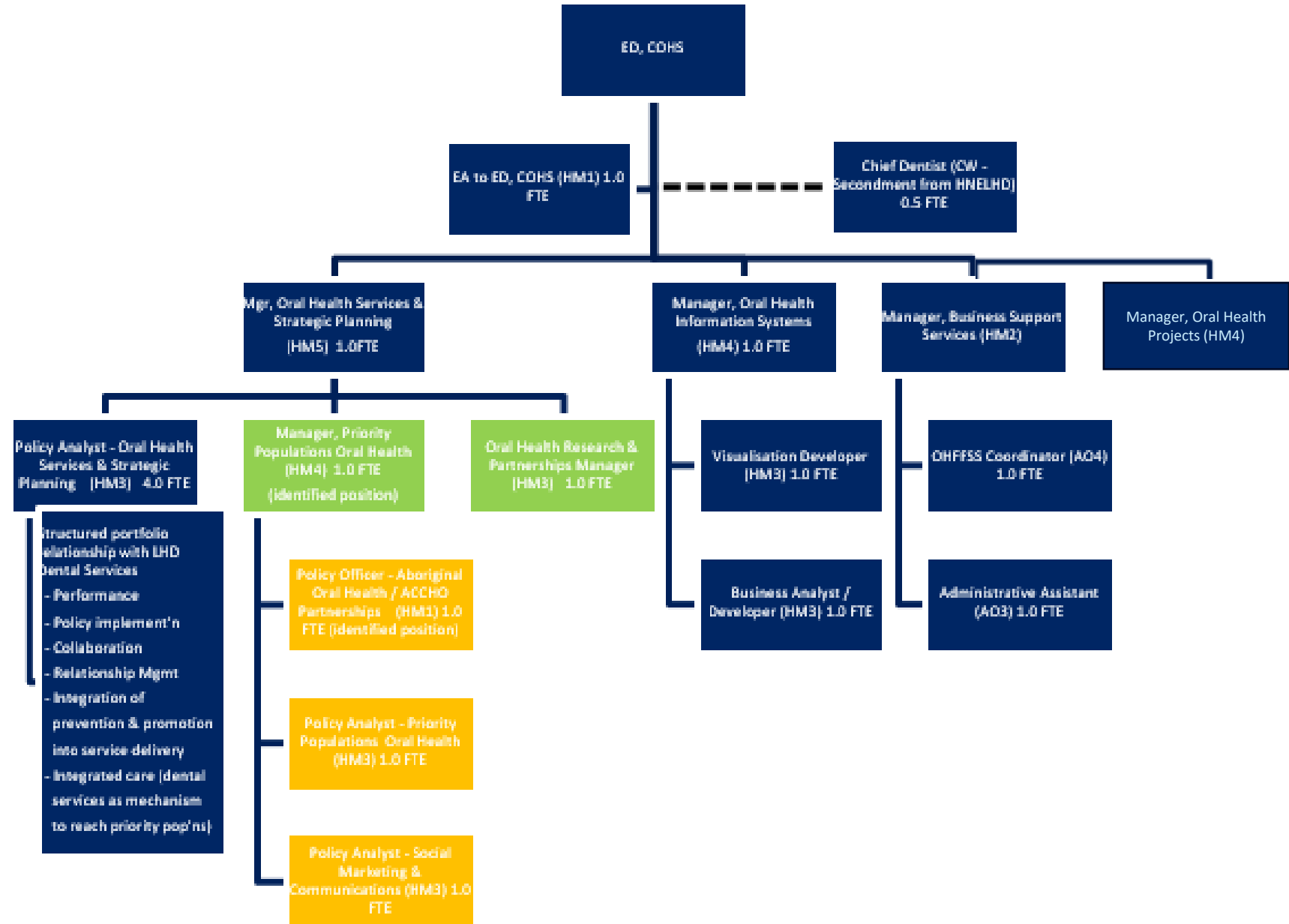
Current Reporting Line Structure



RED = Proposed positions to be deleted
 ORANGE = Proposed positions to change the reporting line

Proposed Reporting Line Structure

GREEN= New positions
 ORANGE = Reporting line change.



COHS

Realignment Process

2

The Consultation Process

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

The formal consultation period commences on **Thursday 15 February 2024** and will close on **Wednesday, 28 February 2024**.

Draft role descriptions for the proposed role and will be available for affected staff to review during the consultation period.



Talk and think about the proposal



Ask question



Offer suggestion



Seek Clarity

During consultation:

1. One on one meeting with ED/Manager will be scheduled for all affected staff. Staff can choose to bring a support person into these meeting and may request HR be present.
2. Staff are encouraged to send any written question or feedback to MOH-HSSG-HumanResources@health.nsw.gov.au
3. Any question received would be acknowledged with a direct response or included in the FAQs.
4. Feedback received would be acknowledged and sent to the leadership team for consideration during consultation.

Recruitment Implementation Process



Implementation is when we undertake recruitment to the roles in the new structure. This will be done in three phases, following NSW Health Policies and procedures:

Stage 1 – Direct appointments or lateral transfer

Stage 2 – Internal recruitment

Stage 3 – External recruitment

COHS

Timeline

3



Staff Consultation

Consultation period starts today 15 Feb 2024 with an end date of COB 28 Feb 2024



Appointment into new positions

Appointments/recruitment into the new positions will start after consultation and inline with relevant policies or procedure. It is Proposed this should be finalised by **end of March 2024**



Team transfer

It is proposed to have all staff transfer into new branch/unit by **March 2024**

Next Steps

- The consultation period runs from 15/02/2024 to 28/02/2024.
- Further information including today's presentation, draft role descriptions and FAQs will be sent to staff via email.
- Speak with your manager or your Executive Director to clarify any questions you may have about the proposal.
- Provide any feedback by COB DATE to MOH-HSSG-HumanResources@health.nsw.gov.au
- All feedback will be considered and assessed, and the final structure and commits will be communicated to the team by 1/03/2024.

COHS

Support for Staff

4

Support



Executive Director

Graeme Liston on
0427 658 716 or email
Graeme.liston@health.nsw.gov.au



Health Service Union

You can contact your
local union
representative
<https://hsu.net.au/contact/>



Human Resources

Maritza Salas HR BP
on 0459 869 568 or
Maritza.salas@health.nsw.gov.au or MOH-HSSG-HumanResources@health.nsw.gov.au



Employee Assistance Program

Call 02 8644 2323
(option 4) or
<https://www.convergeinternational.com.au/cv/about-us/contact-us/make-an-eap-booking>

COHS

Question and Feedback

5

Thank you for your time

Questions or feedback

