

Mr Gerard Hayes
Secretary Health Services Union
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RE: Royal North Shore and Ryde Hospitals Allied Health Services Realignment

Dear Mr Hayes

I write following our previous correspondence regarding the review into the Allied Health structure across Ryde and Royal North Shore (RNS) Hospitals.

Following the circulation of the consultation document in December 2022, Northern Sydney Local Health District (NSLHD) management has held four (4) Union Specific Consultative Committee's (USCC) with the impacted staff and HSU.

Staff and the HSU have indicated that they acknowledge and agree that the separation of the two services is needed, however have advised that they will not endorse the changes without guarantee that no impact on classifications of the HoDs, and their respective Deputy HoDs, will occur as a result of the separation.

The HSU submitted a proposal on behalf of the impacted RNS Hospital Occupational Therapy, Nutrition and Dietetics, Social Work and Speech Pathology HoDs, that their classifications be maintained using a combination of both operational and professional reports FTE, or the use of head count in situations where there is a significant variance from those actually managed to FTE. It should also be noted that there is an additional impacted position, the current Physiotherapy Deputy HoD based at Ryde Hospital, who was not represented in the submission by the HSU, however to maintain consistency for all impacted positions, this position is being included by NSLHD.

The data provided by the HSU had significant variances to the data that had previously been provided by the RNS teams, therefore the services were requested to provide their organisational charts depicting their operational and professional reports and FTE associated. An exercise was undertaken to verify the professional reports detailed within the organisational charts to ensure the reporting relationships were established relationships and in line with the award description of 'Professional Supervision':

"Professional supervision" refers to supervision given to subordinate health professionals from the same discipline, which requires the exercise of professional judgement and consists of: setting guidelines for the work of the health professional; suggesting approaches to the conduct of professional work; solving technical problems raised by subordinate health professionals; reviewing and sometimes checking the work of other health professionals'

HSU provided representations for four (4) of the RNSH HoDs, as follows:

Northern Sydney Local Health District is located on the traditional lands of the Eora Nation

Occupational Therapy - 40FTE to be maintained at current grading

The HSU stated the Occupational Therapy HoD at RNSH has 40.84 operational and professional FTE combined, submitting the position be maintained based on combined FTE numbers. An exercise to verify the numbers submitted by the HSU was conducted by the RNS Allied Health Director and Workplace Relations, resulting in an agreed combined total of 40.34 FTE (professional and operational) for the Occupational Therapy HoD, which maintains their current grading of **Level 7 Grade 2**.

Nutrition and Dietetics – 40FTE to be maintained at current grading

The HSU stated the Nutrition and Dietetics HoD at RNSH has 40.34 operational and professional FTE combined, submitting the position be maintained based on combined FTE numbers. An exercise to verify the numbers submitted by the HSU was conducted by the RNS Allied Health Director and Workplace Relations, resulting in an agreed combined total of 39.34 FTE (professional and operational) for the Nutrition and Dietetics HoD, which is 0.66 FTE short of maintaining their current grading of **Level 7 Grade 2**.

Social Work – 40FTE to be maintained at current grading

The HSU stated the Social Work HoD at RNSH has 44.07 operational and professional FTE combined, submitting the position be maintained based on combined FTE numbers. An exercise to verify the numbers submitted by the HSU was conducted by the RNS Allied Health Director and Workplace Relations, resulting in an agreed combined total of 41.07 FTE (professional and operational) for the Social Work HoD, which maintains their current grading of **Level 7 Grade 2**.

Speech Pathology - 15FTE to be maintained at current grading

The HSU stated the Speech Pathology HoD at RNSH has 15.04 operational and professional FTE combined, submitting the position be maintained based on combined FTE numbers. An exercise to verify the numbers submitted by the HSU was conducted by the RNS Allied Health Director and Workplace Relations, resulting in an agreed combined total of 12.21 FTE (professional and operational) for the Speech Pathology HoD, which is 2.59 FTE short of maintaining their current grading of **Level 6**.

Physiotherapy (Ryde) - 25FTE to be maintained at current grading

The HSU did not provide a submission on behalf of the current Deputy HoD based at Ryde Hospital, who would be impacted should the realignment progress. This is due to the current grading being based off the RNSH HoD FTE, as per the award, whereas if the realignment were to occur, this position would then rely on its own FTE to maintain the current grading. Following an exercise to verify the FTE with the Ryde Hospital Allied Health Manager, it can be confirmed that the Ryde Hospital Physiotherapy position has a combined total of 27.92 FTE (professional and operational), which is able to maintain their current grading of **Level 7 Grade 1**.

After careful review and consideration of the feedback from both staff and the HSU, I wish to confirm NSLHD will be proceeding with the operational realignment of the RNS and Ryde Hospitals Allied Health services. Further, I wish to confirm that NSLHD has agreed to maintain the impacted positions listed above, and their respective Deputy HoDs, under a de-amalgamated structure by using both operational and professional reports. It was acknowledged that those positions who fell just short of the FTE to maintain their current grading will be maintained in good faith, noting small fluctuations in FTE can occur from time to time.

NSLHD sees great benefit in the realignment, with the separation of the two services allowing both RNS and Ryde Hospitals Allied Health services to continue the establishment of their respective independent teams and governance arrangements to meet the needs of their patients and service obligations.

As such, we will now proceed to the next stage in the process in separating the two services and establishing the Head of Department positions at Ryde Hospital and changing the reporting

structures for the Ryde Hospital Allied Health teams to report into the Manager Allied Health, Rehabilitation, Aged Care and Ambulatory Care Services at Ryde Hospital. We will now be communicating the outcome of consultation to all staff in scope for the realignment, and then following up with individuals regarding maintenance of their grades and levels, new reporting lines and structures.

For more information, please contact myself at Paula.Williscroft@health.nsw.gov.au or 0476 838 910.

Yours sincerely

A handwritten signature in black ink, appearing to be 'Paula Williscroft', with a small dot to its right.

Paula Williscroft
Director People and Culture

Date: 22 September 2023