

Hello Zelda

In line with a number of quality and training improvement initiatives at Dubbo Health Service please see below proposed changes to the management structure we would be seeking your endorsement for as we believe it will benefit HSU members.

The current structure is Support Services Manager – Assistant Manager Level 10 - Security& Cleaning Supervisor Level 6.

With a current vacant Administration 10 position due to [REDACTED] retirement there presents a unique opportunity to flatten the management structure and also create a Quality and Training position to address the significant gaps in training we have identified in our numerous discussions.

Health Management Support Services is also looking for succession planning and career pathways for current Health Support Staff but also management consistency in proposing two Level 8 Administration Assistant Managers plus the creation of a 0.60 Administration Level 4 Quality and Training Co-ordinator.

The new structure will provide clear reporting lines for HASAs, HAGs, Wards persons and Stores with each Assistant Manager having a direct line of responsibility for their respective areas as articulated in their role description.

One of the biggest complaints as I have received as Support Services Manager is the inconsistent messaging to staff due to line managers not having clear lines of delineation in their roles.

I am looking forward to your feedback on the above proposal.

Regards Wayne

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