



**ACT**  
Government

**Canberra Health  
Services**

Mr Mark Jay  
Organiser  
Health Services Union

By email: [Mark.jay@hsu.asn.au](mailto:Mark.jay@hsu.asn.au)

Dear Mr Jay / Mark

**Invitation to provide feedback – MHJHADS Realignment Evaluation – *Proposal to Finalise***

In accordance with Section G of the *ACT Public Sector Health Professional Enterprise Agreement 2021-2022* where there are proposals by the ACT Public Service to introduce change within a Division, the head of service will consult with the affected employees and relevant unions.

In October 2022, MHJHADS commenced an evaluation of the 2021 structural realignment and invited feedback from all team members within the Division, as well as other CHS Divisions and industrial partners. This feedback has been used to guide the development of a proposal that outlines the outcome of the evaluation and proposed refinements to finalise the process. Please find enclosed a copy of the *MHJHADS Realignment Evaluation – Proposal to Finalise*. Please note a separate copy of the proposed organisational chart has been provided for convenience.

I would like to note this proposal is not a restructure, but an opportunity to expand on the strengths achieved through the realignment and address key learnings. The proposed organisational chart reflects these refinements and has also been updated to highlight MHJHADS' organisational interfaces that are integral to delivering safe, high-quality and person-centred care.

For some of our team members, there are three types of impacts associated with this proposal to finalise the realignment. These include:

- A change in reporting line
- A change in scope
- A change in staff reporting to their role

Impacted staff will be contacted individually and offered an opportunity to discuss the impacts relevant to their role. It is anticipated these discussions will inform the individual feedback process. These consultations will be undertaken in line with the Enterprise Agreement mentioned above.

The consultation period will commence Friday 9 December 2022 and conclude Friday 6 January 2023. Following this and taking into account any feedback received, a phased implementation plan will be developed to ensure staff are supported throughout this process and there are minimal impacts to service delivery.

If you have any further questions or wish to provide feedback regarding the proposal, please contact me via email at [CHSEDMHJHADS@act.gov.au](mailto:CHSEDMHJHADS@act.gov.au).

Yours sincerely

A handwritten signature in black ink, appearing to read 'K. McKenzie'.

Katie McKenzie  
**Executive Director**  
Mental Health, Justice Health and Alcohol & Drug Services

9 December 2022