

Forensic Hospital HSU Consultation Request Responses

Psychology Clinical Streams

1. The strategy for psychology:

- The Forensic Hospital Clinical and Forensic Psychology position descriptions will not change. Position holders be expected to continue to work to the full extent of their scope of practice, in alignment with Health and Community Employees Psychologists (state) Award 2022
- In Forensic Mental Health, psychological services lead interventions that relate to offence related needs.
- Offence-related Rehabilitation will continue to be the responsibility of all the mental health clinicians across the Forensic Hospital.

2. The separation of Psychology from MDT.

- The Workforce Restructure does not look to shift current ways of practice within the psychological service.
- The Forensic Hospital MDT model will not be changed, and Psychology will remain a core discipline that will continue to sit within the MDT on all the units.
- The Forensic Hospital acknowledges the skills, training, and expertise of the Clinical and Forensic Psychologists, and the significance of their roles that make up some of the key fundamentals of the service.

Issue 3

- Covered in Issue 1-2 responses

Psychology Structure of Team

As a result of consultation we can advise we will agree to the proposed additional clinical psychology position being graded as a senior clinical psychologist.

- Please note this will be in addition to the HSM4 role.
- The establishment of 1FTE HM4 Psychology team leader position ensures a career pathway and a discipline specific reporting line, as well as input from this position to senior management-led decisions and service development.

Eating Disorders funding

- During May 2022, Justice Health NSW secured recurrent funding as part of the NSW Service Plan for People Eating Disorders 2021-2025 for clinical services for patients who experience disordered eating and personality vulnerabilities. This model meets funding requirements.
- A Senior Clinical/ Forensic Psychologist and a Dietitian will provide this service.
- The 1.0 FTE Senior Clinical/Forensic Psychologist is responsible for providing complex clinical assessment, directing treatment responsibilities and duties, providing treatment consultation, supervision and training, case formulation and psychological interventions in the management of patients who experience personality vulnerabilities and associated disordered eating.

Allied Health Staffing Levels and Structure

- *The current organisational structure is flat, resulting in a large workload for manager.
- The proposed; 0.6FTE in senior Level 3 OT positions, and an additional 1.6FTE senior Level 3 Social Work positions will provide increased supervision and support to staff.
- Within the Forensic Hospital, Allied Health staff only had the career path of moving into their team leader position, then Manager Allied Health. In the new structure, junior level staff have the options of moving into a senior position, then team leader position, then Recovery Manager. This new structure increases career progression opportunities.
- The increase in AHA positions (4 x FTE) is accounted for by the increase in Allied Health clinicians (8 x FTE) who will be able to provide adequate supervision.
- The Functional Recovery and Social Care Team Leader grading at Health Professional Level 4 has been graded based on the role expectations, position description, total FTE management (<10) and Award.
- Regarding the request for a review of supervision in relation to AHA's we are happy to discuss this.

Art Therapy Staffing and Support

- Within the Forensic Hospital, junior level Allied Health Art Therapy staff Level 1/2 had the option of moving into the Rehabilitation Coordinator position, then the Manager Allied Health Position.
- In the new structure, junior level Art Therapy staff have the option of moving into the Better Living Team Leader position, the Recovery Manager, and even the Service Director position. The new structure allows for more options in career progression.
- In terms of the request for a joint staffing review the restructure has proposed this structure. If there are specific concerns these can be raised.

Pharmacy

MDT and integration of pharmacy services

- Pharmacy does not sit in the structure of the FH, they have been mentioned in the review but are not in the scope of the restructure. We have provided further information below in relation to the issues raised.
- Pharmacy is a Justice Health NSW service. There is one pharmacy which is located at Malabar and delivers a pharmaceutical service to the Forensic Hospital, Long Bay Hospital, all Long Bay Complex Health Centres as well as all publicly run metropolitan, rural and remote Health Centres.
- The Pharmacy Department is comprised of both direct and in-direct pharmaceutical services to all inpatient facilities, Correctional and Youth Justice Centres, Police Cells and supervises the supply of medication to Transitional Centres.

Administration

An updated Position Description for CSO's.

See attached.

1. Administration staff classification.

- No Administrative staff will be downgraded as a result of the restructure. The restructure will ensure a stepped reporting line and career progression for administrative staff.
- The position of Mental Health MHRT Liaison & Reports Coordinator will be de-established.
- An AO5 administration officer will be re-graded as an AO6.
- An additional 1 FTE Clinical Support Office will be created.
- A newly developed position, Manager Administration Services (HM1) will be created. The HM1 provide operational management to the administration streams and executive support to the Clinical Director and Service Director.

2. Distribution of MHRT Coordinator duties.

- There have always been multiple reporting lines in this structure.
- The introduction of the HM1 role will provide oversight in regard to workload and allocation of duties. It will provide dedicated timely management support.
- Positions will work in accordance with Award requirements and the position description.
- This structure creates a career and development path for progression