



## Frequently Asked Questions

### Why is this restructure occurring?

Following a review by Calvary Health Care of the executive and operational structures at Calvary Mater Newcastle (CMN), some changes have been proposed to streamline reporting lines, better support the hospital's ongoing financial viability, and align our operating model with other like services (eg: Maitland Hospital).

These changes also follow the earlier restructure that occurred in Cancer Outpatients Services, which has been a success for the CMN.

The proposed restructure will see a more centralised focus on KPIs and targets that are relevant to each area (surgical services, ICU, ED), and the physical location of operational managers within their departments will enhance support for staff on the ground.

We are confident simplifying operational and communication processes will also benefit staff working across multiple sites.

### When will this proposed restructure come into effect?

It's anticipated the restructure will come into effect following the consultation period which is approximately three weeks.

### What happens next?

During the consultation period, information about the proposed restructure will be communicated to hospital staff and their feedback sought. The department heads and affected staff impacted by this change will have the opportunity to attend a presentation which explains the proposed organisational structure.

### If I accept voluntary redundancy, is there any support in searching for external employment opportunities?

Yes – support resources can be provided to you by the CMN HR Department.

Further to this, you are eligible to have one day off without loss of pay for the purpose of seeking other employment. This provision is in accordance with the industrial instrument you are employed under.

### If I accept a voluntary redundancy, can I seek employment within NSW Health immediately?

CMN is classified as an Affiliated Health Organisation under the Health Services Act and a separate employer to NSW Health. Therefore, the voluntary redundancy from CMN should not prevent you from seeking employment within NSW Health immediately.



### **What happens if I am redeployed to a position that is graded lower than my substantive salary classification?**

If you choose to be redeployed to a position at a lower salary classification and are placed in such position, you will be entitled to three calendar months' salary maintenance at your former salary. Following this, your salary and leave entitlements would be changed to the lower salary classification.

### **If I have further questions, who do I contact?**

Following the individual meeting that has taken place today, if you have any questions about the information that has been discussed please contact Liana O'Connor, Human Resources Manager on (02) 4014 4735 or [Liana.OConnor@calvarymater.org.au](mailto:Liana.OConnor@calvarymater.org.au)

Another individual consultation meeting can be arranged to talk through your questions.

It's important that you are supported throughout this process. The following support services are available to you:

### **Converge Employee Assistance Program (EAP)**

Converge EAP will be physically located onsite **31 January and 1 February** to provide support and advice, in the form of a professional appointment. This service is free, completely confidential and independent of Calvary. Please refer to the attached flyer for more information.

Should you wish to access the program independently, you can contact Converge directly on 1300 687 327.

### **Nurse & Midwife Support**

A 24/7 national support service is available for nurses and midwives. To contact the service, phone 1800 667 877.

### **Your union delegate**

Your union has been notified about the proposed changes and will be available to assist you with any queries or concerns you may have. Please feel free to reach out to your relevant union delegate for support.