

This document has been prepared to assist caregivers understand what the transition of Hawkesbury District Health Service (HDHS) to Nepean Blue Mountains Local Health District (NBMLHD) means for them by answering common questions that may arise over the coming months.

As the transfer progresses, additional information may become available and this document will be updated. Please note the date below to ensure you are referring to the most recent version.

Updated: 6 February 2024

1. What are the implications for my job?

The skills and highly valued local knowledge of current permanent and casual HDHS staff are essential for NBMLHD to continue delivering high quality health care to the Hawkesbury community.

St John of God Health Care and NBMLHD will work with each HDHS staff member individually to understand what the change means for them.

It is anticipated that NSW Health will receive HDHS with the “business as usual” complement of staff. There will however very likely be changes to the existing HDHS executive team given the existing NBMLHD structures in place.

2. Will I lose my job? What will happen to my employment?

St John of God Health Care and NBMLHD will work with each HDHS caregiver individually to understand what the change means for them.

Unless redeployed within St John of God Health Care, employment with St John of God Health Care will come to an end when services transition to NBMLHD, and the vast majority of permanent and casual caregivers will be offered new employment with NSW Health.

New employment offers with NSW Health will be made in accordance with the NSW Health Award that is most relevant to the employee. It is intended that, to the extent possible, each offer will be commensurate with the staff member’s existing position and remuneration with St John of God Health Care.

Details of your equivalent NSW Health Award classification will be shared in the coming weeks.

Should any changes be flagged for your current role, the usual process of consultation will commence.

3. Will my sick leave and personal leave balances stay with me?

St John of God Health Care and NBMLHD are proactively working through all the details of the transition, including those regarding the treatment of prior service and leave entitlements. We will provide you with further information once we have an agreed position on these matters. We are working through the process for LSL and Annual Leave (and any other leave) accruals.

4. Will my length of service be recognised?

St John of God Health Care and NBMLHD are proactively working through all the details of the transition, including those regarding the treatment of prior service and leave entitlements. We will provide you with further information once we have an agreed position on these matters.

5. What will happen to my salary packaging?

During the transition period, information will be shared with HDHS staff currently in the St John of God Health Care salary packaging program regarding their current package.

Salary packaging arrangements under NSW Health employment are different. Following the transition period, salary packaging will be available for eligible staff via the relevant Nepean Blue Mountains Local Health District scheme.

6. Will I continue to be paid during this period?

Timely and accurate pay throughout the change process is both an obligation and priority for both St John of God Health Care and NSW Health.

7. When will my pay from St John of God Health Care to NSW Health change?

Pay will not change before the transition which is planned for 30 June 2024. NSW Health operate a fortnightly pay cycle for non-executive staff. Further details will be announced closer to the transition date.

8. What will happen if I am due to be on leave close to or during the transition?

Any currently approved leave will proceed as planned.

9. Any there any clinical services which will no longer be provided at Hawkesbury?

NBMLHD is committed to delivering high quality and compassionate care to the people of The Hawkesbury. Clinical services that are provided in the public health system will continue to be delivered after the transfer date

10. Will private admissions still be possible after transition?

Yes, private patients can be admitted to NSW public hospitals.

11. Who can I go to for support?

Your manager is available to assist you with questions in the first instance. St John of God Health Care's EAP service also remains available for all caregivers. You can call it anytime 24/7 on 1300 687 327.

12. Will I be offered redeployment into other locations within the NSW Health system?

Should any changes be flagged for your current role, including in relation to the location of your role, a process of consultation will commence.

13. Are St John of God Health Care's other hospitals in NSW (Burwood and Richmond), going to close next?

St John of God Health Care has no plans to close either of its other two hospitals at Burwood and Richmond. Both facilities are private mental health care hospitals and will continue as usual.

14. Will my manager remain the same?

There will likely be changes to the most senior executive structure. It is however expected that reporting lines for the vast majority of HDHS will remain the same following the transition.

15. Are the unions aware?

All relevant unions and associations will be fully briefed of the circumstances and will be engaged with throughout this process.