



24/01/2022

Mr Gerard Hayes
Secretary
Health Services Union
Locked Bag 3
Australia Square NSW 1215

Email: info@hsu.asn.au

Attention: Ms Denise O'Shaughnessy Denise.OShaughnessy@hsu.asn.au

Dear Mr Hayes,

Notification of proposed restructure: Hornsby Ku-ring-gai Health Service Occupational Therapy Department

I write further to previous phone contact on 17 December 2021 between Ms Lisa Francis and Mr Joshua Howarth advising of a proposed restructure of the Occupational Therapy Department service at Hornsby Ku-ring-gai Health Service.

In the Stage 2 redevelopment at Hornsby Ku-ring-gai Health Service (HKHS), allied health services have been enhanced to align with current models of care within a reconfigured and increased bed base. The senior occupational therapy structure was extremely limited prior to the additional positions received as part of the Stage 2 Hornsby Ku-ring-gai Hospital (HKH) redevelopment. Other limitations have included an inability to provide a weekend occupational therapy service and scant opportunities for staff to gain experience supervising junior occupational therapists. This restructure would complete the transformation of the HKH occupational therapy department. The restructure is proposed as follows:

- 1(a).** Upgrade 1.0 FTE Level 2 occupational therapy (OT) position in paediatric inpatients and outpatients to a 1.0 FTE Level 3 OT position in paediatric inpatients and outpatients. This will create an affected staff member (1).
- (b).** Deletion of 0.21 FTE Level 2 OT position in paediatric inpatients and outpatients (vacant).
- (c).** Addition of 0.026 FTE (1 hour) to current 0.39 FTE (15 hours) OT position in paediatric inpatients and outpatients.
- 2.** Changing a 0.84 FTE Level 2 OT rehabilitation / generalist (across service) OT position (vacant) to a 1.0 FTE new graduate position (1 year contract) in rehabilitation.
- 3(a).** Addition of 0.079 FTE (3 hours) Level 3 OT position to the existing 0.553 FTE (21 hours) Level 3 OT position in the community.

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- (b). Addition of 0.105 FTE (4 hours) Level 2 OT position to supplement hours in adult outpatients.

The Occupational Therapy Manager has met with occupational therapy staff within the affected positions. These staff are in support of the changes within the department.

Please find enclosed the restructure communique providing further information regarding the proposed restructure. We are happy to provide an introductory meeting at the beginning of the formal consultation period to explain the changes within the restructure, outlining the rationale for each change.

We welcome your feedback on this proposed restructure and invite you to a meeting via Skype in the following week subject to availability to commence the formal consultation period. Alternatively, feedback can be emailed through to Pauline Luttrell, People & Culture Manager HKHS at Pauline.Luttrell@health.nsw.gov.au . It would be appreciated if a response relating to the proposal was received within two weeks of receipt of this correspondence.

Yours sincerely,



Ms Melinda Hunt
Occupational Therapy Manager
Hornsby Ku-ring-gai Health Service

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Northern Sydney Local Health District
ABN 63 834 171 987
Hornsby Ku-ring-gai Health Service
Palmerston Road
Hornsby, NSW, 2077
Tel (02) 9477-9300 Fax (02) 9477-9291