



2 May 2023

Mr Gerard Hayes
Secretary
Health Services Union NSW/ACT/Qld
Locked Bag 3
Australia Square, NSW 1215

Email: secretary@hsu.asn.au

Dear Mr Hayes

I take this opportunity to advise you of proposed changes to the Finance and Performance Directorate at Murrumbidgee Local Health District (MLHD) (Appendix 1).

MLHD has taken the opportunity to review current working structures and reporting lines within this directorate to consolidate the traditional financial and management accounting functions under the Associate Director's role, improve management of the Business Intelligence and data analyst resources, provide a primary contact for Health Share Services, and improve the Visiting Medical Officer analytics capabilities.

The restructure is designed to enable a supportive and responsive Finance and Performance Service Unit. The realignment is also designed to improve employee's career progression opportunities.

The principle underpinning the proposed changes are to:

- Have an agile and reactive support structure.
- Ensure services are aligned appropriately.
- Mitigate identified risk areas.
- Provide appropriate focus on organisational improvement.
- Improve succession capability for a range of positions within the structure.

The following positions have been identified as affected:

Positions	Current Status	Impact	Proposed
Finance Business Partners	4 FTE	Reporting Line Change	Change Reporting Line from Director to Associate Director
Business Analysts	4 FTE	Reporting Line change	Change Reporting Lines from Business Partners to Manager – Clinical Costing & Data Quality
Data Warehouse Co-Ordinator	1 FTE	Reporting Line Change	Change Reporting Line from Director to Manager – Business Intelligence
Data Scientist	1 FTE	Reporting Line	Change Reporting Line from Director

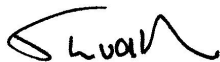
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		Change	to Manager – Business Intelligence
Manager Systems Development	1 FTE	Reporting Line Change	Change Reporting Line from Associate Director to Manager – Performance and Systems Development
Stafflink Establishment Officer	1 FTE	Reporting Line Change	Change reporting Line from Business Partner to Manager – Control Systems
Manager Business Intelligence	1 FTE	New Position	Awaiting Grading, Likely HSM 3
Manager – Control Systems	1 FTE	Affected Role	Expanded role, Awaiting Grading Likely move from HSM 1 to HSM 2
Manager – Clinical Costing & Data Quality	1 FTE	Affected Role	Expanded role, Awaiting Grading Likely move from HSM 3 to HSM 4

Prior to a final decision being made, affected staff and key impacted teams will be invited to provide feedback during the formal consultation period from **27 April 2023 until 11 May 2023**. You are also invited to provide any feedback. The NSWNMA has also been invited to provide feedback. Please send feedback to Kellie Hughes (Human Resource Business Partner) at kellie.hughes@health.nsw.gov.au.

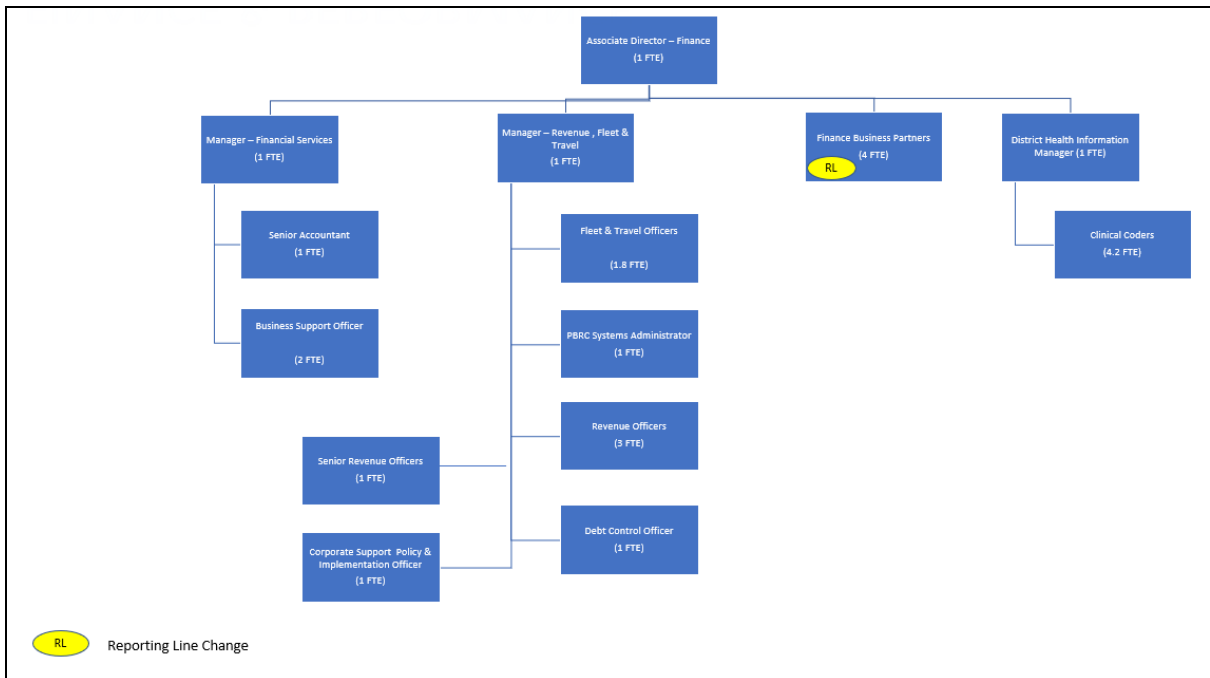
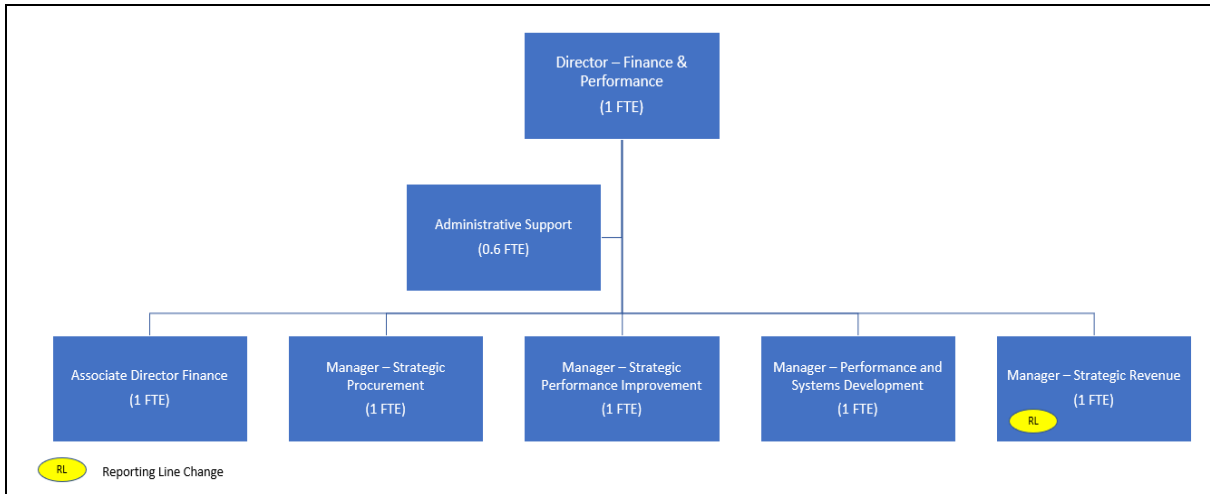
If you have any questions regarding the proposed changes, further details can be obtained from Kevin Lawrence (Director Finance & Performance) at kevin.lawrence@health.nsw.gov.au.

Yours sincerely



Jill Ludford
Chief Executive
Murrumbidgee Local Health District

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