

July 2023

This document details the agreed FTE of each of the Heads of Department (HOD) for Allied Health. This mapping exercise aims to identify the FTE for each of the HOD position in order to prioritise the recruitment of the vacant HOD positions. The following principles have been applied to the mapping and allocation of positions. Please note that the Head of Departments, the Senior Business Manager and other relevant managers have been involved in this mapping exercise.

- Where a position provides services to a number of areas such as inpatient, community, child and family and adult, where the majority of their clinical time is spent is where the position will operationally located. For example, a generalist speech pathologist that provides child and family, community and inpatient services and the majority of their role is spent providing services to children will be operationally located in the Child and Family Program.
- Positions in the Transitional Aged Care Program will be operationally located in the Aged Care, Rehabilitation and Chronic Disease Program/Stream.
- Positions in Rehabilitation Services will be operationally located in the Aged Care, Rehabilitation and Chronic Disease Program/Stream.
- Positions in Aged Care will be operationally located in the Aged Care, Rehabilitation and Chronic Disease Program.
- Only positions where there are clearly funded and designated hours for chronic disease will be operationally located in the Aged Care, Rehabilitation and Chronic Disease Program/Stream. For example, a physiotherapy position that has musculoskeletal, inpatient, and chronic disease hours will remain with the HOD whereas a funded position such as Pulmonary Rehabilitation or Heart Failure will be operationally located in the Aged Care, Rehabilitation and Chronic Disease Program/Stream.
- Child and Family/paediatric positions will be operationally located the Child and Family Program/Stream.
- Physiotherapy positions in the Hospital in the Home program will be operationally located under the Head of Department, Physiotherapy.
- Physiotherapy positions in the Hip and Knee Arthritis Service and the Orthopaedic Refracture Service will be operationally located in the Aged Care, Rehabilitation and Chronic Disease Program/Stream.
- Positions working in Lymphedema and Hand Therapy will be operationally located under the relevant HOD (these positions can be either Physiotherapy or Occupational Therapy).
- The NNSWHD is working to implement a district wide Head of Department model for Podiatry. Until this in place the podiatrists who work in the High Risk Foot Service will be operationally located in the Aged Care, Rehabilitation and Chronic Disease Program/Stream and the podiatrists will report to the Manager, Allied Health.
- The New South Wales Health Professionals (State) Award 2022 has been used to guide the proposed gradings of the vacant HOD positions and the determination of the appropriate level of a Deputy Department Head.

- The professional line of the Heads of Department for allied health across community and allied health has not been considered in the FTE count as this is responsibility of the Allied Health Manager. In addition, each of the programs have graded allied health position such as Child and Family Level 4's that under the award and the position description have professional responsibility duties.
- With the exception of the Transitional Aged Care Program funded rotations at Tweed (OT and PT), all other 'rotational' level 1 -2 positions will remain with the department head and has been included in the FTE. .
- In the case where there is a change in the grading of a HOD to a lesser grade and the current employee is permanent then this grading will remain in place.
- In the case where there is a change in the grading of a HOD to a higher grade and the current employee is permanent this process will be managed in partnership with workforce.

LHD Document

TWEED MURWILLUMBAH BYRON							
PHYSIOTHERAPY							
Current Number of HOD positions and Status	Position	Level	Site/Facility	Proposed FTE	Status/ Comment	Proposed Action	
1	Physiotherapy	6	Tweed	14.51	Permanent	Regrade Level 6 to Level 7 Year 1	NNSWLHD
1	Physiotherapy	5	Murwillumbah	6.47	Vacant Under Health Professional Award maintain current grading of Level 5	Realign position to Deputy HOD Level 5 and recruit to position	NNSWLHD
1	Physiotherapy (0.50 FTE)	4	Byron	4.37	Under Health Professional Award maintain current grading of Level 4	Realign position to a Team Leader. This position will need to be revisited after the affected staff are placed.	NNSWLHD
Total for Head of Department Physiotherapy Tweed Murwillumbah and Bryon		7	Tweed Murwillumbah Byron	25.35	This FTE number does not include the proposed enhancements for Tweed Valley Hospital. The regrading of this position to a Level 7 Year 1 allows for an increase in FTE up to 40 FTE.		

OCCUPATIONAL THERAPY							
Current Number of HOD positions and Status	Position	Level	Site/Facility	Proposed FTE	Status/Comment	Proposed Action	
1	Occupational Therapy	6	Tweed	9.71	Vacant Under Health Professional Award maintain current grading of Level 5	Regrade to a Level 5 and recruit	NNSWLHD
0	Occupational Therapy		Murwillumbah	3.68			
0	Occupational Therapy		Byron	1.37			
Total for Head of Department Occupational Therapy		5	Tweed Murwillumbah Byron	14.76	This FTE number does not include the enhancements for Tweed Valley Hospital		
DIETETICS							
Current Number of HOD positions and Status	Position	Level	Site/Facility	Proposed FTE	Status/ Comment	Proposed Action	
1	Dietetics	5	Tweed	3.77	Permanent Under Health Professional Award	Nil action/maintain status quo	

					maintain current grading of Level 5	
0	Dietetics		Murwillumbah	1.53		
0	Dietetics		Byron	1.05		
Total for Head of Department Dietetics	Level 5 Year 1	5	Tweed Murwillumbah Byron	6.35	This FTE number does not include the enhancements for Tweed Valley Hospital. Maintaining the grading of this position to a Level 5 allows for an increase in FTE up to 15.	
PODIATRY						
Current Number of HOD positions and Status	Position	Level	Site/Facility	Proposed FTE	Status/Comment	Proposed Action
1	Podiatry	4	Tweed Murwillumbah Byron	1.00	Permanent	Continue to progress district HOD Model for Podiatry NNSWLHD
Total for Head of Department Podiatry		4	Tweed Murwillumbah Byron	1.00	Until the Head of Department is in place operational line to the Manager, Allied Health	
SOCIAL WORK						
Current Number of HOD positions and Status	Position	Level	Site/Facility	Proposed FTE	Status/Comment	Proposed Action
1	Social Work	5	Tweed	11.37	Vacant	NNSWLHD

					Under Health Professional Award regrade position to Level 6 Year 1	Regrade Level 5 to Level 6 Year 1 and recruit Identify vacant position that can be regarded to a Deputy Head of Department Level 4.	
0	Social Work	2	Murwillumbah	2.00			
0	Social Work	3	Byron	2.15			
Total for Head of Department Social Work Tweed Murwillumbah Byron		6	Tweed Murwillumbah Byron	15.52	This FTE number does not include the enhancements for Tweed Valley Hospital. The regrading of this position to a Level 6 Year 1 allows for an increase in FTE up to 25.		
SPEECH PATHOLOGY							
Current Number of HOD positions and Status	Position	Level	Site/Facility	Proposed FTE	Status/Comment	Proposed Action	
1	Speech Pathology	5	Tweed	2.64	Permanent Under Health Professional Award maintain current grading of Level 5.	Nil action/maintain status quo	
0			Murwillumbah	.53			

Total for Head of Department Speech Pathology Tweed Murwillumbah Byron		5	Tweed Murwillumbah	3.17	This FTE number does not include the enhancements for Tweed Valley Hospital. The grading of this position as a Level 5 allows for an increase in FTE up to 10.		
Staff who do not sit in a program or are not currently under a Head of Department Tweed Murwillumbah Byron							
	Genetic Counsellor	4	LHD	1.00	Only position in LHD. Under Health Professional Award position does not fit in department head model due to qualifications required for the position	Operationally responsible to the Manager Allied Health	

GRAFTON MACLEAN							
PHYSIOTHERPAY							
Current Number of HOD positions and Status	Position	Level	Site/Facility	Proposed FTE	Status/Comment	Proposed Action	
1	Physiotherapy	5	Clarence	8.63	Vacant This position was historically graded as a personal regrade Level 6 This does not include the RN and admin FTE that	Discuss with EO of Grafton Hospital	NNSWLHD NNSWHD

					assists with fracture clinic Under Health Professional Award maintain current grading of Level 5	Realign position to Level 5 and recruit to position	
0			Maclean	4.05			
Total for Head of Department Physiotherapy Grafton Maclean		5	Grafton Maclean	12.68			
OCCUPATIONAL THERAPY							
Current Number of HOD positions and Status	Position	Level	Site/Facility	Proposed FTE	Status/Comment	Proposed Action	
1	Occupational Therapy	4	Grafton	5.05	Vacant Under Health Professional Award regrade position to Level 5	Realign position to Level 5 and recruit to position	NNSWLHD
0			Maclean	1.63			

Total for Head of Department Occupational Therapy Grafton Maclean		5	Grafton Maclean	6.68			
SOCIAL WORK							
Current Number of HOD positions and Status	Position	Level	Site/Facility	Proposed FTE	Status/Comment	Proposed Action	
1	Social Work	4	Grafton /Maclean	3.68	Permanent Under Health Professional Award maintain current grading of Level 4	Nil action/maintain status quo	
Total for Head of Department Counselling Grafton Maclean		4	Grafton Maclean	2.84			
SPEECH PATHOLOGY							

Current Number of HOD positions and Status	Position	Level	Site/Facility	Proposed FTE	Status/Comment	Proposed Action	
1	Speech Pathology	4	Clarence	3.05	Permanent Under Health Professional Award maintain current grading of Level 4	Nil action/maintain status quo	
Total for Head of Department Speech Pathology Grafton Maclean		4	Grafton Maclean	3.05			
DIETETICS							
Current Number of HOD positions and Status	Position	Level	Site/Facility	Proposed FTE	Status/Comments	Proposed Action	
1	Dietetics	4	Grafton	1.21	Permanent Under Health Professional Award maintain current grading of Level 4	Nil action/maintain status quo	
Total for Head of Department Speech Pathology		4	Grafton Maclean	1.21			

Grafton Maclean							
PODIATRY							
Current Number of HOD positions and Status	Position	Level	Site/Facility	Proposed FTE	Status/Comment	Proposed Action	
1	Podiatry	3	Grafton	0.60	Permanent	Continue to progress district HOD Model for Podiatry	NNSWLHD
					Until the Head of Department is in place operational line to the Manager, Allied Health		

BALLINA CASINO AND LISMORE							
PHYSIOTHERAPY * This position has been realigned							
Current Number of HOD positions and Status	Position	Level	Site/Facility	Proposed FTE	Status/Comment	Proposed Action	
1	Physiotherapy	6	Lismore Base Hospital	10.37	Permanent	Nil action/maintain status quo	
	Physiotherapy	5	Ballina	4.04	Nil LSL in place for an extended period	Nil at present	
	Physiotherapy	4	Casino	2.90	Position has been realigned to a	Process recruitment	NNSWLHD

					Deputy HOD and is in the process of being recruited		
	Physiotherapy		Coraki/Evans Head	1.00			
	Physiotherapy		Lismore	1.47			
Total for Head of Department Physiotherapy for Ballina Casino and Lismore		6	Lismore Ballina Casino	21.35			
OCCUPATIONAL THERAPY * This position has been realigned							
Current Number of HOD positions and Status	Position	Level	Site/Facility	Proposed FTE	Status/ Comment	Proposed Action	
1	Occupational Therapy	5	Lismore Base Hospital	6.18	Vacant Under Health Professional Award regrade position to Level 5	Position has been regraded to a Level 5 and is in the process of being recruited	NNSWLHD
	Occupational Therapy		Lismore	0.84			
	Occupational Therapy		Coraki/Evans Head	0.42			
	Occupational Therapy		Casino	0.84			
	Occupational Therapy		Ballina	2.00			
Total for Head of Department Occupational Therapy for Ballina Casino and Lismore		5	Lismore Ballina Casino		10.28		
DIETETICS							

Current Number of HOD positions and Status	Position	Level	Site/Facility	Proposed FTE	Status/Comment	Proposed Action	
1	Dietetics	5	Lismore Base Hospital	6.11	Under Health Professional Award maintain current grading of Level 5	Fund 8 hours backfill	NNSWLHD
	Dietetics		Casino	1.00			
	Dietetics		Ballina	1.00			
	Dietetics		Lismore	0.53			
Total for Head of Department Dietetics Lismore Ballina Casino		5	Lismore Ballina Casino	8.64			
SOCIAL WORK * This position has been realigned							
Current Number of HOD positions and Status	Position	Level	Site/Facility	Proposed FTE	Status/Comment	Proposed Action	
1	Social Work	5	Lismore Base Hospital	7.05	Vacant	Position has been regraded to a Level 5 and is in the process of being recruited	NNSWLHD
1	Social Work	4	Ballina	2.84		Will need to consider Deputy Department Head role at	NNSWLHD

						Ballina or Casino	
1	Social Work	4	Casino	2.13			
	Social Work	3	Lismore	0.84			
Total for Head of Department Social Work Lismore Ballina Casino		5	Lismore Ballina Casino	12.86			
SPEECH PATHOLOGY							
Current Number of HOD positions and Status	Position	Level	Site/Facility	Proposed FTE	Status/Comment	Proposed Action	
1	Speech Pathology	4	Lismore Base Hospital	4.32	Permanent Under Health Professional Award maintain current grading of Level 4	Nil action/maintain status quo	
Total for Head of Department Speech Pathology Lismore Ballina Casino		4	Lismore Base Hospital ONLY	4.32			
PODIATRY							
Current Number of HOD positions and Status	Position	Level	Site/Facility	Proposed FTE	Status/Comment	Proposed Action	
	Podiatry	4	Lismore	1.00	1.00	Continue to progress district HOD Model for Podiatry	NNSWLHD
	Podiatry		Ballina	1.00	1.00		

**Community and Allied Health
Allied Health Head of Department FTE's**



	Podiatry		Casino	0.84	0.84		
				Until the Head of Department is in place operational line to the Manager, Allied Health			

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