



1 March 2021

Mr Gerard Hayes
Secretary
Health Services Union NSW/ACT/Qld
Locked Bag 3
Australia Square NSW 1515
secretary@hsu.asn.au

Dear Mr Hayes

RE: Proposed Realignment of Social Work Manager and associated positions

We take this opportunity to advise you of a proposal to realign the Wagga Wagga Base Hospital (WWBH) Social Work Manager position.

In accordance with Clause 35 Health Employees Conditions of Employment (State) Award, ("The Award"), Murrumbidgee Local Health District ("MLHD") is aware of its responsibility to consult with staff and their representatives should we wish to introduce change.

Current Risks

The current structure (**Attachment A**) presents significant operational challenges. The demand on district wide renal services has increased and is requiring more travel to satellite sites, whilst the social complexity of patients in Wagga Wagga Base Hospital has also increased. The Level 4 manager position is the only senior clinician within the WWBH team. This position is currently split across two reporting lines, feeding into both the Wagga Wagga Base Hospital operational arm and the MLHD Renal Stream of the MLHD Organisational structure. This creates an environment where it is challenging to maintain accountability and facilitate expedient decision making, all the while maintaining responsibility for the clinical governance.

Proposed Structure

It is proposed (**Attachment B**) that the current Level 4 manager position be permanently divided between WWBH Social Work and Renal. The allocated 0.63 FTE funded from the renal cost centre would continue on with the renal caseload as the MLHD Senior Renal clinician.

The remaining 0.42FTE of the position will remain funded by the WWBH Social Work Department and be increased to 1.05FTE. This is to be achieved by incorporating 0.42FTE from the Metabolic Obesity Service (MOS) Social Worker role and 0.21FTE supported through current budgeting.

This would see the elimination of the Metabolic Obesity Service specific position, however this role has proved difficult to fill and the vacancy has not seen any adverse outcomes for MOS specific patients. The MOS also has a Psychologist position, which supports the psychosocial needs of the client base.

Risk Management:

This proposal would ameliorate the current clinical governance risks associated with the unavailability of senior social work support for WWBH. It would also ameliorate the current operational risks associated with having a 1.0 FTE position reporting through multiple arms of the organisational structure.

The current Level 4 manager position is vacant and being backfilled on a temporary basis. A recruitment process will be carried out for the Renal Senior Social Worker 0.63 FTE and the Social Work Manager WWBH 1.05 FTE positions. Other changes that will occur will be reporting line changes only for renal staff.

Consultation

Informal consultation and information sharing commenced on 14 September 2020 with affected staff through one on one sessions and team meetings.

A two week formal consultation period will be implemented with affected staff, commencing **8th March 2021**.

Should you require extra information on the proposal and the affect it may have on the staff please contact Roanna O'Hara on 4028 293 799 or via email to roanna.ohara@health.nsw.gov.au

I look forward to further communication and dialogue.

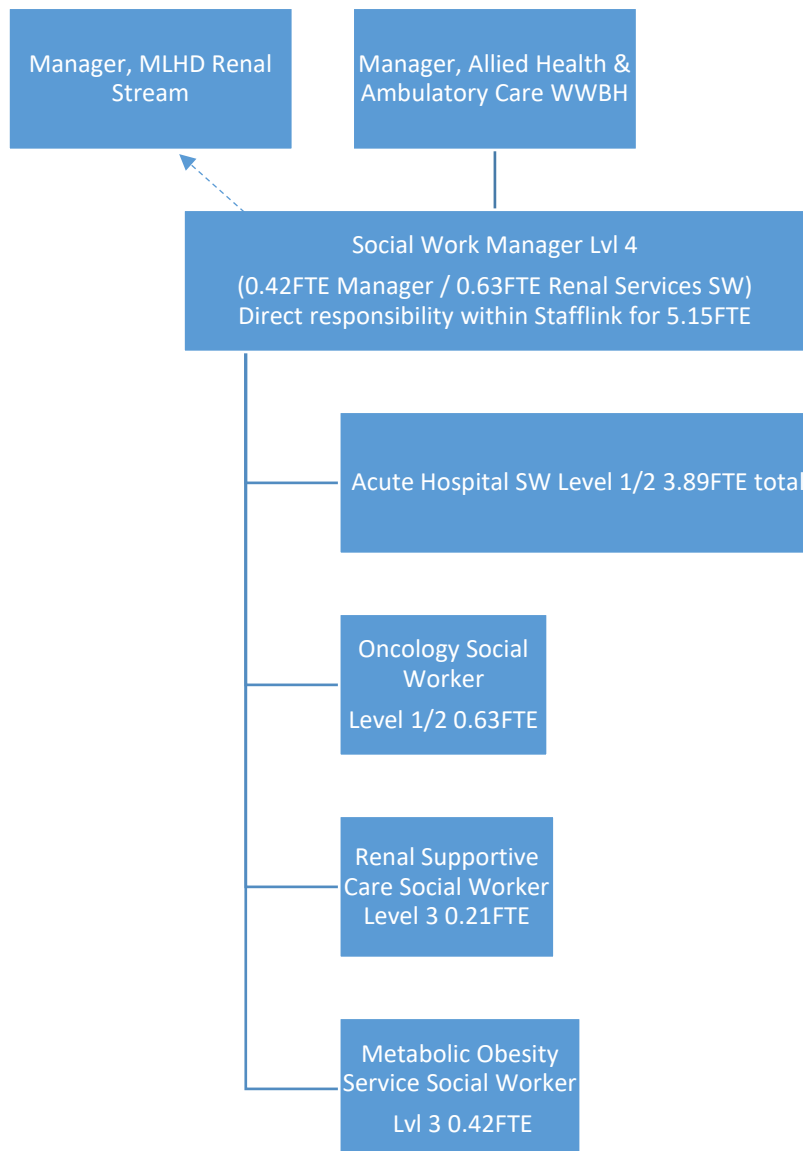
Yours sincerely



Troy Trgetaric
**General Manager Wagga Wagga Base Hospital
Murrumbidgee Local Health District**

encl. Current and proposed structures

Current WWBH/Renal Social Work Team Organisational Chart 2020



Additional Staff Clinically Supported by SW Manager

Rehabilitation / ARS Social Worker WWBH – Level 1/2 – 1.0FTE

MLHD Palliative Care Social Worker – Level 3 – 0.53FTE

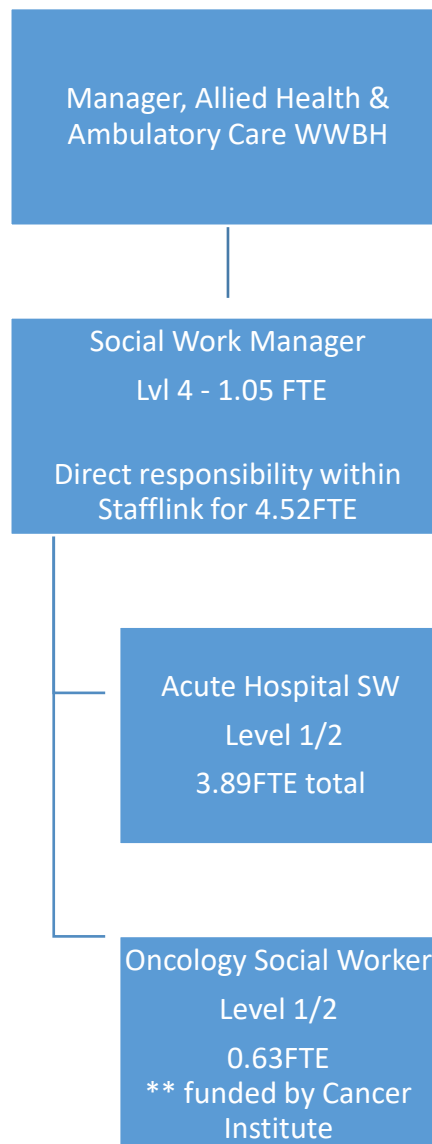
TACP Social Worker, Wagga Aged Care Services – Level 1/2 – 0.42FTE

Note: Additional Staff provided with clinical supervision outside of Wagga Wagga Services

Renal Social Worker GBH – Level 2 – 0.50FTE

Social Worker GBH – Level 3 – 1.0FTE

Proposed WWBH Social Work Team Organisational Chart



Additional Staff Clinically Supported by SW Manager

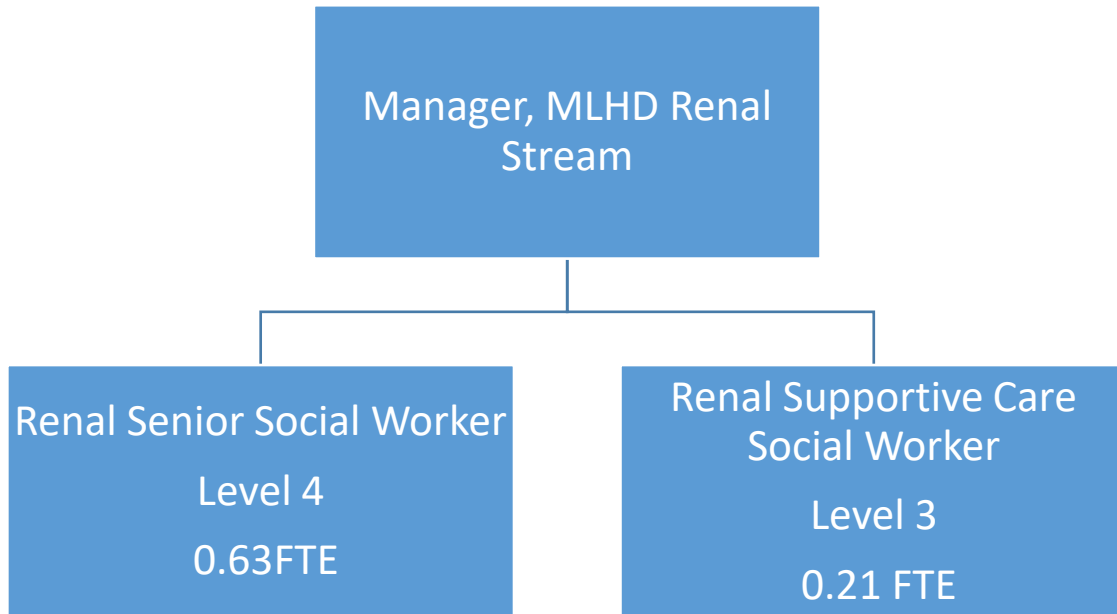
Rehabilitation / ARS Social Worker WWBH – Level 1/2 – 1.0FTE

TACP Social Worker, Wagga Aged Care Services – Level 1/2 – 0.42FTE

Note: Additional Staff provided with clinical supervision outside of Wagga Wagga Services

Social Worker GBH – Level 3 – 1.0FTE

Proposed Renal Social Work Team Organisational Chart



Additional Staff Clinically Supported by Level 4 Senior Social Worker

MLHD Palliative Care Social Worker – Level 3 – 0.53FTE

Additional Staff provided with clinical supervision outside of Wagga Wagga Services

Renal Social Worker GBH – Level 2 – 0.50FTE