



Health

Illawarra Shoalhaven
Local Health District

Restructuring Plan

Phase 2

Aboriginal Health Directorate

June 2023
V2.0

Restructuring Plan

1. Reason for the restructure

Following on from Phase 1 of the Organisation Design review, Phase 2 aims to further improve the clarity in decision making activities and the accountability of the roles at this level. An overview of the review work that has taken place so far has been provided in Phase 1 of the restructure.

When reviewing the Aboriginal Health Directorate, it has been identified that some positions are not consistent with other Local Health Districts around the State in relation to position classification, as well as the level of accountability the roles maintain.

In order to effectively deliver the Service Targets/KPIs required in line with ISLHD's Service Level Agreement (SLA) with the Ministry of Health, it is proposed that there is better alignment between the Aboriginal Health Directorate and the services that directly impact on the targets to be achieved, particularly within Aboriginal Chronic Care. Therefore, it is recommended that the Aboriginal Chronic Care team be realigned to the Aboriginal Health Directorate. It is further recommended that a dotted reporting line be provided to all Aboriginal or Torres Strait Islander positions back to the Directorate for cultural support and development.

2. Benefits or likely impact the restructure will have on services

The proposed structure provides additional support at a higher level for the Executive Director Aboriginal Health by increasing the responsibilities of one (1) of the roles. This allows for more strategic work to be completed and assist in reaching the reportable targets.

Reporting via the Senior Manager Aboriginal Health and Workforce, there are two distinct areas of work that are proposed to be divided into Aboriginal Workforce and Aboriginal Chronic Care. The Aboriginal Chronic Care team is a new team within this Directorate, and it is anticipated that re-alignment will allow for greater impact on State-wide targets and clearer focus from an Aboriginal Health strategy lens. It will also allow for greater visibility on the reportable targets.

Restructuring Plan

3. Number of staff affected

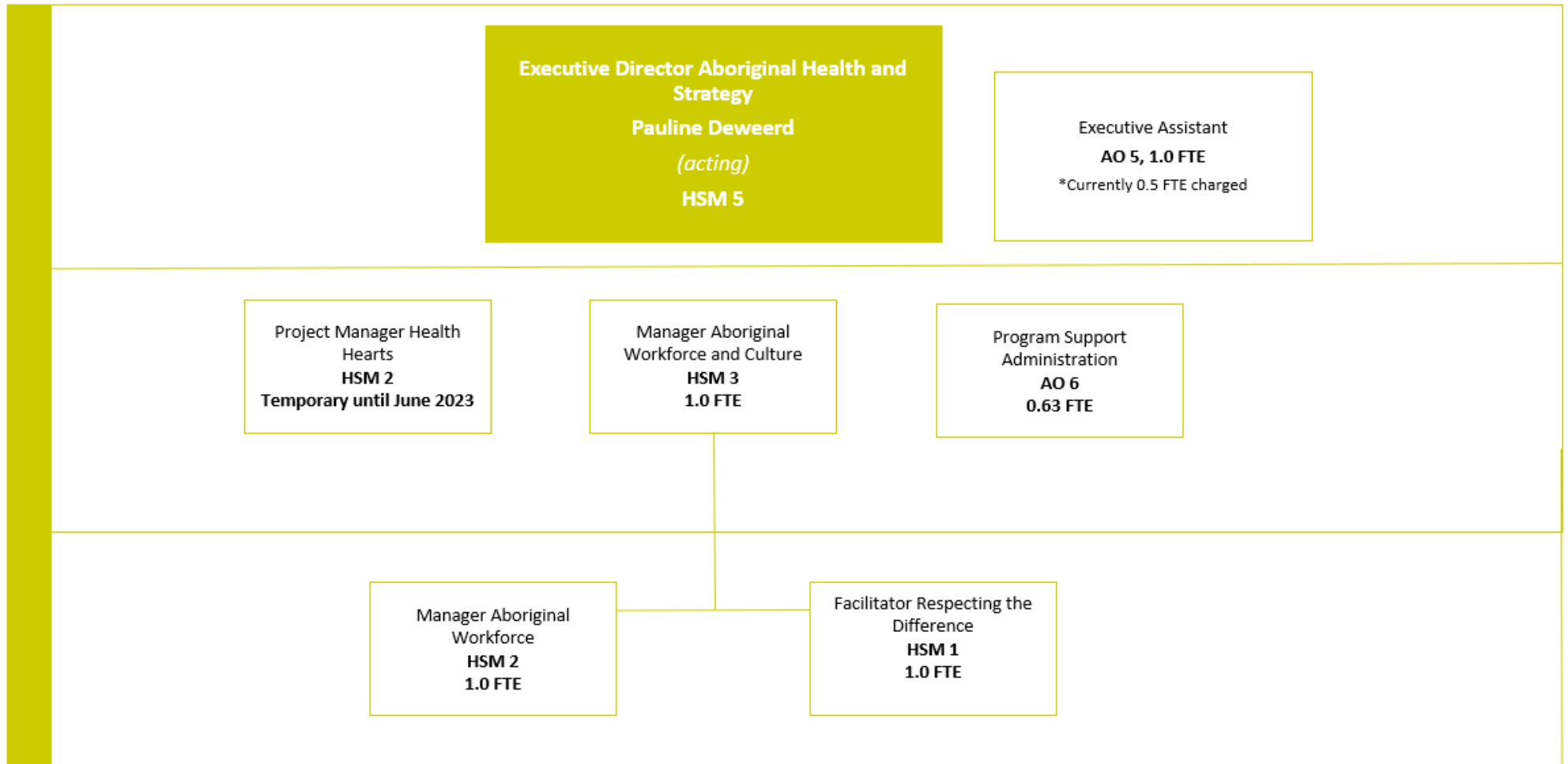
CURRENT ABORIGINAL HEALTH STRATEGY DIRECTORATE				
Position Title	Classification	Current FTE	Future FTE	Proposed change
Director Aboriginal Health Strategy	Health Services Manager, Level 5	1	1	*increase in grade to HSM 6 *increase in position scope *Name changed to Executive Director Aboriginal Health (member of Core Executive) Affected employee as position will need to be advertised.
Aboriginal Workforce and Culture Manager	Health Services Manager, Level 3	1	1	*Position regraded to Health Services Manager Level 4 * Name changed to Senior Manager Aboriginal Health and Workforce
Aboriginal Workforce Coordinator	Health Manager Level 2	1	1	Reporting to the Senior Manager Aboriginal Health and Workforce *No change.
Facilitator Respecting the Difference	Health Services Manager, Level 1	0.63	0.63	Reporting to the Senior Manager Aboriginal Health and Workforce *No change.
Project Manager, Aboriginal Healthy Hearts (temporary)	Health Services Manager, Level 2	1	1	No change - temporary role ends 30/6/23
Administration support	Administration Officer, Level 6	0.63	1	* Reporting to the Executive Director Aboriginal Health *Existing employee to increase to full time
Executive Assistant	Administration Officer, Level 5	1	0	Position to be deleted.

Restructuring Plan

NEW ALIGNMENT FROM ANOTHER DIRECTORATE				
Manager Aboriginal Health	Health Services Manager, Level 3	1	1	*Name changed to Manager Aboriginal Chronic Care *Changed reporting lines from the Chronic Care Stream to the Aboriginal Health Directorate
Principal Aboriginal Health Workers	Aboriginal Health Education Officers, Aboriginal Health Worker Principal	5	5	Changed Directorate from the Chronic Care Stream to the Aboriginal Health Directorate
Aboriginal Health Workers (currently 2 employed)	Aboriginal Health Worker	3	3	Changed Directorate from the Chronic Care Stream to the Aboriginal Health Directorate
Aboriginal Health Practitioners (currently 1 FTE employed)	Aboriginal Health Practitioner	2	2	Changed Directorate from the Chronic Care Stream to the Aboriginal Health Directorate
Team Leader (Programs or Projects) Aboriginal Chronic Care Unit	Health Services Manager, Level 2	2	2	Changed Directorate from the Chronic Care Stream to the Aboriginal Health Directorate *Change of position title from Team Leader to Senior Chronic Care Workers
Administration support	Administration Officer, Level 3	0.42	0.42	Changed Directorate from the Chronic Care Stream to the Aboriginal Health Directorate

4. Current and Proposed Structure

Current Organisational Chart – Aboriginal Health Strategy Directorate



Restructuring Plan

Proposed Organisational Chart – Aboriginal Health Directorate

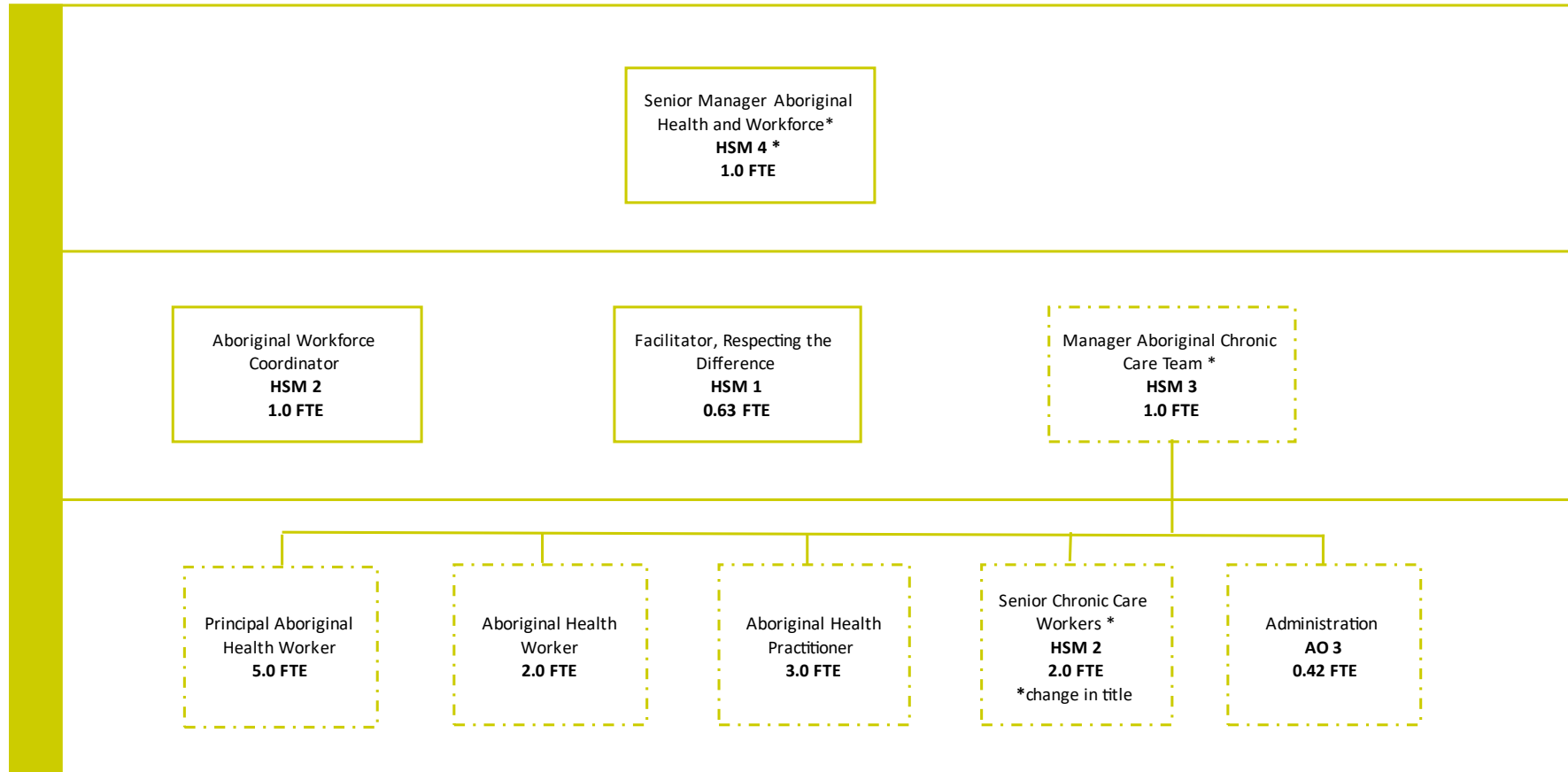
*Denotes change



Restructuring Plan

Proposed Organisation Chart – Aboriginal Health Directorate

* Denotes change



5. Current and proposed position descriptions

Existing position descriptions are attached.

New position descriptions (attached) include:

- Manager Aboriginal Chronic Care (existing HSM 3)
- Manager Aboriginal Health and Workforce (proposed HSM 4)
- Executive Director Aboriginal Health (proposed HSM 6)

Where required, these documents will be submitted to the ISLHD Grading Committee for review and assessment once the final structure has been confirmed following consultation.

6. Consultation with relevant parties/Implementation Plan

Step	Action	Date*
1.	Affected staff advised individually with follow up email sent	12 July 2023
2.	Meeting held with staff to advise of restructuring plan and consultation process	12 July 2023
3.	Relevant unions advised of restructuring proposal for consultation with members	12 July 2023
4.	Email sent to all staff with copy of restructuring plan and advice regarding consultation process	12 July 2023
4.	Drop in meeting with staff to ask questions	19 July 2023
5.	Union Specific Consultative Committee (USCC) held if requested	19 July 2023
6.	Consultation period closes (two weeks)	26 July 2023
7.	New structure finalised taking account of feedback	31 July 2023
8.	Team meeting held to advise of final structure and next steps (confirmed via email after meeting)	1 Aug 2023
9.	Union advised of final structure to close consultation period	2 Aug 2023
10.	Affected staff advised in writing formally / meeting held to discuss case management	2 Aug 2023
11.	Position descriptions refined and finalised	2 Aug 2023
12.	Regrading application submitted	2 Aug 2023
13.	Vacant positions advertised for recruitment	4 Aug 2023
14.	Excess staff managed in accordance with the <i>Managing Excess Staff of the NSW Health Service PD2012_021</i>	From August 2023
15.	Confirmed structure go live with change of reporting lines taking place on this date	21 August 2023

* To be scheduled/actioned week commencing.

7. Possible effects on EEO groups

The proposed changes within this Directorate and the alignment of Aboriginal Chronic Care health services should have a beneficial impact on the employment opportunities for Aboriginal staff. There are roles with increased scope providing greater visibility across the business. The impact of the cultural dotted line back to this Directorate also

Restructuring Plan

allows for greater connectedness to the organisation with the hope to improve retention in these positions.

8. The availability of counselling and vocational assessment services for staff

All staff can access the free and confidential services of Converge Australia, our Employee Assistance Program provider.