



13/12/23

Mr Gerard Hayes
General Secretary
Health Services Union
Level 2, 109 Pitt Street
SYDNEY NSW 2000

Email: secretary@hsu.asn.au and info@hsu.asn.au

Copy: michael.kearns@hsu.asn.au

Dear Mr Hayes

Re: Regrading of a NNSWLHD The Tweed Hospital Renal Service Social Worker position

I write to formally advise the Health Services Union (HSU) of a proposed new multi-level position to be graded for the Northern NSW Local Health District (NNSWLHD) Tweed Hospital Renal Social Work Service.

The proposal is for the current vacant Social Work Level 2 position for the Tweed Hospital Renal Service to be regraded to a multi-level Social Work Level 1-4, which will provide scope for succession planning and a 'grow your own' strategy for the Allied Health Service. In accordance with the *Health Professionals (State) Award*, the successful applicant will have a professional development plan in place that will provide the opportunity for work based development which allows for progression through the Award levels in accordance with the incumbent's skill acquisition.

The NNSWLHD grading committee is supportive of the regrade and in line with the *Health Professionals (State) Award*. It is a requirement under the Grading Committee (Social Workers and Dieticians) Determination No. 23 of 2007, that this position is graded by a committee which has consulted with the Health Services Union.

Determination No. 23 of 2007

Clause 3. Grading Committee – Social Workers

A committee consisting of two representative of the employer and two representatives of the Union shall be constituted to consider and recommend to the employer:

- (a) the grading of any new position or variation of grading of a position as a result of any substantial alteration of duties and/or responsibilities or in any case of anomaly; and*
- (b) the date of effect of the grading recommended.*

The matters to be referred to the Committee shall be:

(a) any application by an employee for review of the grading of the position he/she occupies if the General Manager or Senior Officer of the hospital or health institution certifies that in his/her opinion there has been a substantial alteration of duties and/or responsibilities since the last grading of the position and states the nature of such alteration or that the grading of the position is markedly out of keeping with that of other positions in the hospital or health institution;

(b) the grading of any new position;

(c) such cases as the Union may raise where the Union has stated the ground and indicated the basis on which it desires such cases to be considered by the Committee; and

(d) such other cases as the employer may approve.

A copy of the newly proposed position description is included for your consideration. Please provide a response no later than 14 days from date of correspondence.

If you would like to discuss any aspect of this matter, please contact Ms Lisa Beasley, General Manager for Community and Allied Health Services for NNSWLHD, on 02 6620 2843 or by email: lisa.beasley@health.nsw.gov.au.

Yours sincerely

A handwritten signature in black ink, appearing to read 'R Buss', written in a cursive style.

Richard Buss
Director Workforce
Northern NSW Local Health District