



15th February 2023

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

Via Email: secretary@hsu.asn.au

Dear Mr Hayes,

As noted by previous correspondence, Mid North Coast Local Health District Integrated Mental Health, Alcohol and Other Drugs Senior Leadership Team has embarked on evolving the directorate in new models of care to better respond to the needs of our community since 2021. This has resulted in new positions, realignments and opportunities to grow our service platform. Following this significant work, however noting this has not completed, as part of the ongoing development of the service the senior leadership has self-identified a need for a review to its own structure.

Currently the role of Director of Integrated Mental Health, Alcohol and other drugs has up to 21 direct reports, overseeing a workforce of up to 400 full time equivalent (FTE) employees. These direct reports range in designations from a multitude of disciplines, levels and awards. It has been identified also District Manager positions (Both Nursing and Health Service managers) do not have equitable reports within their services and this has been recently highlighted several times during the course of our regular senior leadership team meetings.

Unfortunately, due to the other service developments, and staff leave, the timing to enter full consultation has been delayed. However, as a leadership team it has agreed we did need to review our service. As the Director, I have introduced this concept both as part of general updates and with each individual report over the last few weeks.

With the growth in projects and funding set to continue, if the leadership team is not reviewed, the positions in this team may become inequitable and therefore impacting on staff supports and development. Our proposal is to align positions to create a more direct and equitable pathway for approvals, information sharing, FTE and workloads.

This review may result in changes to reporting lines (considering and within awards) however, there will be no impacts to staffing levels.

Please be advised that we will commence our formal discussions with service and project leaders to find the most appropriate outcome for the service to future proof its ongoing direction. If you require any further information, please feel free to contact myself directly at penny.jones@health.nsw.gov.au

Yours,

A handwritten signature in cursive script that reads "Jones".

Penny Jones

Director, Integrated Mental health, Alcohol and Other drugs
Mid North Coast Local Health District