



3rd March 2022

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,

Re: Alcohol and Other Drugs Service redesign

As previously advised the **Alcohol and Other Drugs (AOD) Service** within our Integrated Mental Health and Alcohol & other Drug Service is undergoing a redesign. Our staff were advised of the outline of the initial phase of the redesign process and key time frames through an all-staff Town Hall meeting on Wednesday 2nd February 2022. At a subsequent Town Hall meeting on the 3rd March 2022 our staff were advised of the second phase of the redesign.

As previously advised the AOD service does not have a senior nurse manager position established and there has been recent resignation of four senior clinical and management positions. The AOD Service is taking the opportunity to review the vacant positions against the current needs of the service and future growth. Through this review, we propose a new organisational structure that ensures we are in a position to respond to the changing health landscape and deliver person centred and truly integrated models of care.

It is envisaged the redesign will be FTE neutral (dependant on outcome), however it may involve regrading or repurposing of vacant positions, outlined in the attached presentation. The nursing and allied health executive directors have been consulted with as part of the redesign. The second phase of the consultation period for the redesign is currently underway and staff have been invited to provide any feedback to their line managers, District Manager David Hedger, Human Resources or myself by Friday 18th March 2022.

We would also welcome feedback from yourselves should you wish to do so. Feedback can be returned to; MNCLHD-AODservice-redesign@health.nsw.gov.au. If you would like to arrange a meeting to discuss the proposal and any feedback you wish to provide, please contact Mr. Hedger via email david.hedger@health.nsw.gov.au or on 6691 1951.

Yours sincerely

A handwritten signature in black ink that reads 'Jones'.

Penny Jones
Director Integrated Mental Health Alcohol and other Drug Services
Mid North Coast Local Health District