

CM Ref: SCHN23/11250-1

PRIVATE AND CONFIDENTIAL

Mr Gerard Hayes
Secretary - HSU
Health Services Union
Locked Bag 3
Australia Square, Sydney NSW 1215

Attention: tom.stevanja@hsu.asn.au and randall.millington@hsu.asn.au

Delivered via email

Dear Mr Hayes,

The purpose of this letter is to inform you of the proposed transition of the Child and Family East (CAFÉ) service from Sydney Children's Hospitals Network (SCHN) to South Eastern Sydney Local Health District (SESLHD).

CAFÉ is a child and family counselling service for children between 0 and 12 years of age, and their families, it is a multidisciplinary team comprising child psychiatrists, clinical psychologists, and social workers.

SESLHD Child Youth & Family Services (CY&FS) work across the district to support better health and wellbeing. Services are delivered by teams from a range of clinical backgrounds working collaboratively to deliver a wide range of programs and services.

The SCHN component of CAFÉ is proposed to transfer to CY&FS within Population and Community Health as part of SESLHD.

Transferring the SCHN component of CAFÉ would ensure consistency with the southern end of the district and would maintain a dedicated child and family counselling service for children in the northern sector.

This change is proposed to take effect from January 2024. Conditions of employment and position descriptions will remain otherwise unchanged.

A discussion with staff around the changes has been arranged for 7 November 2023 at 10am and it will be held in the Conference Room – Tin Shed (Corner of Barker and Avoca St, Randwick). Both Tom Stevanja and Randall Millington have been invited to attend the discussion.

If you have any questions about the intended change, or individual circumstances that may need further consideration, you can direct them through to SCHN-SCH-CARPA@health.nsw.gov.au.

Yours sincerely,



Sandra Pengilly
Clinical Program Director – CARPA
The Sydney Children's Hospitals Network

Date: 6 November 2023

1. *Attachment: Consultation Document*



The Sydney
children's
Hospitals Network

SCHN Child and Family East (CAFÉ) Consultation Document

November 2023.

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Background

Child and Family East (CAFÉ) is a child and family counselling service for children between 0 and 12 years of age, and their families. It is a partnership between the Sydney Children's Hospitals Network (SCHN) and South Eastern Sydney Local Health District (SESLHD) Eastern Suburbs Mental Health Service (ESMHS).

CAFÉ is a multidisciplinary team comprising child psychiatrists, clinical psychologists, and social workers. Children living in the northern sector of SESLHD are eligible for this service, and referrals are accepted directly from parents/carers.

CAFÉ is located at the Sydney Children's Hospital Community Health Centre in Randwick.

CAFÉ accepts referrals for child behavioural, emotional, and social difficulties as well as family changes, relationship difficulties, grief, loss, and trauma. The clinical team provides child and family assessments along with interventions that include individual, family and group counselling and medication. These may be clinic-based or virtual depending on the needs of the family. The service also consults with pre-schools, schools, and other community agencies, and with other child and family health services within SCHN and SESLHD.

The service participates in community outreach and education activities using health equity and prevention frameworks.

SCHN and ESMHS contribute the following resources:

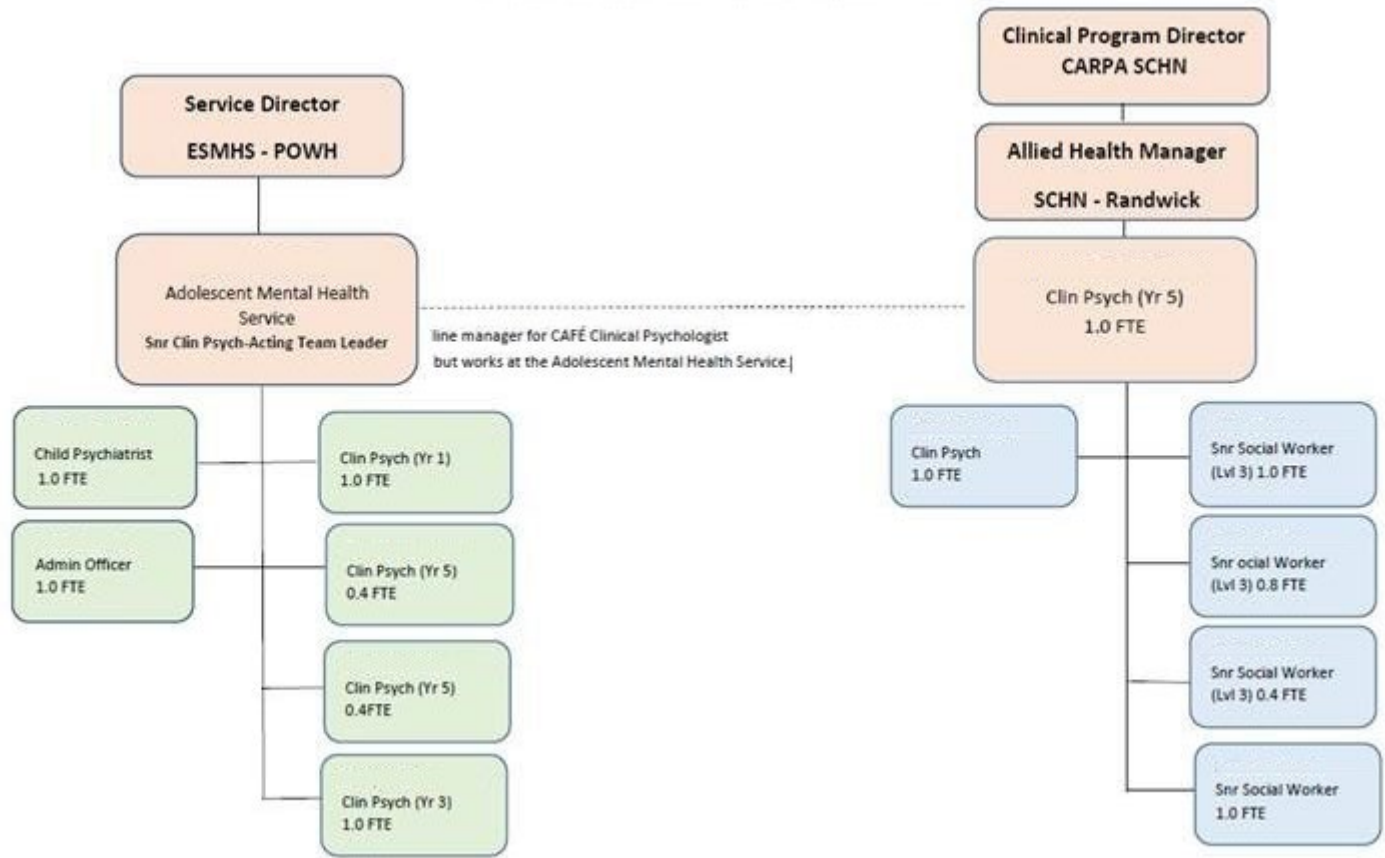
Role	FTE	Work Group
Clinical Psychologist	2.0	SCHN
Social Workers	3.2	SCHN
Clinical Psychologist	2.84	ESMHS
Child & Adolescent Psychiatrist	1.00	ESMHS
Administration Officer (A03)	1.0	ESMHS
Senior Staff Specialist (service manager)	0.2	ESMHS

In 2011, with the devolution of South Eastern Sydney and Illawarra Area Health Service (SESIAHS) the community services to children in the northern end of South-Eastern Sydney were hosted by Sydney Childrens Hospital Randwick given a Child, Youth and Family governance structure was yet to be formed within SESLHD.

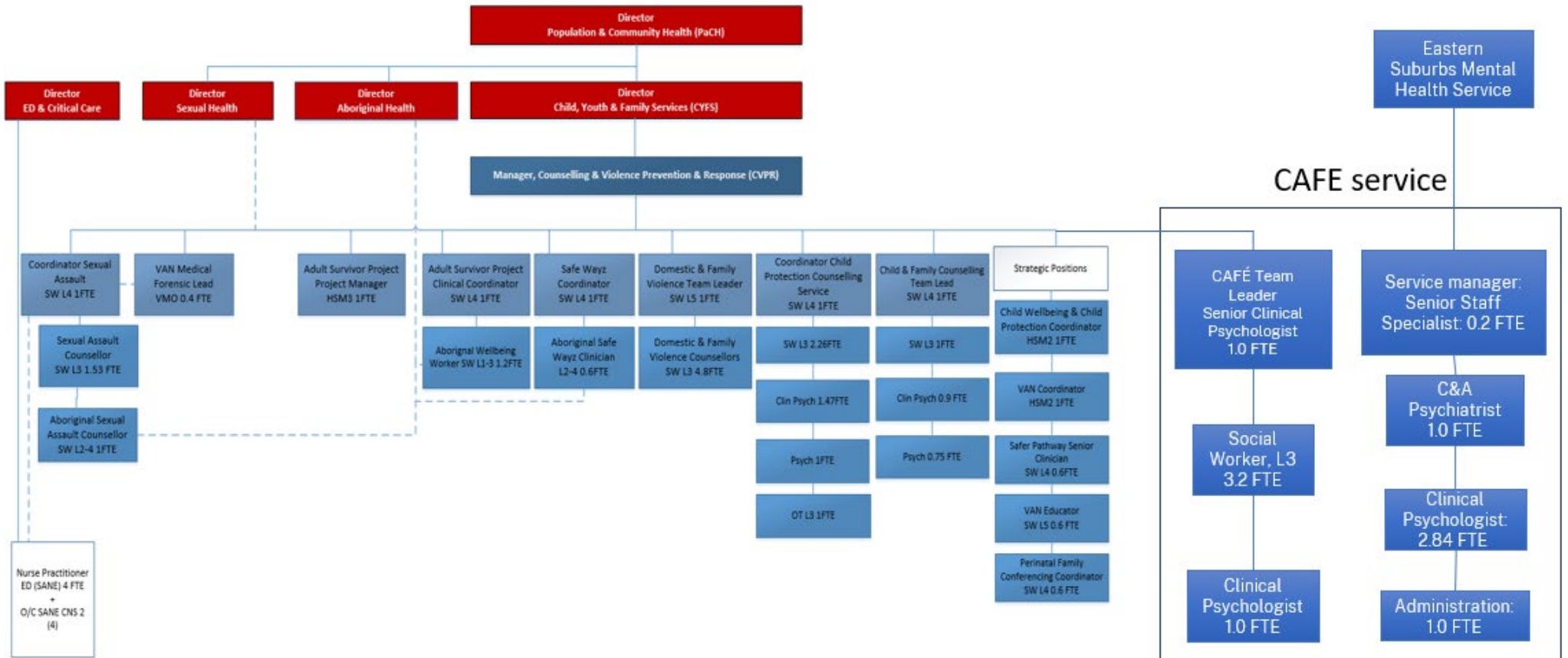
In 2017, SESLHD established the district wide Child, Youth and Family Service (CY&FS) following recommendations from the 2015 Health Care in the Community Report from Griffiths Cowper Consulting.

Negotiations with SCHN commenced in 2018 to transfer Child and Family Nursing Services and the Child Protection Counselling Service (CPCS) from SCHN to CY&FS in SESLHD. The CPCS was transferred in January 2020, and the Child and family Nursing Service was transferred in October 2020.

Current Child and Family East Organisational Structure



SESLHD Proposed organisational structure CY&F/ Counselling & Violence Prevention and Response



Proposed structure with Child, Youth & Family Service under the Counselling & Violence Prevention & Response team.

The SCHN component of CAFÉ is proposed to transfer to CY&FS within Population and Community Health as part of SESLHD.

Child Youth and Family Services has the following teams within the structure including.

- Service Integration and Equity (placed-based health initiatives, OOHC, Early Parenting, Children and Communities)
- Child and Family Health Nursing
- Paediatric and Vulnerable Populations, including allied health and WHINS nurses.
- Brighter Beginnings (developmental screening to all four-year olds across SESLHD)
- Developmental and Disability Health Services
- Counselling, Violence Prevention and Response

The SCHN funded staff component of CAFE is proposed to report to the Manager, Counselling, Violence Prevention and Response team (CVPR). The CVPR team consists of:

- Child Protection Counselling Service
- St George & Sutherland Domestic Violence Service
- Southern Sydney Sexual Assault Service
- Adult Survivor Program
- Safe Wayz Program
- Child and Family Counselling (Parenting Place)
- Strategic positions supporting the response to Violence Abuse and Neglect

CAFÉ will also collaborate with the other CY&F services, including C&F Health Nursing, Brighter Beginnings, and the placed-based health initiatives.

Ongoing planning will occur with Mental Health in both the northern and southern parts of SESLHD to develop clear pathways between both services with joint planning occurring to ensure equities across the district.

The proposed transfer of the SCHN CAFÉ team to SESLHD is from 1 January 2024, noting that the employment conditions will remain unchanged.

Case for change

SESLHD CY&FS work across the district to support better health and wellbeing. Services are delivered by teams from a range of clinical backgrounds working collaboratively to deliver a wide range of programs and services across three broad areas of care, including.

- **Universal care**, which provides support to all families, particularly in the first 2000 Days of life (0 to 5 years). This includes clinic-based care, home visiting, breast feeding support and parenting education and support for the mental health of parents and carers.
- **More targeted, early care for those who need it the most**. This includes Aboriginal families, families from culturally and linguistically diverse groups, and families living in disadvantaged areas.
- **Specialised care for more intensive and longer-term support** related to developmental disability, behavioural and emotional concerns, children in out of home care and in response to those who have experienced violence, abuse, or neglect.

Transferring the SCHN component of CAFÉ would ensure consistency with the southern end of the district and would maintain a dedicated child and family counselling service for children in the northern sector.

SESLHD CY&FS would work closely with Mental Health to build an equitable stepped model of psychological and psychosocial care for children and families across the district, which will address equities in service access and preserves the unique and necessary focus of both.

Expected benefits

The expected benefits of transferring the SCHN component of CAFÉ to Child, Youth and Family Services under the Counselling, Violence Prevention and Response team will ensure consistency across the district, including:

- Maintaining a dedicated child and family counselling service for young children in the northern end of the district
- Integration of SCHN CAFÉ staff into an established SESLHD CY&FS governance structure for the counselling service
- Integration of SCHN CAFÉ with SESLHD CY&FS prevention, early intervention and tertiary services aligning with strategic objectives of the district.
- SESLHD CY&FS and Mental Health will work together to build an equitable stepped model of psychological and psychosocial care for children and families across the district, to ensure equities in service access and preserves the unique and necessary focus of both. Elements of this model include:
 - Shared service planning for local needs
 - Shared care pathways
 - Clearly defined referral pathways
 - Defined roles
 - Agreed models of care
 - Coordinated clinical governance.

Proposed changes to positions

Positions that will transfer to SESLHD, Child, Youth and Family

No.	Position Title	Summary of Proposed Change
1	CAFÉ Team Leader/ Senior Clinical Psychologist 1.0FTE	Transfer of position and employee from SCHN to SESLHD, reporting to the HSM 4 Manager Counselling, Violence and Prevention in Child, Youth and Family. Position will be Team Leader to CAFÉ positions transferring from SCHN only.
2	Clinical Psychologist 1.0 FTE	Transfer of position and employee from SCHN to SESLHD, reporting to CAFÉ Team Leader.
3	Social Work Level 3 3.2 FTE	Transfer of positions and employees from SCHN to SESLHD reporting to the CAFÉ Team Leader.

Consultation

This consultation period will be open for approximately 3 weeks from the release of the document. Discussions will take place with impacted staff during the consultation period and all feedback will be considered.

Feedback will be considered via email and through individual meetings.

Written feedback can be provided to:

- SCHN-SCH-CARPA SCHN-SCH-CARPA@health.nsw.gov.au – these will then be shared with the relevant leaders for responses.

The Health Services Union (HSU), will be notified of the proposal and provided with the Consultation Paper. An opportunity to comment on the proposal will be afforded during the consultation phase of the project.

Staff Considerations

SCHN and SESLHD will work closely with each impacted staff member to ensure there is an understanding of the proposed change.

Staff will be provided with information at the presentation which will include a frequently asked questions sheet, updates will be regularly provided, and support will be provided through the management team, business partners. The CVPR Manager will also attend the regular discussions to answer questions.

Employee Assistance Program

As noted above the Employee Assistance Program (EAP) will be available. The EAP service is a free strictly confidential and professional counselling service provided by the Sydney Children's Hospitals Network to all staff. Staff can access the program by contacting Access EAP on 1800 818 728

Timeframe

Task	Documentation/Task	Timeframes (indicative)
Consultation period with staff and unions commences.	Consultation paper sent to HSU and meeting arranged with staff to commence consultation and advise of proposed change. Frequently asked questions (FAQ) provided to staff.	Second week of November.
Consultation period closes.	Emails and feedback collated during the consultation period.	24 November – closure of consultation period.
Feedback reviewed and considered.	Management to consider feedback and determine if any further changes required	Late November.
Final consultation document incorporating any changes identified during consultation circulated.	Final Document distributed	Early December
Communication to all staff around final structure.	Final consultation document provided to all with updated FAQ.	Early December.

Sponsors

Name	Position	Organisation
Michelle Jubelin	Director Child, Youth and Family Services, Population and Community Health,	South Eastern Sydney Local Health District.
Sandra Pengilly	Clinical Program Director (CARPA),	Sydney Childrens Hospital's Network.