

21 July 2021

Gerard Hayes
Secretary
Health Services Union
Locked Bag 3,
Australia Square NSW 1215

Email: info@hsu.asn.au

Attention Mr Hayes

Dear Mr Hayes

Notification of proposed restructure: Kolling Institute Research Support Team

I write to the HSU to advise of a proposed restructure of the Kolling Institute Research Support Team.

The Kolling Institute is an unincorporated joint venture partnership (JVP) between the University of Sydney (USYD) and Northern Sydney Local Health District (NSLHD). A joint venture agreement (JVA) is in place to guide the governance and management of the Kolling and the implementation of the JVA. The performance of the Kolling is overseen by the Kolling Governance Committee (KGC) whose membership includes the NSLHD Chief Executive and Medical Executive Director.

In February 2021 the Kolling Institute launched a new research strategy based on the JVA. Key to this model is the sharing of resources to provide an efficient, well supported, productive, and collaborative environment for researchers. The existing research support staff structure has not been reviewed in several years and does not provide for ideal lab technical support, building management in the context of the campus, nor alignment with University and NSLHD developments in research support. The proposed restructure has therefore occurred in response to the establishment of the JVP and a need to align local services to fit in with University and NSLHD research services while also providing optimal support for researchers. It is a new model based on equal contributions from both NSLHD and the University to support the implementation of the Kolling JVA and the new Kolling research strategy

The proposed changes by grade and FTE are outlined in Table 1. It is anticipated that two staff will be affected by this proposal, with an increase of 1.47FTE.

Role/Classification	Current grade	Proposed grade	Current FTE	Proposed FTE
Laboratory Aide	Therapy Aide Year 3	Technical Assistant Grade 2	0.53	1
Facilities Officer Health Manager	HM 1	HM1	1	1

Northern Sydney Local Health District is located on the traditional lands of the Eora Nation

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Research Facilities Manager Health Manager	HM 2	HM2	1	1
Communications Health Manager	HM2	HM2	0.4	0.4
Temp Exec Project Manager Health Manager (vacant)	HM 4	HM 2	1	1
Executive Assistant Health Manager	HM 1	HM 1	1	1
Research Support Officer Administration Officer	AO6	AO6	0.6	0.6
Facility Manager Health Manager	N/A	HM 3	0	1

Table 1. All NSLHD funded positions current and proposed by grade and FTE

It is anticipated that the proposed change will allow improved integration with research support services available in the University and NSLHD. The increase in lab technical services roles will provide additional support and expertise in the laboratory to researchers and facilitate an enhanced focus on safety and quality. The upgrade of the Research Facilities Manager to the Kolling Building Facility Manager will facilitate a more holistic approach to building management and safety management. This position will play an important role in working collaboratively with stakeholders across the campus in the co-ordinated delivery of soft and hard corporate services as well as safety management.

It is my intention to have the new structure implemented from 16 August 2021.

All staff within the current structure have been consulted and no concerns have been raised about the change.

Please find enclosed the more detailed information regarding the proposed restructure.

We welcome your feedback on this proposed restructure and invite you to a teleconference meeting on the morning of Wednesday 28 July 2021. Please let me know if this suits you. Alternatively, feedback can be emailed through to Ms Canan Huseyin, Senior Human Resources Business Partner at Canan.Huseyin@health.nsw.gov.au. It would be appreciated if a response relating to the proposal was received within two weeks of receipt of this correspondence.

Yours sincerely



Rod Gilroy
Chief Operating Officer
Kolling Institute
University of Sydney & Northern Sydney Local Health District

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