

18 January 2023

Mr Gerard Hayes
Health Services Union
L2/109 Pitt Street
SYDNEY NSW 1215

Attention: Jeremy Lappin – Industrial Officer and Tracey Gaddelin - Organiser

Via email: Jeremy.Lappin@hsu.asn.au Tracey.Gaddelin@hsu.asn.au and secretary@hsu.asn.au

Dear Mr Hayes,

Re: Change Management Plan: Echsonography Service Merger, John Hunter & Maitland Hospitals

I write to advise you of a proposal to change the model of care for Echsonography Services provided at Maitland Hospital by merging with the Echsonography Service in place at John Hunter Hospital. The proposed merger will result in a stable and sustained workforce to deliver this service at Maitland Hospital.

By way of background, planning for the new Maitland Hospital introduced a new cardiology model with the inclusion of three (3) cardiologists; this model is directly partnered with the John Hunter Hospital (JHH) Cardiology Unit. The current Echsonography Service at Maitland Hospital is predominately delivered by a Radiographer Level 3, Grade 3. The incumbent commenced maternity leave in September 2020 and on return to duty, chose to undertake annual leave from September 1st, 2021, to October 11, 2021. The staff member worked 3 shifts prior to taking a secondment to an alternative position within the District with the secondment being extended at the request of the incumbent.

When the incumbent was on maternity leave, the service was covered by casual cardiac sonographers however they eventually left the position citing pay disparity between the current incumbent – a Radiographer versus a Cardiac Technician and as a result this led the District to experience the inability to attract and retain skilled cardiac sonographers to provide this service and it was unable to continue.

As a result of the partnership with the JHH Cardiology Unit, a request was made to assist with cardiac sonographer staffing to the Maitland Hospital. Subsequently a current staffing model was agreed where cardiac technicians are supplied from the JHH Echocardiology Service to the Maitland Hospital.

The proposal to merge the Echsonography Service between John Hunter and Maitland Hospitals will deliver a three (3) day per week inpatient amenity with a planned two (2) day per week Outpatient Service once the inpatient service is established with the service delivery provided by Cardiac Technicians.

The proposed change to the model of care will mean that the current incumbent – Radiographer Level 3, Grade 3 will be affected and will be managed in accordance with the NSW Health Policy Directive PD2012_021 Managing Excess Staff of the NSW Health Service with redeployment to an alternative suitable position the first preference if such a position is identified.

If you have any concerns or require any additional information in regards to this proposal please contact me (02) 4087 2058 or Lynn Hurst, Senior Human Resource Consultant on (02) 4985 3449 or to contact

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Health
Hunter New England
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us via email. If you have any comments in regards to this proposed change to the model of service delivery, could you please respond by close of business Friday 3 February 2023.

Yours sincerely,

Christine Osborne
A/General Manager
Lower Hunter Sector