

Memo

Aboriginal Health

SDOC24/11986

TO: All Aboriginal Health staff

CC: General Secretary NSW Health Services Union (HSU)

FROM: Kayeleen Brown – Director Aboriginal Health

TEL: 0461 327 669

DATE: 29 October 2024

SUBJECT: Aboriginal Health Realignment Outcome

On 22 August 2024 I wrote to you inviting your feedback on a proposal to realign Aboriginal Health for Southern NSW Local Health District (SNSWLHD).

The NSW Health Services Union (HSU) were also provided with a copy of the proposal, and the following staff consultation meetings were held:

- Friday 23 August 2024
- Monday 26 August 2024
- Wednesday 28 August 2024
- Thursday 29 August 2024

Staff were initially invited to provide written feedback on the proposal by 5 September 2024 via email, noting an anonymous feedback option was also established. However, at the end of this initial consultation period, it was requested that the consultation period be extended to 6 October 2024 to allow staff more time to respond.

Please note the consultation and feedback period is now closed.

Thank you to all staff that provided feedback by email and those who attended meetings.

Please be advised that I have carefully considered all feedback provided by staff and the Health Services Union NSW before making a decision.

I would now like to confirm that a decision has been made to formally proceed with implementing the realignment of Aboriginal Health within SNSWLHD, and the following changes will be implemented regarding existing positions.

1. The reporting line for the District Manager Aboriginal Health position changes from the Manager District Wide Programs to the Director Aboriginal Health.
2. The reporting line for the Manager Aboriginal Health Special Projects position changes from the Chief Executive to the Director of Aboriginal Health.
3. A dotted reporting line is added to the Community Engagement Manager position to the Director Aboriginal Health. This will support information sharing regarding Aboriginal Health priorities.

4. The reporting line for the Manager Aboriginal Workforce & Development position changes from Manager Diversity, Inclusion and Wellbeing to the Director Aboriginal Health.
5. A dotted reporting line is added to the Aboriginal Senior Clinician position to the Director Aboriginal Health. This will support the delivery of culturally competent health services.
6. A dotted reporting line is added to the Aboriginal Mental Health Coordinator position to the Director Aboriginal Health. This will support the delivery of culturally competent health services.

Aboriginal Health will continue to develop and maintain services and support that provides culturally safe, evidence based Aboriginal Health programs and services in SNSWLHD, to ensure safe and effective service delivery to the community we serve.

This realignment of Aboriginal Health will strengthen functions and management structures within Aboriginal Health, enabling us to better lead and support the delivery of culturally competent health services for regional and remote Aboriginal and Torres Strait Islander population. Along with driving the implementation of Ministry of Health and SNSWLHD strategic objectives for Aboriginal People's health and achieve performance targets.

A copy of the current and final organisational structure being implemented is attached. Those staff that fall under the supervision of positions detailed in the organisational chart are considered included and current with the new organisational chart.

There is no loss of jobs. These changes will commence immediately; however, it may take some time to be fully operational.

If you have any questions about implementation of the organisational structure, please contact me at Kayeleen.brown@health.nsw.gov.au or via 0461 327 669.

Kind Regards,



Kayeleen Brown

Director Aboriginal Health, Southern NSW Local Health District

29 October 2024