

Thank you for the opportunity to provide you with more information regarding the change to the operational management of PARVAN positions from Community Health Managers to PARVAN,

We have been looking at the sustainability of service delivery and staff within PARVAN in light of our vast distances and geographical footprint.

**The principles of the work we undertook included looking at:**

- Solutions needed to retain/ expand positions in the Northern sector, which have been reduced over many years.
- Solutions needed to be flexible to allow for our Clinical leads to be located anywhere across the LHD,
- Solutions needed to support service delivery across streams, not focus on one at detriment of another service, and allow for future responsiveness to emerging data/ community needs.
- Solutions needed to reflect data and be responsive to changes and information from external sources.
  - Solutions should include consideration of where we might leverage improvements in systems and process to reduce administrative burden.

**Zone Model: To inform vacancy and resourcing reallocations for PARVAN and Women's Health**

- The introduction of a Zone model will improve timeliness of service delivery in the event of high service demand and /or short-term vacancies staff. This model will seek to build capability across all clinical streams to enable all clinical PARVAN staff to be made available to provide initial assessment and short-term therapeutic responses.
- The Zone model will also formalise supervision and mentoring arrangements, as well as create more integrated staff development programs to facilitate 'grow your own' recruitment strategies in key locations / areas to improve flexibility and response times in medium to longer term.

**Zone model 1:**

Bathurst and Orange, with spoke sites Parkes Forbes Cowra and Condobolin (Planned assessment Centre sites)

**Zone model 2:**

Dubbo and Bourke, with spoke sites Lightning Ridge, Walgett, Nyngan, Cobar and Coonamble, Mudgee (Assessment Centre sites)

To implement this effectively, WNSW has needed to simplify matrix reporting relationships between CHC and PARVAN to allow PARVAN clinical leads full autonomy for recruitment and development of staff. Operationally Managed Community Health PARVAN staff have been informed that they will be operationally and strategically managed by PARVAN from the 5<sup>th</sup> February 2024.

There will be several drop in sessions via MS Teams - if staff want to drop in and ask any questions in regards to the Zone model.