

Nursing, Midwifery, Clinical Governance and Innovation Directorate Realignment Consultation Guide

December 2023

Purpose

This consultation document provides staff in Justice Health and Forensic Mental Health Network (Justice Health NSW) Nursing, Midwifery, Clinical Governance and Innovation Directorate (formerly part of the Clinical Operations Directorate) with information pertaining to the restructure of the directorate.

Case for change

As Justice Health NSW begins to implement the 10-year Strategic Plan – Together for Healthier Tomorrows, several changes have been made to the organisational structure. The realignment the Executive Leadership Team was the first step Justice Health NSW needed to ensure the organisation is best placed to deliver our services into the future and achieve positive outcomes for patients.

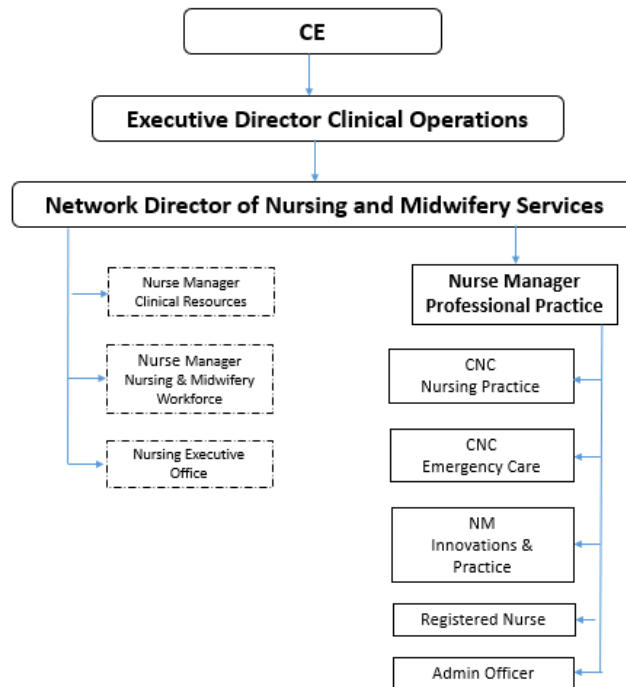
As stated, the realignment at the Executive Leadership Team resulted in several changes including the establishment of the Nursing, Midwifery, Clinical Governance and Innovation Directorate. This establishment was necessary for effective decision making and cross collaboration in all areas of Justice Health NSW. Most importantly, the changes will ensure the alignment of leadership, functions and services to enable and support the future delivery of our Strategic Plan 2023-32.

The Nursing, Midwifery, Clinical Governance and Innovation Directorate has been established to provide strategic and professional oversight in relation to nurse practice development (inclusive of Midwifery), Clinical Governance and Innovation Unit. The directorate will support the delivery of these services in an effective and efficient manner to:

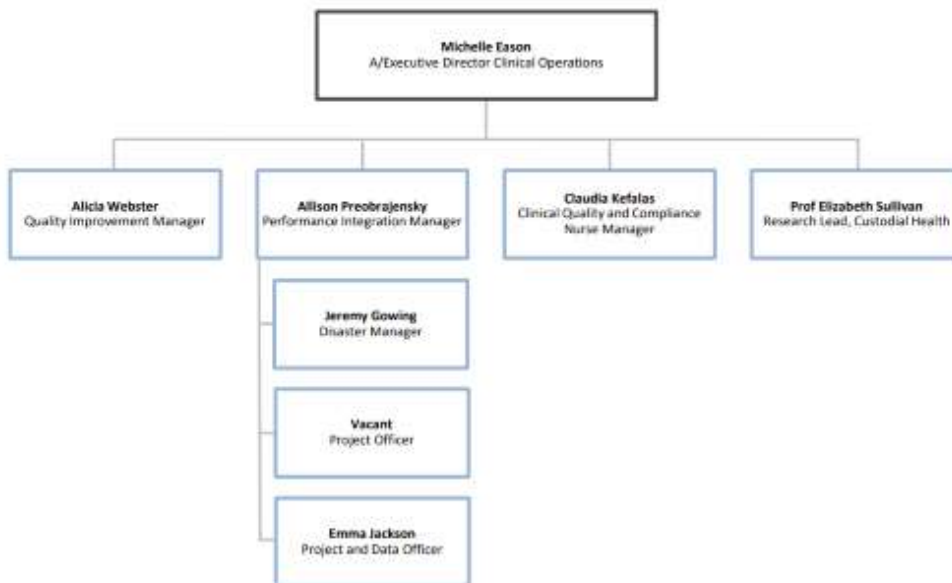
- enhance the nursing and midwifery profession
- support quality
- safety and mitigate risk in service provision
- ensure clinical innovation within a methodology of clinical services improvement.

Current structure/s

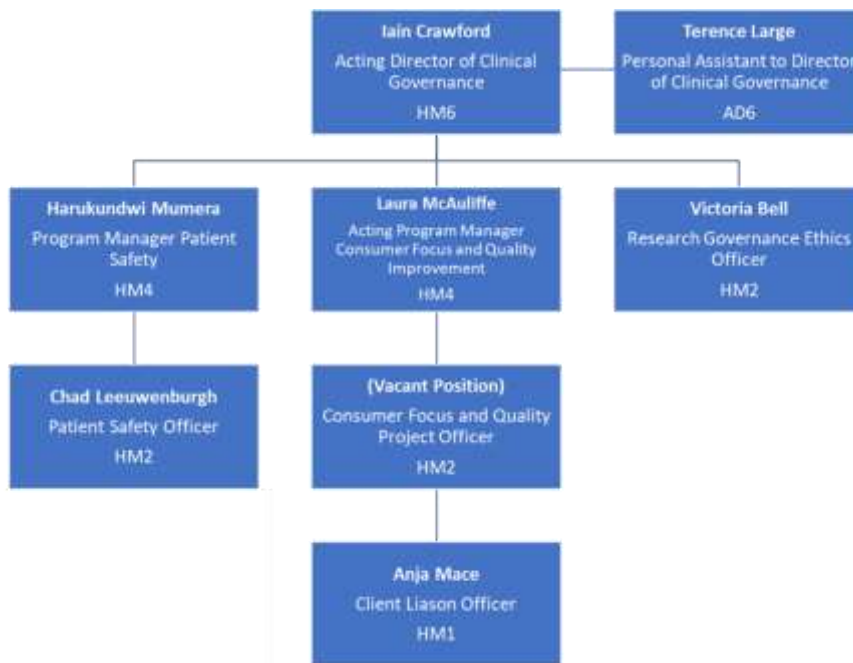
Nurse Practice Development Organisational Chart



Clinical Improvement Unit Organisational Chart



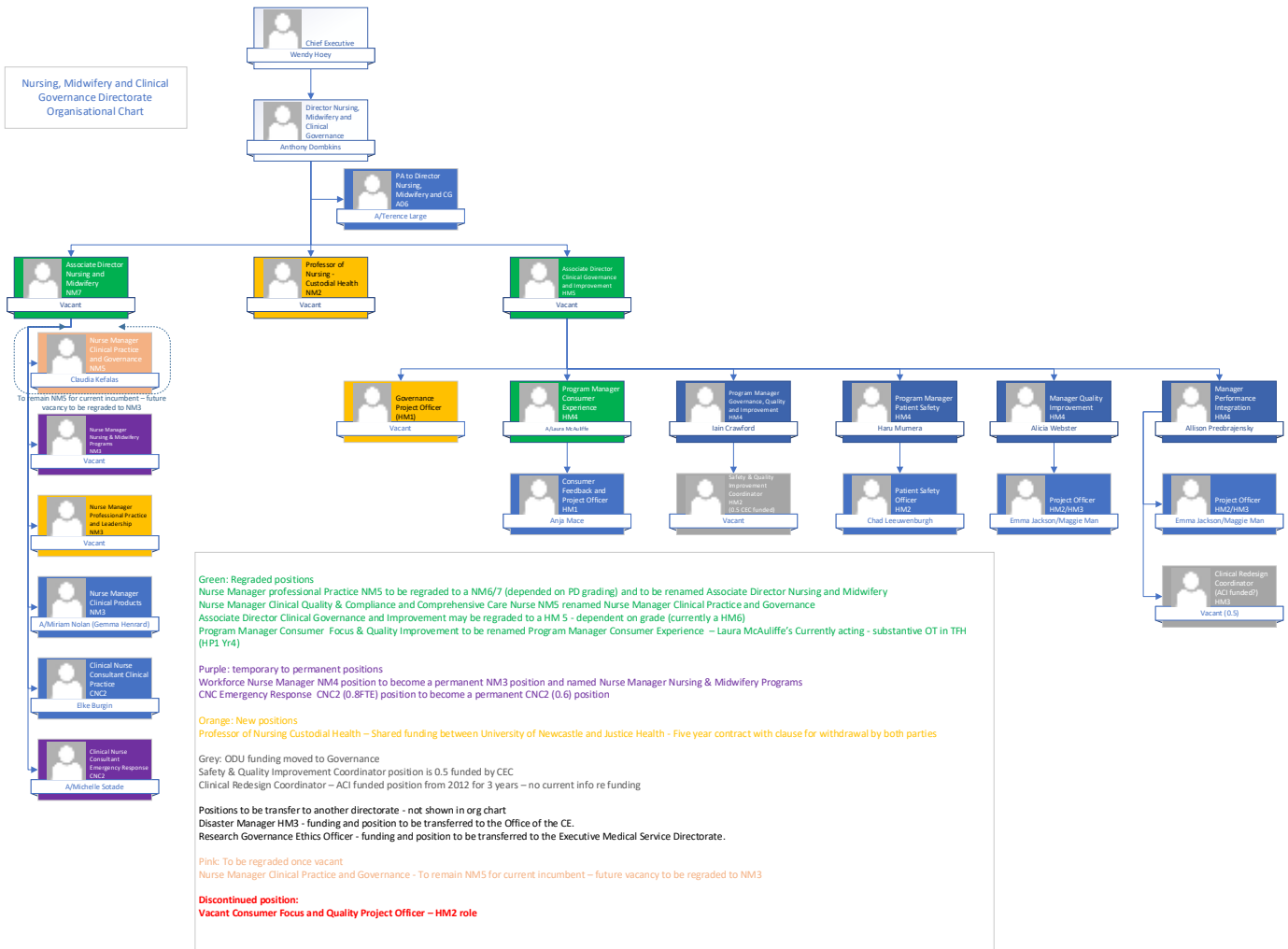
Clinical Governance Unit Organisaitonal Chart



Proposed Organisation Structure – Nursing, Midwifery, Clinical Governance and Innovation Directorate

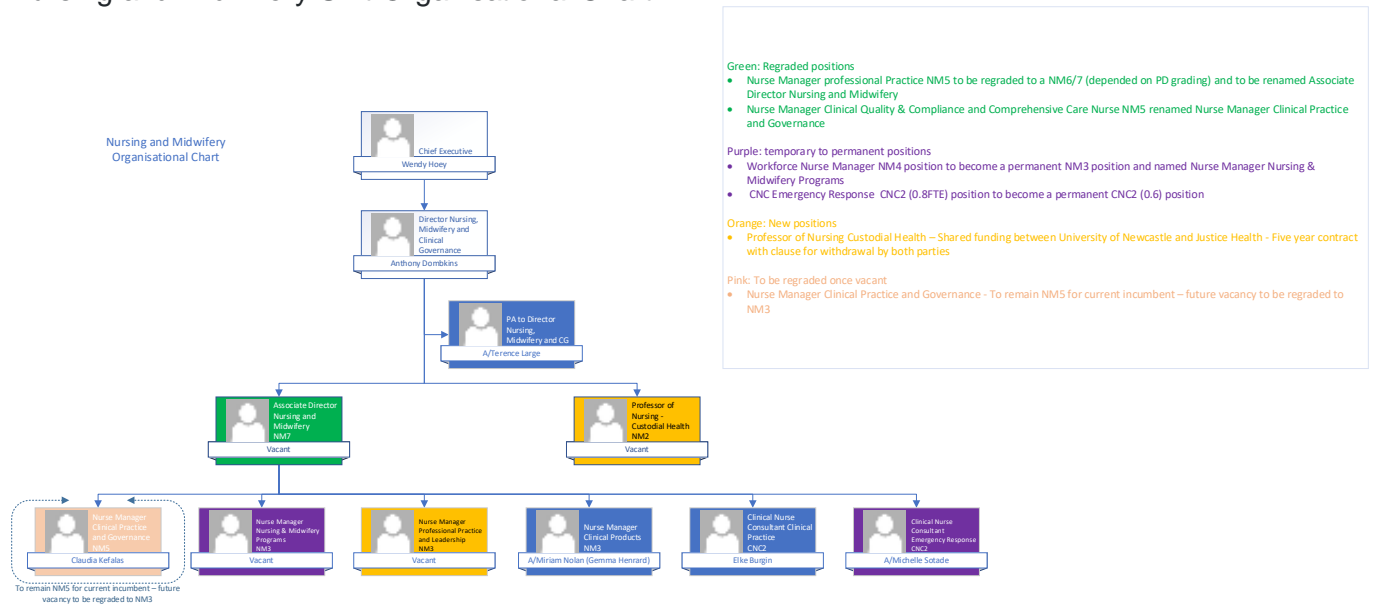
The proposed structure aims to reflect evidence-based practice to enhance the profession of nursing and midwifery and to ensure the provision of high-quality safe care for patients across Justice Health NSW.

The proposed structure aims to group key functions to focus expertise, as well as ensure important functions reporting at a senior level. Overall, it aims to ensure functions and roles are well established and supported to enable delivery of the Strategic Plan, mitigate enterprise risks and ensure a manageable workload to meet the demand and business needs of the organisation.

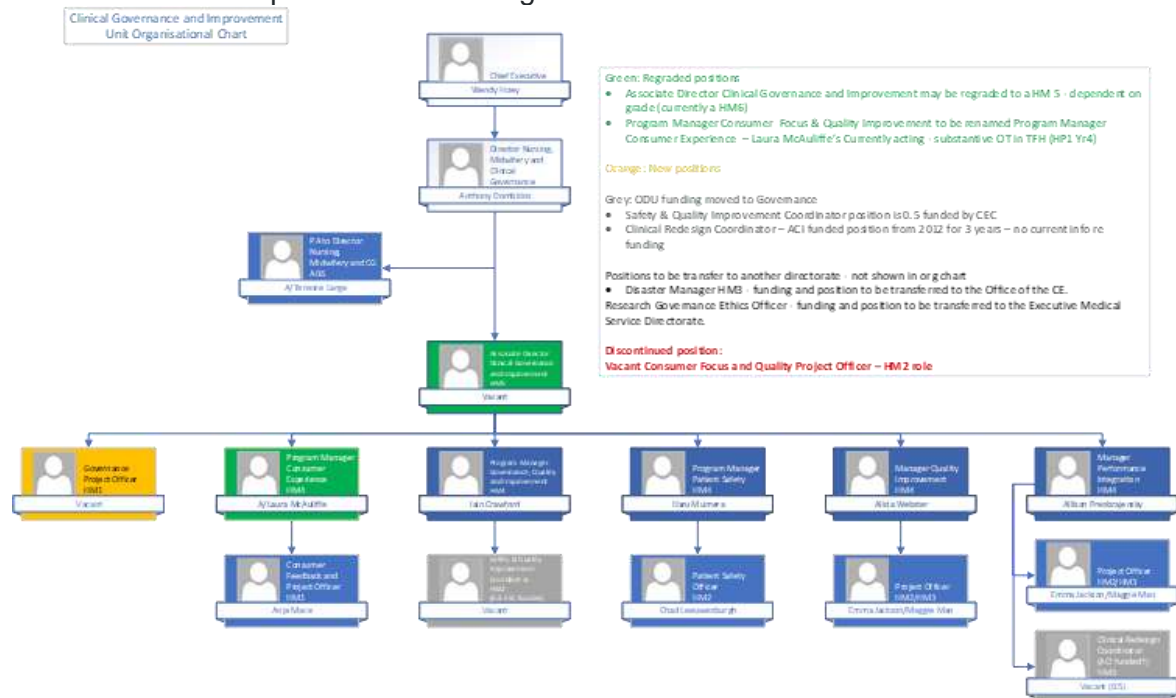


Proposed Nursing, Midwifery, Clinical Governance and Innovation Directorate Department/Units

Nursing and Midwifery Unit Organisational Chart



Clinical Governance and Improvement Unit Organisational Chart



Staffing

Mr Anthony Dombkins was the successful candidate of the Director Nursing, Midwifery, Clinical Governance and Innovation position and has commenced the development of a fit for purpose structure.

With the creation of new positions, there will be opportunities for our current staff members to explore and progress into.

Some staff members will experience changes in their reporting line and/or duties. Staff impacted by this change will have the opportunity to discuss changes to their role, what this means to them, and the process that will be followed. Where possible, staff members who experience changes to their current role will be placed in a suitable/same position at level. Please note there will be no job losses as a result of this restructure.

Consultation

Formal consultation between management, unions and employees will be undertaken before and during the consultation period. This will include all written correspondence and meetings with affected employees and the union/s (if requested). Meetings will also be held with staff from the directorate on the changes. These meetings will enable staff to provide feedback on the proposed changes.

Timeline

Consultation with employees will commence on 18 December 2023 to 7 January 2024. Written correspondence will be sent to staff outlining any changes to their role and/or reporting lines the week of 18 December 2023. Meetings to discuss the new structure will be scheduled with managers and teams during the consultation period.

If not already completed, staff will officially transition to the new Nursing, Midwifery, Clinical Governance and Innovation Directorate in early February 2024 or once appointment to vacant positions is completed and/or Stafflink has been updated to reflect the changes in the new structure.

Staff support

All staff will be provided details of the Justice Health NSW Employee Assistance Program. This is a free and confidential service to all employees and their immediate families. For assistance employees can call **1300 687 327** or visit the website on www.convergeinternational.com.au

Additional support services for staff include:

- support provided by line management and the Human Resources team
- access to support and counselling services such as the Employee Assistance Program, Beyond Blue and Lifeline.

Justice Health NSW will also support affected staff who may wish to apply for a position in the new structure.

Further information

For further information on the restructure process or to ask a question, please email JHFMHN-JusticeHealthRe-alignment@health.nsw.gov.au