

# HKHS Occupational Therapy Restructure

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**Health**  
Northern Sydney  
Local Health District

# Case for change

- The occupational therapy service at Hornsby Kuring-gai Health Service has been enhanced due to the Stage 2 redevelopment.
- The redevelopment has provided an opportunity to establish an appropriate level of occupational therapy service throughout the hospital.
- In order to achieve an optimal structure, changes are required to a small number of existing positions.



# The proposed changes

- Upgrade 1.0 FTE Level 2 occupational therapy (OT) position in paediatric inpatients and outpatients to a 1.0 FTE Level 3 OT position in paediatric inpatients and outpatients.
- Deletion of 0.21 FTE Level 2 OT position in paediatric inpatients and outpatients (vacant position).
- Addition of 0.026 FTE (1 hour) to current 0.39 FTE (15 hours) OT position in paediatric inpatients and outpatients.
- Creation of 1.0 FTE new graduate position (1 year contract) in rehabilitation.
- Deletion of 0.84 FTE Level 2 OT rehabilitation / generalist (across service) OT position (vacant position).
- Addition of 0.079 FTE (3 hours) Level 3 OT position to the existing 0.553 FTE (21 hours) Level 3 OT position in the community.
- Addition of 0.105 FTE (4 hours) Level 2 OT position to supplement hours in adult outpatients.



# Significant impacts of proposed change

- Dedicated senior hours to inpatient / outpatient paediatric OT service and increased senior hours in community adult OT service.
- Part time position in rehabilitation converted to a full time position, increasing the number of sessions each patient receives and aligning with the 4 multidisciplinary team model on the ward.
- Providing a second new graduate position in OT, enabling peer support and enhancing supervision opportunities for Level 2 occupational therapists.

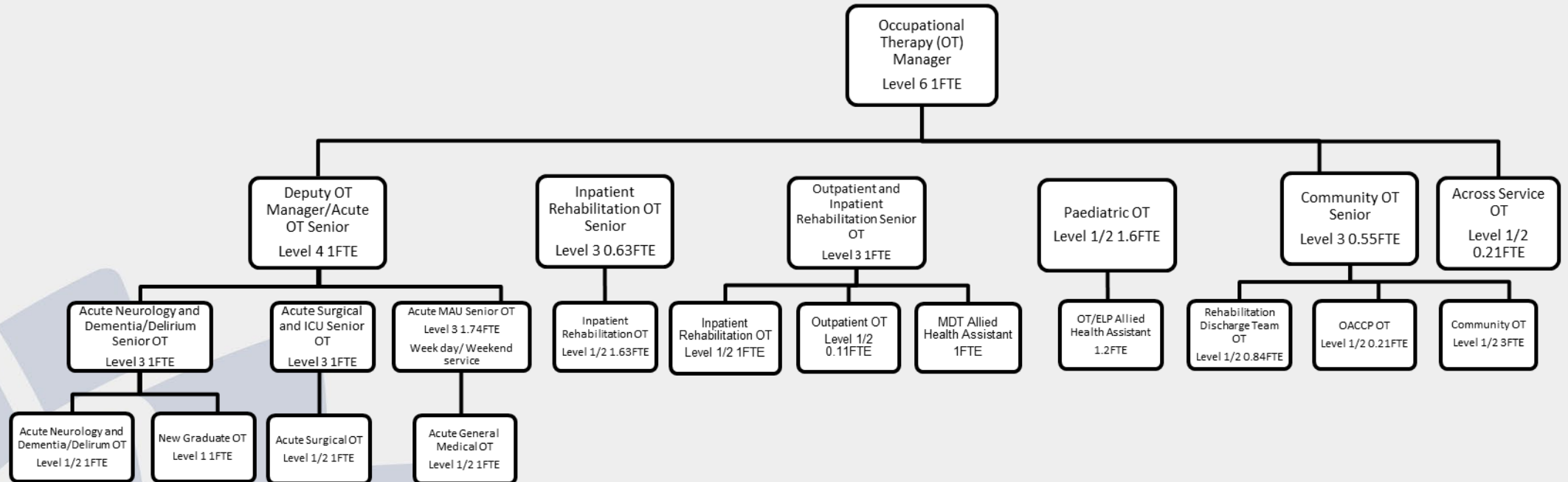


# Impacted staff

- Existing Level 2 paediatric OT – ‘ring fenced’ recruitment for new Level 3 paediatric OT position.
- Existing part time Level 2 OTs to be offered additional hours.

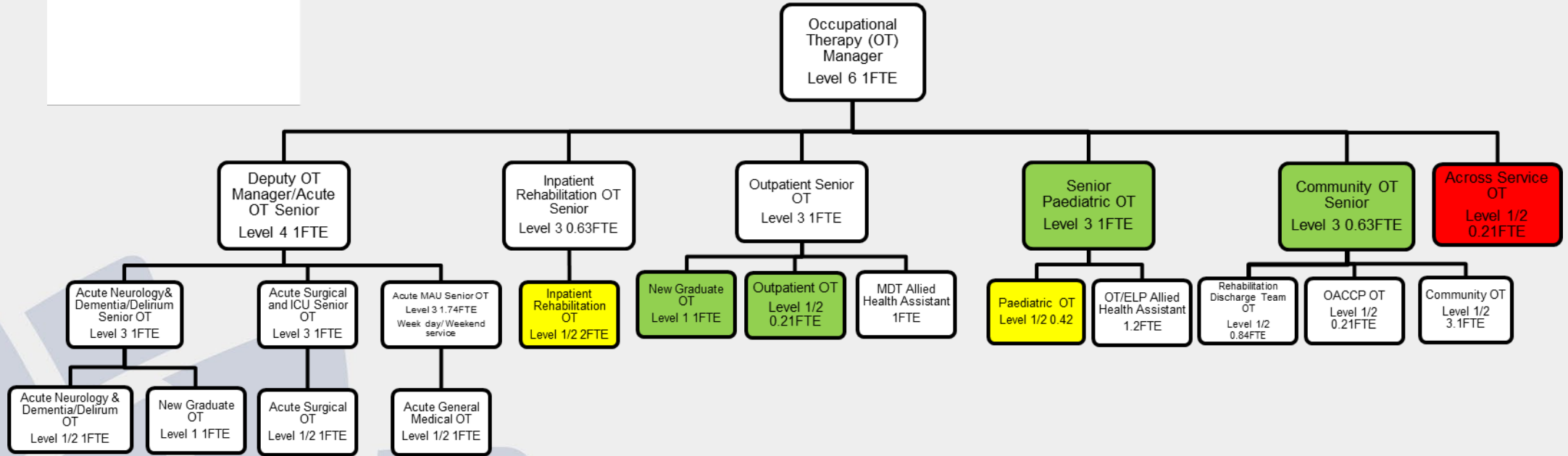


# Current organisation structure



# Proposed organisational structure

- Increase Hours
- Decrease Hours
- Removed



# Communication Plan

- Formal consultation period -
  - Monday 31 January 2022 to Friday 11 February 2022
  - Meetings with teams during this period
  - Meetings with affected staff (1:1) during this period
- USCC if required – February 2022

