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Gerard Hayes
General Secretary
Health Services Union
Level 2
109 Pitt St
SYDNEY NSW 1215

18th May 2023

Email to:

Dear Mr Hayes

Proposal - Restructure Gosford Social Work Team

I write to advise of a proposal to restructure the Gosford Social Work Team at Central Coast Local Health District (the District).

Context

With a focus on continually improving our operations for the benefit of staff, patients, families and carers, a pilot of the proposed new, team-based structure was implemented from July – December 2022 to assess the effectiveness of the model in the aged care and neurology teams with a view to a broader rollout if successful.

Both staff and team leaders indicated the model has been effective and this proposal aims to build on the successful outcomes of the pilot. The successful outcomes included increased clinician engagement and career development for staff.

Why we are proposing the changes (the benefits)Staff support

The proposed changes aim to:

- Ensure staff receive appropriate clinical governance and support from the Social Work leaders
- Assist in more evenly distributed workload
- Maximise opportunities for sharing professional practice and clinical specialties creating a shared learning cultural environment
- Better enable mentoring and support of staff through improved structures
- Improve employee engagement, professional satisfaction, wellbeing and retention through increased employee engagement
- Support staff to be better able to meet CCLHD Caring for the Coast strategic directions with improved service outcomes for patients and their families and carers
- Create increased succession and career pathways

Service Improvements

The proposed changes aim to:

- Improve service quality because staff will have increased coaching, mentoring and support
- Create a structure which allows for any potential further growth within the service
- Improve patient, family and carer outcomes

Summary of proposed changes

After careful review of the current structure and operating model, including a pilot, it is proposed to:

- Change reporting lines within the current structure (Attachment A)
- Provide an updated position description for Team Leaders

How will staff be affected

There will be **no** redundancies with this proposed change and there is **no** reduction from current FTE.

Potential impacts arising from the proposed changes may include:

- New direct reports for Team Leaders (aligned to Award)
- A changed direct reporting line for staff
- Changes to existing role due to new position description

How will staff be supported through the change?

Staff will be engaged throughout the consultation process, and through any changes that proceed because of the proposal. This support includes:

- Formal consultation meetings
- Management presence at team meetings and availability for direct conversations
- A direct contact provided in HR to raise concerns outside of management lines
- Performance and development plan review discussions

Timeframe for implementation of proposal

I anticipate this proposal will commence implementation within two weeks after consultation is complete. Line reporting changes will occur progressively as vacant roles are advertised, and appointments are made.

Feedback and Consultation on the Proposal

I wish to confirm staff were invited to attend a briefing to initiate the consultation phase for the proposed change - held on Thursday 18 May 2023. The consultation phase will be open for two weeks.

In addition to the above, further avenues for direct staff consultation throughout this period include:

- A scheduled staff meeting prior to the close of consultation for any further questions and feedback
- Email correspondence to staff if appropriate throughout the consultation period
- Meetings directly with the management team as per employee requests

Central Coast Local Health District
ABN 88 523 389 096

Holden Street Gosford NSW 2250
Post Office Box 361 Gosford NSW 2250
Tel (02) 4320 2111 Fax (02) 4320 2477
Website www.health.nsw.gov.au/cclhn

We are looking forward to engaging positively with the Union throughout this process and have:

- Contacted Gwenny Asimus, Industrial Organiser to inform of the proposed changes and provide a copy of the proposed changes.
- Extended an offer for Ms Asimus to meet with management to answer any questions and/or provide any further information should this be required.
- Informed that I also invite you to reach out to myself or HR Business Partner, Linda Sutton linda.sutton1@health.nsw.gov.au on 0477 756 580 at any stage throughout the consultation period

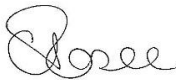
Notwithstanding the above, I invite you to provide any feedback, comments, questions and/or concerns on this proposal within two (2) weeks from the date of this letter. This feedback can be emailed to HR Business Partner, Linda Sutton linda.sutton1@health.nsw.gov.au

Thank you for your support in advance. If you require any additional information, I can be contacted on 43202629 or via email georgina.rosee@health.nsw.gov.au

Support Documents

Attachment 1: Gosford Social Work – Current and Proposed Structure

Yours sincerely



Georgina Rosee
Acting Director Allied and Oral Health
Wellbeing, Community and Allied Health Directorate

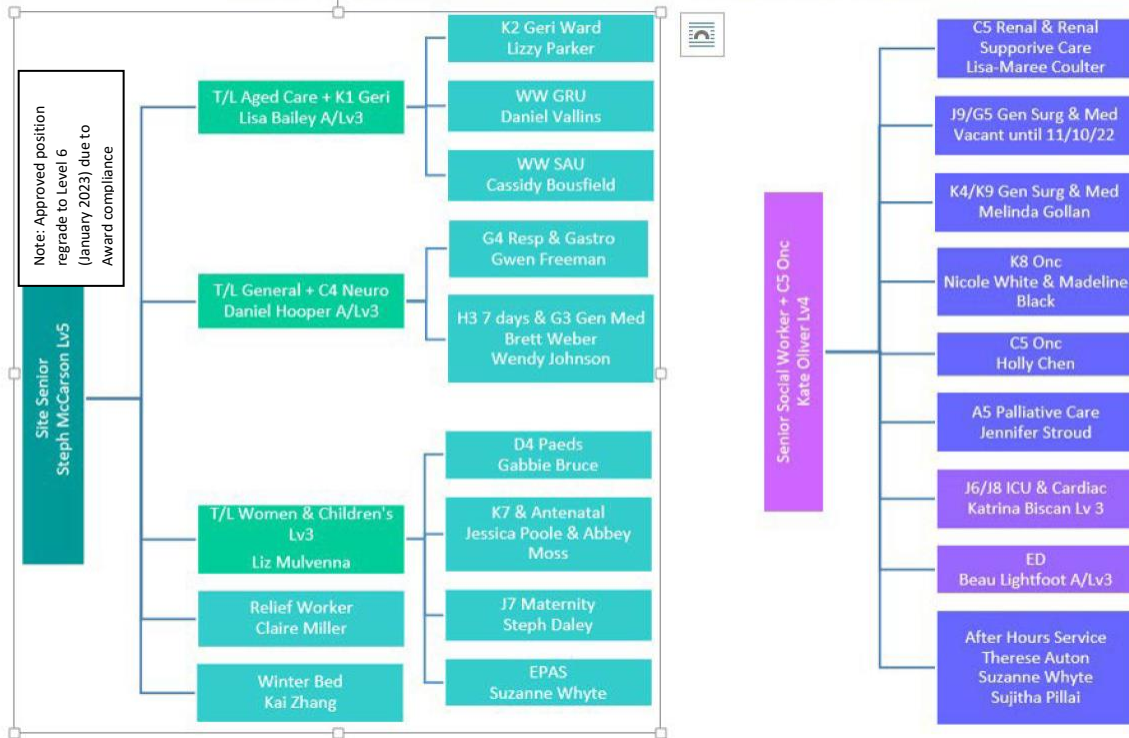
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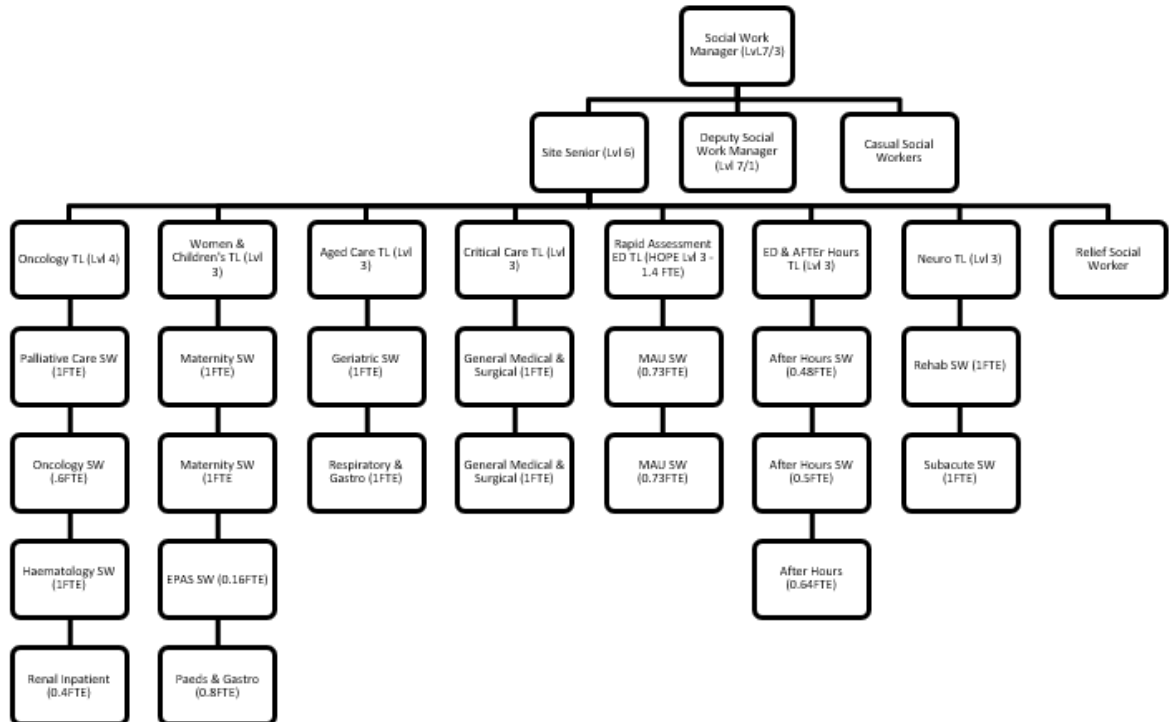
Attachment 1

Current Structure

Gosford & Woy Woy Inpatient Social Work Structure - July 2022



Proposed structure



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