

Research Support Service Restructure

April 2021



Health

Illawarra Shoalhaven
Local Health District

Background

- ▶ There have been several external independent reviews conducted. One in October 2018 (Gatenby Review) and a more recent one in September 2020 (White and McManus Review). These reviews made a number of recommendations which have been implemented, however those recommendations relevant to workplace efficiencies have not.
- ▶ There have been a number of identified research resource issues raised by clinicians across the district, including the need for additional research governance resources to support the future expansion of the Clinical Trials unit.
- ▶ The District is focused on FTE management and cost reduction to achieve its 3 year financial targets. It is proposed to restructure the Research Support Services to support the strategic objectives of ISLHD.



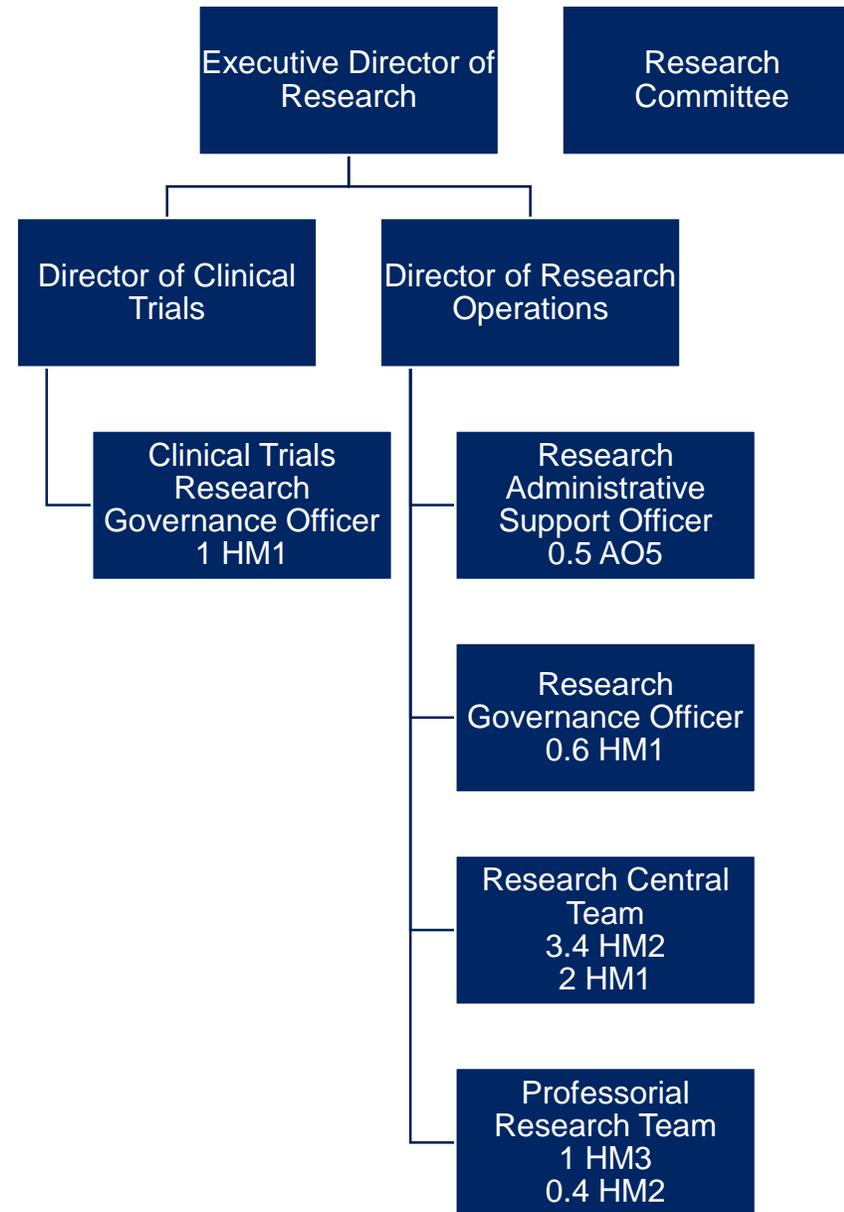
Change proposal

- ▶ ISLHD proposes to restructure the Research Support Service, which includes:
 - ▶ Re-grade 2 positions to better reflect the requirements of the positions, the service and their classification under the *Health Managers (State) Award 2019*.
 - ▶ Decommission the Personal Assistant (HSM1 1.0 FTE) and Research Governance Officer (HSM3 1.0 FTE). These position will be repurposed by establishing the following roles:
 - ▶ Research Administrative Support Officer AO5 0.5 FTE;
 - ▶ Research Governance Officer HSM1 1.0 FTE; and
 - ▶ Research Governance Officer HSM1 0.6 FTE.
 - ▶ Change reporting lines to reduce the number of direct reports to the Executive Director of Research.

Current Structure



Proposed Structure



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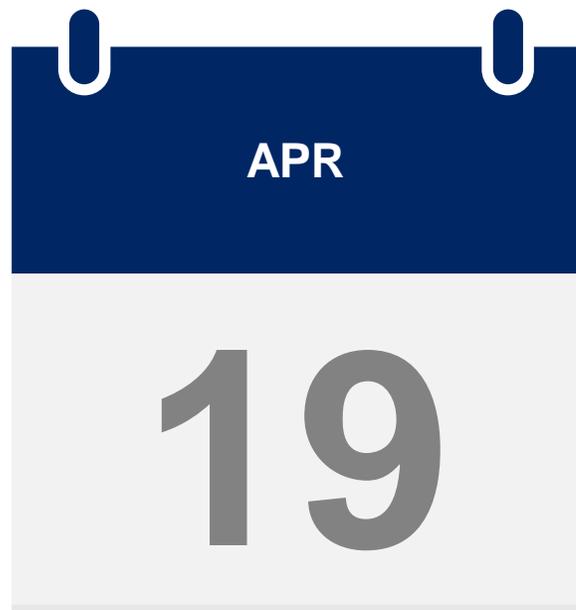


Who will be impacted and how will ISLHD mitigate employment risks?

- ▶ Individual meetings have been held with staff who are directly impacted by this proposed change.
- ▶ Voluntary Redundancies are available to directly impacted staff in accordance with the *Managing Excess Staff of the NSW Health Service Policy Directive PD2012_021*.
- ▶ Where possible, affected staff will be redeployed to a suitable position in the proposed structure. If suitable redeployment within the proposed structure is unsuccessful, then redeployment will be explored elsewhere within ISLHD.
- ▶ Impacted staff will be given priority assessment for redeployment elsewhere within ISLHD should a suitable position be available at the same classification and grade as their existing role.



Next steps



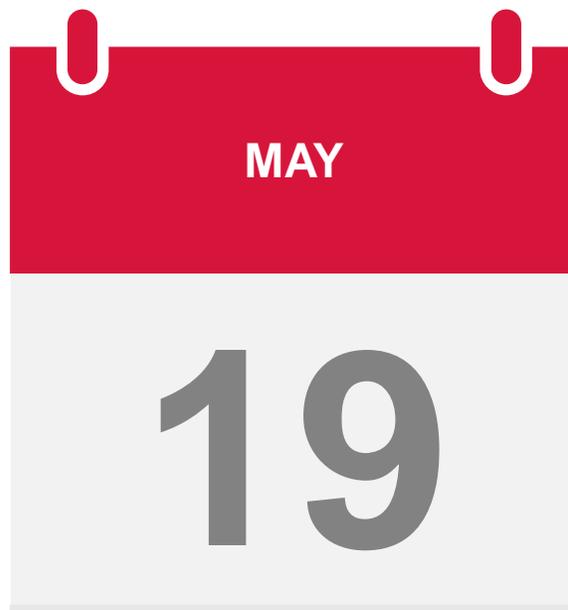
Consultation period commences and will be open for a period of 2 weeks.

1-1 discussions with staff.

Health Services Union notified.



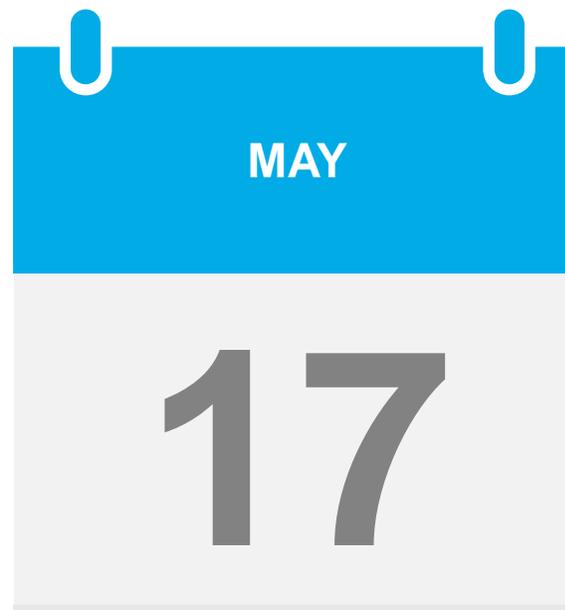
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Consultation period will end on 3 May 2021.

All feedback and suggestions re alternatives will be considered.

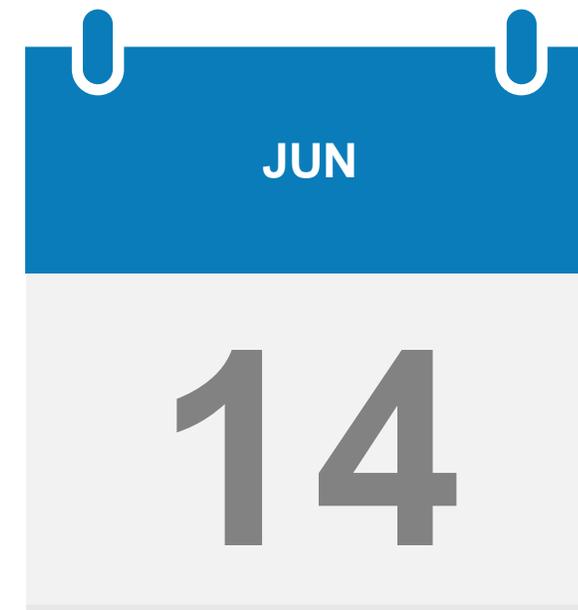
Positions will be graded in accordance with ISLHD's Grading Policy.



A final decision will be communicated to staff. 1-1 discussions with staff.

Affected staff will be given priority assessment and redeployed to suitably appropriate roles in the new structure.

If necessary, new positions will be advertised in an EOI internally to impacted staff only.



All changes are anticipated to become effective 14 June 2021. However, this date may change depending on the outcomes of the consultation period.



Questions?



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