

Response to the HSU re Dietetics Realignment 11th October

1. Current and proposed Organisation chart (attached)

The new structure has these positions reporting to the one Head of Department not three other managers (Lismore, Ballina and Casino Community Health).

2. Current Management model and proposed Model.

The focus of this change are hospital and outpatient dietetic services at Casino (hospital and outpatient), Lismore (hospital and outpatient), and Ballina (hospital and outpatient).

This brief does not cover any dietetic positions in programs such as Aged Care, Chronic Care, Rehabilitation, Leading Better Value Care and Child and Family.

Historically dietetic departments have operated as site-based services. There is also a large number of varying managing structures across the network for each of these services. This site-based approach has resulted in inconsistencies in service delivery, both in terms of service type, quality and access, data management, clinical support, and human resource management. This has also resulted in a silo approach between acute and community services.

The Lismore/Ballina/Casino model is not aligned with the current Allied Health Head of Department structures in Grafton/Maclean and Tweed/Murwillumbah and the proposed Community and Allied Health restructure changes. The proposed realignment of the management of dietetic services will result in a change in the operational manager for four staff (Casino (two job share), Ballina and Lismore). The current Level 5 Lismore Base Nutrition & Dietetic HOD will be responsible for an additional 2.53 FTE. This has been communicated to the current incumbent.

Currently, across Lismore/Ballina/Casino the nutrition & dietetic services are currently managed as follows:

Site	Management Level /FTE	Dietitian and AHA Clinical FTE
Ballina	Nil - currently managed by Community and Allied Health, Ballina	1 x Level 3
Lismore Base Hospital	Level 5 1.00 FTE	6.11 FTE (does not include current HOD)
Casino	Nil - currently managed by Community and Allied Health, Casino	1 FTE Level 3
Lismore	Nil - currently managed by Community and Allied Health, Lismore	0.53 FTE Level 3
Totals		8.64 plus 1 HOD (as per levels noted above)

3. **Additional clinical hours have been made available to the Dietetic Department (How many hours ??) given the additional management responsibilities of the Head of Department (List of additional responsibilities to be provided).**

There is an additional 2.35 FTE staff that will come under the Head of Department. The district has provided 8 hrs of a level 4 backfill to assist the HOD. These hours have been recruited and there is now a 32 hour Deputy HOD /clinical lead in place.

