

# Memo



Health  
Northern NSW  
Local Health District

TO Lynne Weir, Director Clinical Operations

CC Lisa Beasley, General Manager Community & Allied Health  
Dr Rosa Flaherty, Manager IPARVAN

FROM Richard Buss, Director Workforce

DATE 1 August 2022

SUBJECT Grading Assessment Outcome – Safewayz – IPARVAN – 2 Positions

## Request:

To approve the outcome of the grading evaluations as per below:

<b>Position</b>	<b>Counsellor/ Psychologist/ Social Worker or Welfare Officer – 0.63 FTE Identified Aboriginal/Torres Strait Islander Position</b>
<b>Grading outcome</b>	<u>Allied Health Level 1/2/3/4</u> under the <i>NSW Health Service Health Professionals (State) Award</i> OR <u>Psychologist</u> under the <i>Health and Community Employees Psychologists (State) Award</i> OR

<b>Position</b>	<b>Team Leader - (Senior Psychologist or Social Worker) 1.0 FTE</b>
<b>Grading outcome</b>	<u>Social Worker (Allied Health Level 4)</u> under the <i>NSW Health Service Health Professionals (State) Award</i> OR <u>Senior Psychologist</u> under the <i>Health and Community Employees Psychologists (State) Award</i> OR

## Background

1. Funding has been provided to all LHDs via the Ministry of Health Deputy Secretary, Finance and Asset Management and Chief Financial Officer, Alfa D'Amato for the period of FY 2022/23.
2. A range of positions are being created locally to deliver this initiative that coordinates an integrated response for children under the age of criminal responsibility (currently 10 years in NSW) with problematic or harmful sexual behaviours (PHSBs).
3. The aim of the service is to adopt a strength-based, family- focused and culturally centred trauma-informed approach to working with children and families to help prevent behaviours from escalating.
4. The Safe Wayz Team will be supported through a State-wide clinical network, who will provide clinical and cultural connections, and support in undertaking this work.
5. These roles will coordinate primary prevention initiatives, provide early support for children and families to address behaviours when they are first identified, and coordinate pathways into specialist counselling services for children and families who need them. The role will also coordinate cultural consultation to support non-Aboriginal clinicians working with Aboriginal children and families.
6. The 0.63 FTE position is an Identified Aboriginal/Torres Strait Islander Position. Applicants for this position must be of Aboriginal descent through parentage, identification as being Aboriginal and being accepted in the community as such. Exemption is claimed under Section 14 of the Anti-Discrimination Act 1977.



**Assessment**

1. HR assessment is that the PD meets **Health Professional Level 1/2/3/4** under *Health Professionals (State) Award* and/or **Psychologist** under the *Community Employees Psychologists (State) Award*.
2. HR assessment is that the PD meets **Health Professional Level 4** under *Health Professionals (State) Award* and/or **Senior Psychologist** under the *Community Employees Psychologists (State) Award*.
  - Comparison made across NNSW LHD and in other Local Health Districts to ensure that the LHD meets organisational consistency not only within the LHD but also NSW Health.
  - Please refer to the Appendix's below for the assessment

**Recommendation**

- o I consultation with the IPAVAN Manager to extend the recruitment scope consideration was given to include Health Professional Level 1 as position will be supervised by Team Leader position.
- o It is a requirement under the Grading Committee (Social Workers and Dieticians) Determination of 2007, that this position is graded by a Committee which has consulted with the Health Services union. Mr Michael Kearns (HSU Representative) will need to be provided with an opportunity to contribute to this grading assessment.
- o Please re-consult with Ms Kerry Byrne, Workforce Systems Best Practice and Quality Manager to ensure position description is reflective of the requirement of the role and in relation to LHD consistency and formatting of the Position Description.

Assessed by:

*Katrina Van Blanken*

Katrina Van Blanken  
HR Advisor  
29/07/2024 *zz*

*[Signature]* 1/8/22

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Richard Buss  
Director Workforce

Peer Reviewed by:

*Helena Bernard*

Helena Bernard  
HR Manager  
29/07/2024 *zz*