

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 – IPARVAN – Sexual Assault Counsellor

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

Position	Counsellor/ Psychologist/ Social Worker or Welfare Officer – 1.00 FTE Identified Aboriginal/Torres Strait Islander Position
Grading outcome	Allied Health Level 2/3/4 under the <i>NSW Health Service Health Professionals (State) Award</i> OR Psychologist 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. The aim is of improving the cultural safety and accessibility of NSW Health Sexual Assault Services for Aboriginal staff and clients.
3. The role will partner with the local sexual assault service to develop a deeper level of awareness and understanding of how to communicate sensitively and effectively with Aboriginal people who may engage with these specific services. Working towards cultural competence is a responsibility of all SAS staff*.
4. A professional development plan will be implemented to provide the opportunity for work-based development which allows for progression through the Award levels in accordance with the position holder's skill acquisition.
5. This 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

HR assessment is that the PD meets **Health Professional Level 2/3/4** under *Health Professionals (State) Award* and/or **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.

Recommendation

- 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.
- 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
29/07/2021 ~~22~~

RB 1/8/22
Richard Buss
Director Workforce

Peer Reviewed by:

Helena Bernard

Helena Bernard
HR Manager
29/07/2021 ~~22~~