

TRIM: NSHD/23/28042

Mr Gerrard Hayes
General Secretary
Health Services Union
L2/109 Pitt St
Sydney NSW 1215

Via Email: info@hsu.asn.au

Dear Mr Hayes

RE: Notification of proposed changes to Hornsby Ku-ring-gai Hospital (HKH) Social Work Department roster

I write with reference to proposed changes regarding the rostering arrangements related to the HKH Social Work Department extending to weekend rostering and on call allocations.

The HKH Social Work Department is a Northern Sydney Local Health District (NSLHD) team that provides interventions for inpatients, outpatients, families and carers.

Social Workers aim to minimise the impact of illness and hospitalisation through targeted services including psychosocial assessments, counselling, crisis and trauma support, advocacy, service co-ordination and resource education.

The recent redevelopment and expansion of clinical services at HKH has shown an increase in emergency department presentations and demand for a social work service to be available outside office hours.

In reviewing the current service model, the need for an extended on-site service model has been identified.

NSLHD is proposing to create an after-hours extended in-person service by increasing the number of rostered Social Work shifts. This will be achieved by rostering four additional shifts, to cover Monday to Thursday after-hours, these shifts are proposed to be 1500-2300 hrs initially. To support this change NSLHD are proposing to increase staffing levels by 0.84FTE as a Social Worker Level 3. If there is internal interest in this role, it will be appointed to via a merit-based selection process.

As part of this proposal, there would be no change to existing staff for rostered shifts or on-call shifts; the Social Work department would continue to have on-call cover for all public holidays and weekends (Friday 1700 hours to 0600 hours Monday).

Northern Sydney Local Health District is located on the traditional lands of the Eora Nation

All correspondence to be emailed or sent to: Northern Sydney Local Health District
NSLHD-Mail@health.nsw.gov.au ABN 63 834 171 987

PO Box 4007
Hornsby Ku-ring-gai
Hornsby
Tel (02) 9462 9955 Fax (02) 9462 1029



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There will be no requirement for existing staff to cover or fill the extended service. When the need to replace shifts on a short- or long-term basis arises, it will be communicated to the team and only filled on a voluntary basis. If the position is unfilled due to absence of the incumbent, it will be communicated to stakeholders.

The creation of the afternoon shift will also provide the Social Work service with the ability to contact patients and families after-hours and progress case work.

Key benefits identified by NSLHD include:

- Increased access to Social Work resources for Hornsby Ku-ring-gai Hospital patients;
- Effective management of incidents after-hours;
- Assisting clinical colleagues across Hornsby Ku-ring-gai Hospital and strengthening overall service delivery, and;
- Improved responsiveness and access to a crisis response after hours.

This is proposed to commence following recruitment to the extended hours position. Formal consultation regarding this change is due to commence from the date of this letter for a two-week period. The staffing group have also been provided with correspondence same date as this letter.

If you have any feedback in relation to this proposed change, please contact Gwen.Hickey@health.gov.au, Rehabilitation and Aged Care Services, Outpatient Services and Allied Health Manager HKH.

Alternatively, you may wish to contact Mr Brennan Wawrzyk, Senior HR Business Partner, at Brennan.Wawrzyk@health.nsw.gov.au.

Yours sincerely

Gwen Hickey

**Rehabilitation & Aged Care Service (RACS), Outpatients & Allied Health Services
Manager
Hornsby Ku-ring-gai Hospital
Northern Sydney Local Health District**

Date 03/04/2023

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