



Mr Gerard Hayes
Secretary
Health Services Union NSW/ACT
Level 2, 109 Pitt Street
Sydney NSW 2000

Email: secretary@hsu.asn.au

HPE Ref: 21/2045-5

Dear Mr Hayes,

Subject: Structural realignment- Allied Health, Westmead & Auburn Hospitals, Western Sydney Local Health District (WSLHD)

Further to the successful implementation of the clinical restructure across WSLHD, I write to formally inform the Health Services Union NSW/ACT (HSU) of WSLHD's intent to realign the reporting lines for Allied Health staff currently supporting and working at Auburn Hospital, yet reporting to the Westmead Head of Departments (HoDs). Pursuant with the consultation requirements listed under *PD2012_021 Managing Excess Staff of the NSW Health Service*, please find below details of the proposed changes, along with the rationale for the change/s.

With the delineation of operational and financial management of Auburn Hospital from Westmead Hospital, the current operational model for Allied Health is found as not being conducive to independent operations of various Allied Health disciplines at Auburn Hospital.

As such, to address this and promote accountability and clinical governance, it is being proposed that:

- All Allied Health staff at Auburn Hospital will now operationally report to the newly created Director of Allied Health, Auburn Hospital position.
- Where possible, Auburn will establish local professional leads. For smaller disciplines such as Speech Therapy and Occupational Therapy, the sole practitioners will be able to seek professional guidance and clinical supervision from senior colleagues at Westmead Hospital. All the current Allied Health HODs at Westmead have already been consulted around this change and are supportive of it. It does not impact the Westmead teams in any manner and in fact reduces the operational responsibility from the current Westmead HoDs and/or Team Leaders.
- All operational matters will be referred through the local facility Team Leaders and/or HoDs, up to the facility Allied Health Directors and GMs. This would apply across both Westmead and Auburn hospitals.
- All discipline specific, professional matters will be referred through local Team Leaders and/or HoDs, to nominated professional leads, up to the District Allied Health Director.

There are currently 23.39 FTE (or 27 Headcount) across five (5) allied health disciplines of Physiotherapy, Social Work, Speech Therapy, Occupational Therapy and Dietetics supporting Auburn Hospital. This will remain unchanged. Auburn Hospital is committed to developing and growing its Allied Health teams and views them as critical partners in the delivery of effective and safe healthcare outcomes.

The following attachments are provided for further detail:

- Previous organisation chart
- New proposed organisation chart
- Professional governance document for Auburn and Westmead Allied Health
- Updated position descriptions for all Allied Health Staff at Auburn

Affected Staff:

Please note that a 'needs assessment' of the Dietetics discipline at Auburn has highlighted that for optimal patient care, the service requires one (1) Level 3 Dietician and one (1) Level 1/ 2 Dietician, along with the current (1) Diet Aide and (1) Diet Supervisor. Currently there are Two (2) Level 1/ 2 Dieticians. As such, as a result of this change and in line with the provisions of PD2012_021, Two (2) Level 1 Dieticians at Auburn will be "affected".

Next Steps:

These two affected staff will be offered priority consideration and an equal opportunity to be considered for the Level 3 position. The unsuccessful applicant will return to their substantive Level 1/ 2 role.

Consultation with all Auburn Allied Health staff will occur over the next two weeks. All staff will be offered EAP assistance.

As we hope to implement these changes as soon as possible, please provide any feedback and/or comments to us by **13 July 2021**, via Namita Biswal, Director HR Business Partners, District Directorates on Namita.Biswal@health.nsw.gov.au. Ms Biswal can also be contacted on her mobile: 0417 610 755 to answer any related questions.

Regards



on behalf of

Luci Caswell
Director People and Culture
WSLHD

Dated: 7/06/21

cc:

Jenelle Matic, General Manager, Auburn Hospital
Rebecca Tyson, General Manager, Westmead Hospital
Jacqueline Dominish, District Director Allied Health, WSLHD
Dominika Nambiar, Director, IR and ER, WSLHD
Tom Stevanja, Senior Industrial Officer, HSU
Brendan Roberts, Organiser Westmead and Auburn Hospitals, HSU