

Union Consultation

Proposed changes to HNEI RRHS management structure

Hunter New England Imaging (HNEI) is an entity of the Hunter New England Health District, tasked with the delivery of Medical Imaging services to the people of the health district. For management purposes of this large area, there are two sectors, the Greater Metropolitan and the Rural and Regional and a minor change is proposed for management structure in Rural and Regional sector as outlined below.

The reason for the change is to allow enough resources to meet the growth in service volumes, management needs and additional tasks that have been introduced, along with ensuring educational and quality resources are provided to staff working under the HNEI banner in the rural and regional sector. The proposal does not change staffing numbers, it effects only the regrading of one position and the introduction of second Assistant Chief position with the management tree detailed in appendix one.

As part of this proposed change, consultation and feedback is sought from the Health Services Union.

Detail of changes

In early 2016, a management structure change combined the roles of the Chief Radiographer RRHS and Chief Radiographer Tamworth into a single role of Chief Radiographer RRHS and Tamworth. The Standalone Chief Radiographer Tamworth role becoming redundant. In the intervening seven years there has been significant growth across the RRHS in staffing, patient volumes, equipment and responsibilities including new HNEI service wide roles of service contract management and quality management.

The proposed changes represent somewhat of a return to the previous structure that recognises the increased management demands and the growth in the RRHS service. The changes involve the reintroduction of the Chief Radiographer Tamworth position, but with an RRHS responsibility for staffing and operations along with a change to the Assistant Chief Radiographer Tamworth position to be an area role responsible for Quality and Education to the entire RRHS.

Duties of the positions are detailed in Appendix two. The proposed changes also provide an increased opportunity for staff advancement with an additional management related position being introduced (returned)

I would appreciate feedback from the Health Services Union prior to the proposal being further escalated within HNELHD.

Thanks

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Appendix One

Figure One – Current HNEI Management Structure

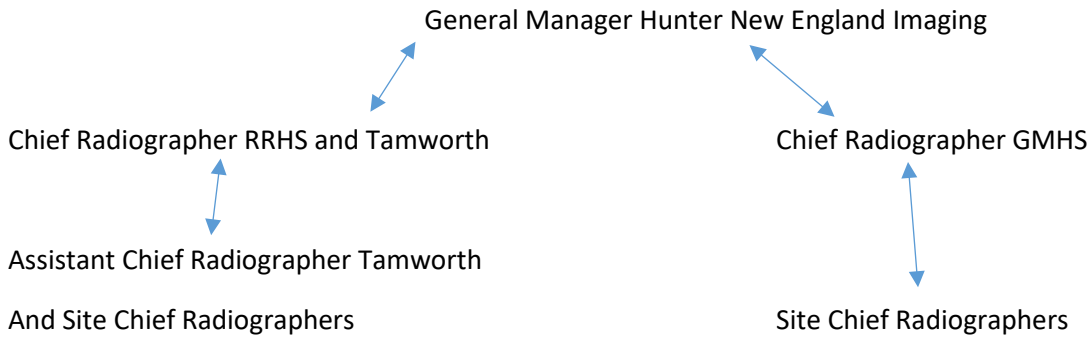


Figure Two - Current HNEI RRHS Management Structure

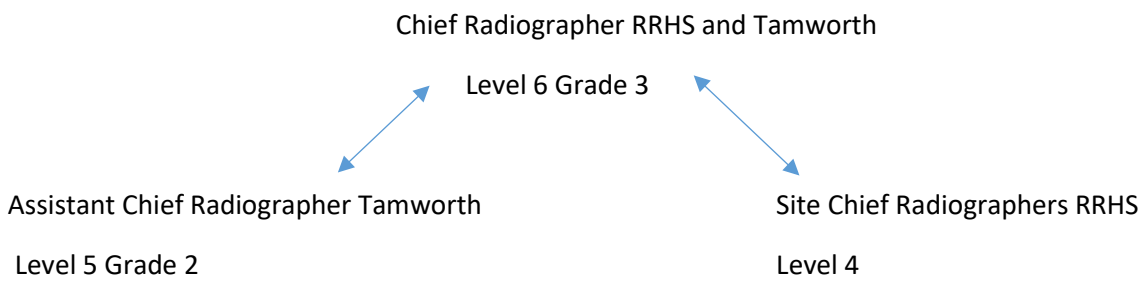
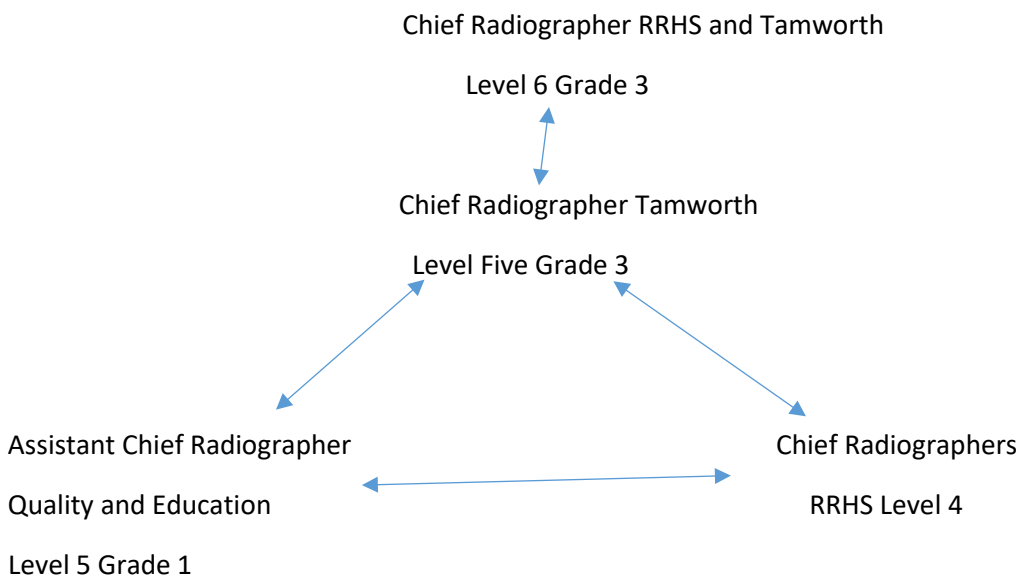


Figure Three – Proposed HNEI RRHS Management Structure



Appendix Two

1. Chief Radiographer HNEI- Rural and Regional Health Service

As per current arrangements - Award MRS Level 6 Grade 3

Responsibilities - Clinical Load – As required.

- Member of the HNEI Executive.
- Overall management of the HNEI RRHS.
- Liaison with site HSM's and RRHS sector and area management.
- New Developments and Redevelopment planning, integration and operation wherever imaging is involved.
- Budgets, cost centre accounts, financial management and statistics.
- Equipment acquisition, management and disposal.
- HNEI Equipment service contracts management.
- Nursing line management for operational matters.
- Radiology Services Contract management and liaison with contractor and their staff at Moree, Glen Innes and Tenterfield.
- KPI monitoring
- Ongoing review and management of increasing service capacity and delivery at all RRHS sites.

2. Chief Radiographer Tamworth or Assistant Chief Radiographer RRHS -Staffing and Operations

MRS Level 5 grade 3 \$3,075.82 per week \$159942.64 per annum

Responsibilities - Clinical Load when not relieving any other management role as required

- Operations Manager Tamworth
- Staff management including area leave management and relief staffing, recruitment and FTE management
- Rostering entry and pays management.
- Radiographer Staff management, recruitment and retention.
- HR Liaison
- RRHS Administration Staff Management, rosters, recruitment and retention.
- Backfill of Area Chief Radiographer RRHS leave.

3. Assistant Chief Radiographer Tamworth or RRHS –Quality and Education

MRS Level 5 grade 101 \$2854.31 per week \$148,424.51 per annum

Responsibilities - Clinical Load when not relieving any other management role -.5FTE

- Quality and Performance
- Sectional manager of a Modality (Ultrasound, MRI or CT)
- Radiographer Educator responsible for all modalities.
- Section management of General, Cardiac Catheter Laboratory, Intraoperative, mobile and Fluoroscopy / Angiography imaging.
- Education and management of cannulation services.
- Management of Remote X-Ray operators.
- Radiation Dose management and compilation of annual DRL reviews across RRHS.
- Introduction, development and management of new imaging procedures.
- Whole of HNEI Quality Audit Systems management and management QARS.
- Backfill of Assistant Chief Radiographer RRHS -Staffing and Operations