

Mr Gerard Hayes  
The General Secretary  
Health Services Union (HSU)  
Level 2, 109 Pitt Street  
Sydney NSW 2000

Via email: [info@hsu.asn.au](mailto:info@hsu.asn.au); [Kym.Morgan@hsu.asn.au](mailto:Kym.Morgan@hsu.asn.au)

Attention: Kym Morgan

Dear Mr Hayes,

**Re: Proposed Introduction of Director of Allied Health and Clinical Programs**

I wish to advise the Health Services Union (HSU) of a proposed organisational change with respect to the senior leadership of Mental Health Drug and Alcohol (MHDA) within Northern Sydney Local Health District (NSLHD).

NSLHD has proposed to regrade the Allied Health Manager position, Health Manager Level 4 to Director of Allied Health and Clinical Programs, Health Manager Level 5. A subsequent redistribution of program reporting lines has been proposed to provide greater support to program staff and improved outcomes for consumers. The Director of Allied Health and Clinical Programs will also be strategically and professionally responsible for all MHDA Allied Health Staff as outlined in the attached Consultation Document.

Affected Programs		
Program	Current Alignment	Impact/Proposed Alignment
Family and Carer Program	Clinical Director	Director Allied Health & Clinical Programs
Clinical Rehabilitation	Clinical Director	Director Allied Health & Clinical Programs
Clinical Partnerships Consultant	Clinical Director	Director Allied Health & Clinical Programs
Aboriginal Mental Health	Clinical Director	Director Allied Health & Clinical Programs
Towards Zero Suicide	Clinical Director	Director Allied Health & Clinical Programs
Vocational and Housing Programs	Director Governance and Operations	Director Allied Health & Clinical Programs
MHDA Learning & Capability	Director MHDA	Director Allied Health & Clinical Programs
Allied Health	Clinical Director	Director MHDA

<b>Affected Positions</b>		
<b>Position</b>	<b>Classification /FTE</b>	<b>Impact/Proposed Management</b>
Allied Health Manager	HM Level 4 0.4 FTE (vacant)	Position will be replaced by Director Allied Health & Clinical Programs (HM5) 1 FTE. Will report to Director MHDA.
Clinical Director	Staff Specialist 1.0 FTE	Will no longer have the Family and Carer Program; Clinical Rehabilitation; the Clinical Partnerships Consultant; Aboriginal Mental Health; and, Towards Zero Suicide as a direct reporting lines.
Director Governance and Operations	HM Level 5 1.0 FTE	Will no longer have Engagement – Peer Workers and Vocational and Housing Programs as a direct reporting lines.
Director MHDA	Health Executive 1.0 FTE	Will no longer have MHDA Learning & Capability as a direct reporting line
Family and Carer Program Manager	HM Level 4 0.4 FTE	Reporting line moved from Clinical Director to Director Allied Health & Clinical Programs
Clinical Rehabilitation Manager	HM Level 4 0.74 FTE	Reporting line moved from Clinical Director to Director Allied Health & Clinical Programs
Clinical Partnerships Consultant	HM Level 4 1.0 FTE	Reporting line moved from Clinical Director to Director Allied Health & Clinical Programs
Clinical Leader for Aboriginal Mental Health – MHDA	HM Level 3 1.0 FTE	Reporting line moved from Clinical Director to Director Allied Health & Clinical Programs
Towards Zero Suicide	HM Level 4 1.0 FTE	Reporting line moved from Clinical Director to Director Allied Health & Clinical Programs
Vocational and Housing Programs Manager	HM Level 4 1.0 FTE	Reporting line moved from Director Governance and Operations to Director Allied Health & Clinical Programs
MHDA Learning & Capability	HM Level 4 1.0 FTE	Reporting line moved from Director MHDA to Director Allied Health & Clinical Programs

Please find attached organisational charts of the current and proposed structure. NSLHD has commenced consultation with staff within the department and will be discussing the changes with them.

NSLHD welcomes a 2-week period of consultation with the HSU. If the HSU or your members have any queries, questions or concerns regarding this, please contact me via email at [Sarah.EldridgeSmith@health.nsw.gov.au](mailto:Sarah.EldridgeSmith@health.nsw.gov.au).

Yours sincerely

A handwritten signature in black ink, appearing to read 'Sarah Eldridge-Smith', with a long horizontal flourish extending to the right.

Sarah Eldridge-Smith  
Manager- HR MHDA and PaCH  
People and Culture Directorate

Date: 13 June 2023

cc: Andrea Taylor, Director MHDA, NSLHD

**Attachments:**

- Consultation Document
- TAB A Current Organisational Chart MHDA
- TAB B Proposed Organisational Chart MHDA
- TAB C Affected Programs