



07/09/2021

Mr Gerard Hayes  
Secretary  
Health Services Union  
Locked Bag 3  
Australia Square NSW 1215

Email: [info@hsu.asn.au](mailto:info@hsu.asn.au)

**Attention: Ms Denise O'Shaughnessy**

Dear Mr Hayes,

**Notification of proposed restructure: NSLHD Prevention and Response to Violence, Abuse & Neglect (PARVAN)**

I write further to previous correspondence sent to the Health Services Union in late 2020 to advise of a proposed restructure of the Prevention and Response to Violence, Abuse & Neglect (PARVAN) services across NSLHD.

The proposed restructure has emerged due to:

- NSLHD is required to redesign its Violence, Abuse and Neglect (VAN) services in line with the Ministry of Health's IPARVAN Framework (August 2019).
- A series of consultation workshops have been held within NSLHD to identify a structure that will support this redesign. Agreement was reached to unify the PARVAN services into one single structure within the District's operations directorate.

Previous consultation with HSU occurred earlier in the year to support the recruitment of the temporary PARVAN Manager.

The PARVAN Manager has met with staff within the affected services, consulted broadly across NSW with other PARVAN Managers and has consulted with the Ministry of Health to develop a structure that will ensure:

- Appropriate professional reporting lines
- Career progression for staff within the services
- Succession planning for PARVAN Manager
- Gradings consistent with the Health Professionals award
- Benchmarked with other VAN structures across NSW
- Aligns with MOH policies relevant to VAN

This has prompted a review of service model, and has led to the proposed staffing changes:

- Delete the position of Child Protection Services Manager as this position is no longer required under the new structure (no substantive incumbent, therefore no one affected)

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- Upgrade the position of the Child Protection Counselling Service Team Leader Social Worker Level 4 to Child Protection Services Manager Social Worker Level 5 in line with 6 FTE of direct clinical reports. This will create an affected staff member (1).
- Upgrade the Domestic & Family Violence Coordinator role which is a Social Worker Level 4 to the PARVAN Strategy and Domestic and Family Violence Manager, Social Work Level 5. This will create an affected staff member (1).
- Create a new position called PARVAN Referral Management and Early Response Service Coordinator, Level 4 Social Worker.

There are also realignment of reporting lines within the new clinical teams for the structure.

Please find enclosed the restructure communique detailing further information regarding the proposed restructure. We are happy to provide an introductory meeting at the beginning of the formal consultation period to explain the changes within the restructure, outlining the rationale for each change.

We welcome your feedback on this proposed restructure and invite you to a meeting via skype in the following week subject to availability to commence the formal consultation period. Alternatively, feedback can be emailed through to Mr Adam Qusted, Deputy Director, People & Culture HR Business Partners at [adam.quested@health.nsw.gov.au](mailto:adam.quested@health.nsw.gov.au). It would be appreciated if a response relating to the proposal was received within two weeks of receipt of this correspondence.

Yours sincerely,



Ms Bronwyn Nolan  
**Interim PARVAN Manager**  
**Northern Sydney Local Health District**

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