

Internal Brief

MHDA WNSWLHD

Reassignment of Bloomfield Psychology 0.2 FTE to Panorama Clinic

Topic	Reassignment of 0.2 Clinical Psychology FTE to Panorama Clinic to support recruitment to 1FTE Clinical Psychologist at Panorama Clinic.
Analysis	Panorama currently have 0.84 FTE Registered Psychology and require additional FTE to support recruitment to a 1.0 FTE Clinical Psychologist. It is proposed that the inpatient Psychology cost centre reassign 0.2 vacant Clinical Psychology FTE to Panorama subacute cc to assist recruitment to a Clinical Psychologist. It is agreed that Bloomfield will receive 1 day per week virtual Clinical Psychology in reach from Panorama.
Priority	One health service across many places
Current Risk Rating	X - Unlikely/Minimal
Target Risk rating	Y - Rare/Minimal

Recommendation

1. Approve reassignment of 0.2 FTE vacant Clinical Psychology hours from Bloomfield Psychology cc to Panorama to support recruitment to 1 FTE Clinical Psychologist at Panorama
2. Support agreement that Panorama will then supply a one day / week virtual or Face to face (F2F) in-reach Clinical Psychology service to Bloomfield IPU as per the SLA

Key reasons

- Recruitment to the Psychology position at Panorama has been inherently difficult to date.
- There will be enhanced likelihood of successful recruitment if this position is enhanced to Clinical Psychology and increased to permanent full time hours.
- There is an opportunity for the incumbent, once recruited, to provide a virtual (or F2F) in reach service to Bloomfield acute inpatient units. This position, could for example, provide support for early patient discharge to Panorama from their IP episode of care as well as assisting with appropriate assessment and clinical advice during the IP admission.
- This Clinical Psychology position will have responsibilities for supervision of provisional Psychologists and will be instrumental to growing the psychology workforce project and building capability in the provisional psychologists across the district.

Analyse the options

Options	Analysis
1. Maintain Status Quo	Panorama persists with unsuccessful recruitment episodes

2. Reassign 0.2 Clinical Psychology vacant FTE to support recruitment to Clinical Psychologist at Panorama
- Successful recruitment to Clinical Psychologist for Panorama.
Provision of a 0.2 FTE virtual or F2F in reach service to Bloomfield Acute Units facilitating enhanced admission and discharge between the 2 facilities

Impacts and risks

This position history once reassignment of FTE occurs in stafflink may be lost. Hence there will be a need for an MOU or SLA between the 2 services to ensure that Bloomfield IPU continues to receive 1 day / week virtual service delivery from this Panorama position.

Financial Impact Yes - describe below, cc to be sent to EDPP&F if not included on approval list

Financial impact is defined as any expenditure outside of existing budget or has ongoing cost impact for future years.

Technology Impact No - proceed without CIO signature

Summarise the consultation

Date	Action
Rebecca Shaw Psychology Manager	In support of proposal as long as virtual service delivery of 1 day / week will be supplied to Bloomfield IPU
Zelda Giblett	Have spoken with Zelda from HSU and provided her with information on this proposal. She will seek approval from HSU as per the process. She does not have concerns and expects there to be nil issues with this proposal.

Contact and approval (ensure correct approval chain is followed)

Author/Contact	Position	Phone number
Josh Spicer / Danielle Leahey	Hub Manager Bathurst MHDA and AHM MHDA	63698874
Name	Position	Date
Jade Hadfield	Business Unit Manager	
Business Case required	Yes/No (Approver to indicate if business case is required)	
Jason Crisp	Director MHDA WNSWLHD	
Sandra Duff	Director of Workforce and Culture	
Return to Josh Spicer / Danielle Leahey		