

WSLHD: Proposed Restructure Finance Directorate

Dear Member,

Attached is correspondence the HSU has received from Western Sydney Local Health District regarding a proposed restructure of the Finance Directorate.

Member feedback requested

The HSU industrial team is currently reviewing the potential impacts of the proposed restructure upon affected employees. We are now seeking feedback, views and comments from our members.

Please review the attached documentation and provide comment and feedback by close of business 10 May 2018. You can submit it by email to tom.stevanja@hsu.asn.au with subject line *WSLHD Finance Directorate*.

HSU organiser and sub-branch involvement

Your HSU organiser will be visiting your workplace shortly and convening a meeting to discuss the matter with affected employees. The HSU is also seeking expressions of interest from members to be part of the consultative process as a workplace delegate in any upcoming USCC meetings regarding this proposal. The most effective way to deal with these kinds of proposals is by taking into account the concerns of the group, agreeing on a way forward and presenting that united position to management.

Please distribute this newsletter to your work colleagues for their information and comments and encourage them to attend the meeting.

Not a member of the HSU? Now is time to join and have your say! You can join online at www.hsu.asn.au/join or call 1300 HSU NSW and join over the phone.

A union's effectiveness and negotiation power depends upon the strength and density of its membership base. Join your work colleagues today by becoming a member of the Health Services Union and help us continue to protect and improve your working life.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD



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

Email: secretary@hsu.asn.au

Dear Mr Hayes,

Re: WSLHD Finance, HIRS and Procurement restructure proposal

I write to inform the Health Services Union NSW/ACT of proposed changes to the WSLHD Finance, Health Informatics and Procurement teams across Western Sydney Local Health District. All these teams sit within the Finance Directorate.

On 23 April 2018 the WSLHD Executive Team endorsed the realignment of the Finance Directorate. This would impact the following departments within the Directorate- Office of Executive Director Finance; Westmead Finance team, Dental Health Records team (HIRS) and the Procurement team.

For the Westmead Finance team, the intent of this structural change, which would result in two filled positions being deemed 'affected' is to streamline grading, structure and processes across the facilities, thereby enabling increased transferability of skills, improved professional development and enhanced succession planning. This change has been necessitated by changing models of care; increased staff turnover; dependence on contractors resulting from ongoing challenges in sourcing appropriately skilled and experienced finance staff, and change in the strategic focus of the finance team from *customer centred to business partnering*.

This would also see establishment of LHD Finance support teams at Health Manager Level 1 and Health Manager Level 2 to work across the facilities, rather than being allocated to a specific facility or division.

The LHD Procurement Team is moving into a category management model, with an increased use of analytic tools across categories, whilst strengthening the current procurement and supply-chain related governance structures, systems and practices across WSLHD, resulting in overall cost savings and process improvements. The new structure would see disestablishment of vacant Health Manager 4 Procurement Manager position and establishment of a Director Procurement Services position at Health Manager 5; disestablishment of two Health Manager 1 Category Manager positions and establishment of 3 new Category Managers at Health Manager 2 and 1 new Prosthesis Category Manager at Health Manager 3 level.

The Health Information and Record Services (HIRS) team is needing to undergo further changes owing to the Western Sydney Oral Health implementing a new electronic system, Titanium to replace the existing paper dental record. As electronic records system mature there is reduced dependency on the paper records and as such the Dental Records Officers reporting to the Dental Records Supervisor will transition to reporting to the Document Imaging Team at Westmead, over the new few months. Training for these employees has already commenced. Additionally, with the impending implementation of document imaging at Auburn and eventually Cumberland, the service demands do not justify each of the facilities to have a supervisor each. It is proposed to have 1 supervisor across both these facilities reporting directly to the WMD/AUB HIRS Manager. Seeing that the Cumberland HIRS Supervisor position is currently vacant, this affected employee will be directly moved across to the new role.

Western Sydney Local Health District
ABN 48 702 394 764

Westmead Hospital
Cnr Hawkesbury and Darcy Roads, Westmead NSW 2145
PO Box 533, Wentworthville NSW 2145
Tel. (02) 9845 5555

I am attaching the current and proposed organisation structures for the impacted Westmead finance team, the procurement team, and the Office of the Executive Director of Finance.

Overall, there will be 10 FTE or 6 employees affected as a result of regrades or deletion of the positions.

Meeting with affected staff members is proposed in the week of 14th May 2018. This will be followed by a meeting with all the facility finance teams. We request that you do not discuss these proposed structures with your members prior to this date. HR Business Partnering team will be working with management to source suitable redeployment opportunities for the affected employees within WSLHD or another NSW Health Agency. Where redeployment is not possible for reasons such as uniqueness of skill or work experience, Voluntary Redundancy will be sourced. This process will be managed in line with NSW Health Policy Directive PD2012_021.

The affected positions:

POSITION	CURRENT GRADE	PROPOSED GRADE	STATUS
Executive Office Manager to be changed to Operations Manager, Office of EDF	Health Manager 3	Health Manager 2	VACANT
Executive Officer to be changed to Administration Officer	Health Manager 1	Administration Officer Level 5	1 FTE Affected
Commercial Manager	Health Manager 4	Health Manager 3	4 FTE Affected (2 VACANT)
Procurement Manager to be changed to Procurement Director	Health Manager 4	Health Manager 5	VACANT
Category Manager	Health Manager 1	Health Manager 2	2 FTE Affected
Dental Records Supervisor (HIRS team)	Admin Officer Level 4	TO BE DELETED	1 FTE Affected

Please direct any comments regarding this proposal to Namita Biswal, Manager HR Business Partnering- District Directorates via email Namita.Biswal@health.nsw.gov.au by 11 May 2018.

Should you require any additional information or wish to discuss this matter further, please contact me on 0417 610 755.

Yours sincerely,



Namita Biswal
Manager HR Business Partner
District Directorates

Date: 30.04.2018

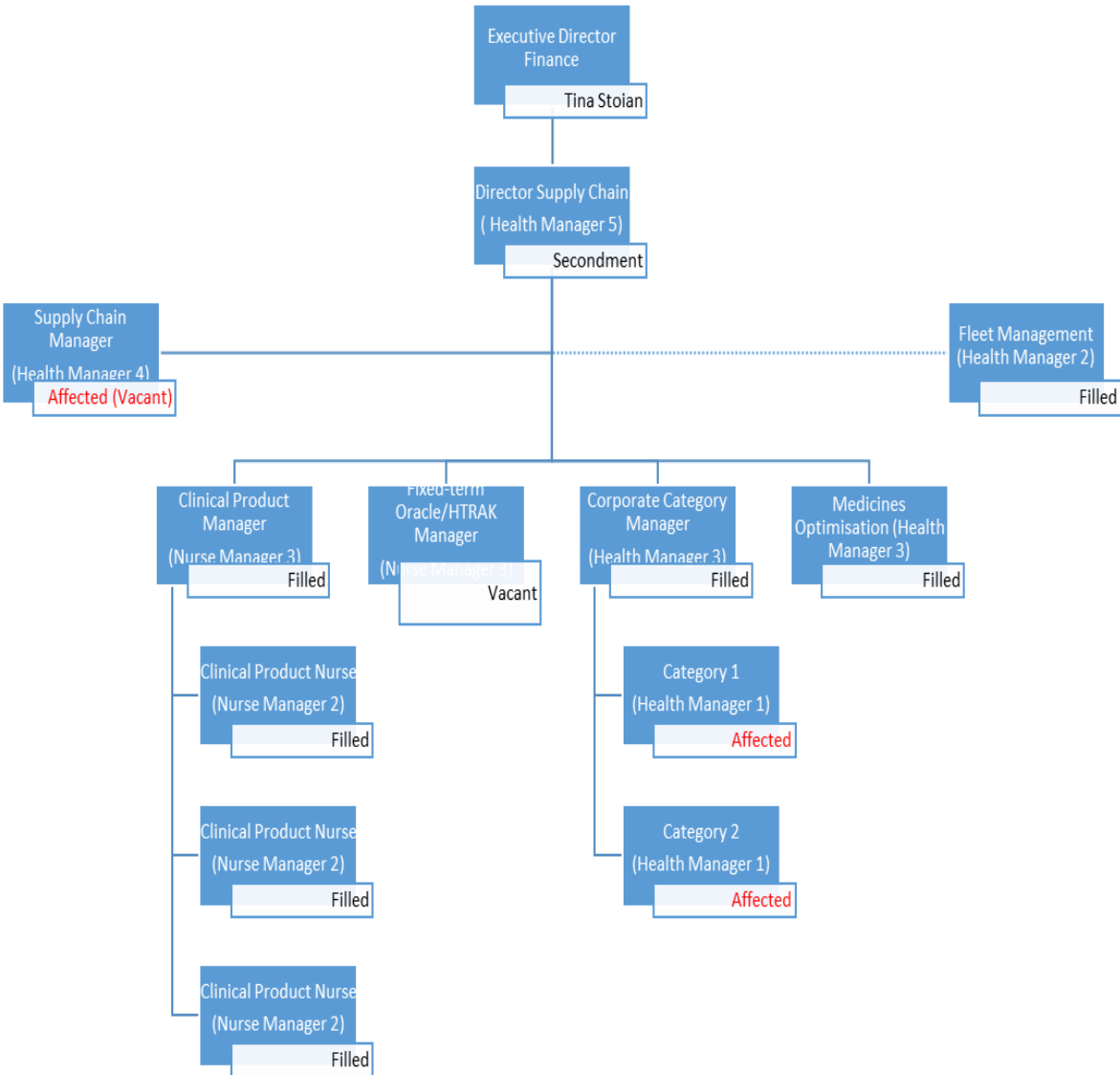
WSLHD Finance Team

	WMA	LHD	Total
CURRENT establishment			
HES / SES		1	1
HM6	0	1	1
HM5	1		4
HM4	4 (2 filled)	0	6
HM3	4 (2 filled)	2	15
HM2	4 (2 filled)	0	6
HM1	0	2	4
AO roles		0	1
TOTAL	13	6	38

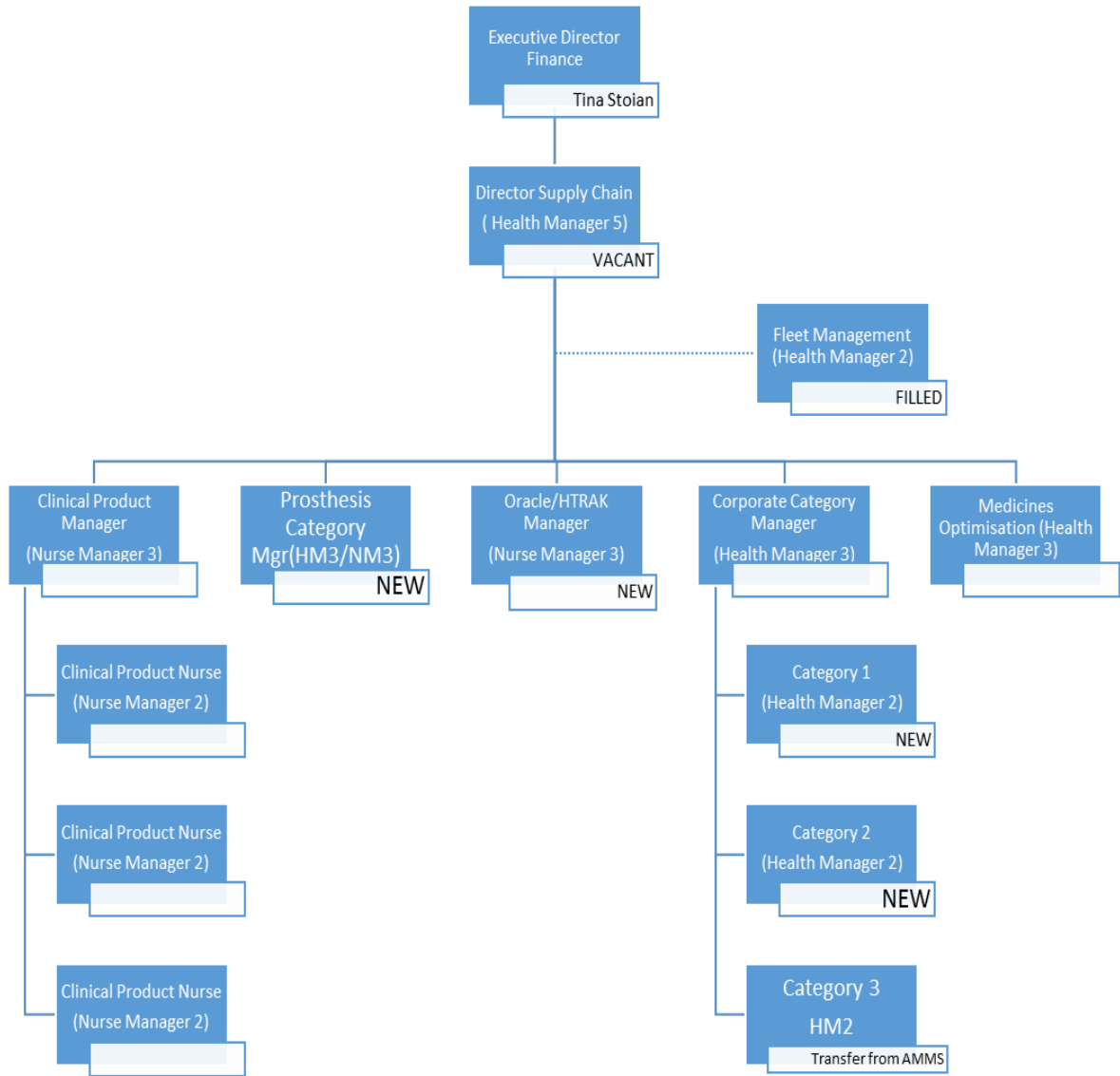
	WMA	LHD	Total
PROPOSED			
HES / SES		1	1
HM6	0	1	1
HM5	1		4
HM4	2	1	5
HM3	6	1	15
HM2	0 (included in the District pool)	6	6
HM1	0 (included in the District pool)	3	4
AO roles		1	1
TOTAL	9	14	37

WMA- Westmead Auburn

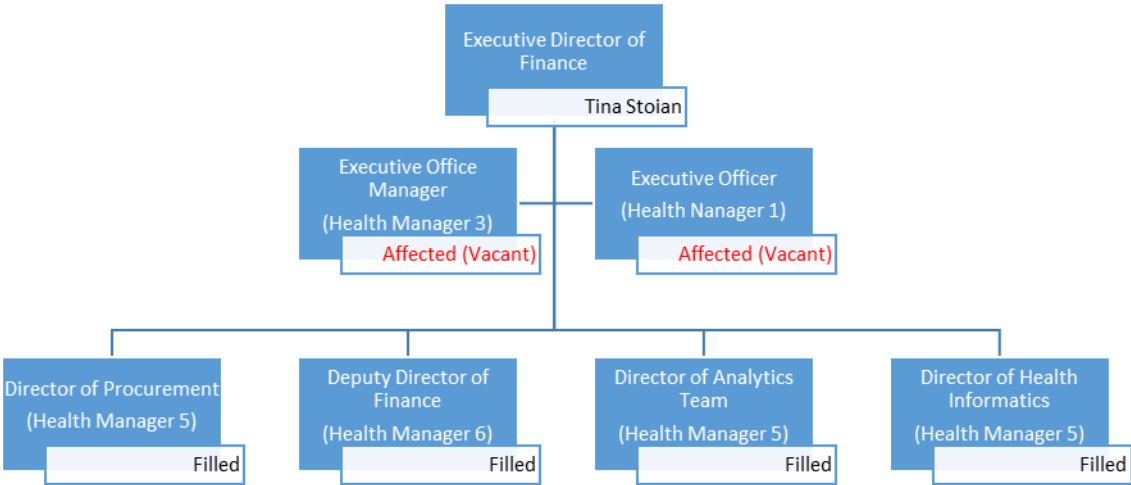
CURRENT PROCUREMENT STRUCTURE



PROPOSED PROCUREMENT STRUCTURE



CURRENT OFFICE OF EDF STRUCTURE



PROPOSED OFFICE OF EDF STRUCTURE

