

NBMLHD: Proposed restructure Workforce, People and Culture

Dear Member,

Attached is correspondence the HSU has received from Nepean Blue Mountains Local Health District regarding a proposed restructure of the Workforce, People and Culture 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 letter** and provide comment and feedback by close of business 8 June to Brendan Edghill, Senior Industrial Officer, via email brendan.edghill@hsu.asn.au. If you wish to review any of the documents referred to in the letter, please contact Brendan via the above email address or 02 9229 4957.

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



Health
Nepean Blue Mountains
Local Health District

Secretary
Health Services Union
Level 2, 109 Pitt St
Sydney NSW 2000

By email: info@hsu.asn.au

Dear Secretary,

**Re: Restructure within the Workforce, People and Culture Directorate
Nepean Blue Mountains Local Health District (NBMLHD)**

I write in relation to an identified opportunity for service improvement in our Workforce, People and Culture directorate, Nepean Blue Mountains Local Health District (NBMLHD).

In February 2018 a project was implemented to develop a Business Partner framework to enhance the delivery of services from:

- Workforce People and Culture
- Clinical Governance Unit
- Finance and Business Unit

As the LHD grows in population, service complexity and volume the District must prepare for a change in the way we do business to ensure we optimise the expertise of enabling service providers within our clinical management teams to create a high performing culture.

This concept paper outlines the case for change to introduce a HR Business Partner model within the LHD. These proposed changes will not result in any job loss. Where appropriate NBMLHD will be managing any affected staff in line with *PD2012_021 Managing Excess Staff of the NSW Health Service*.

We aim to undertake our consultation over the coming weeks and I have attached a copy of the following documentation for your information consistent with the consultation process in line with *PD2013_042 Restructuring Policy and Procedures-NSW Ministry of Health*;

- Concept Paper for Workforce Consultation
- New and Proposed Organisational Charts
- Current and Proposed Role Descriptions

We welcome your feedback on the enclosed documentation by the 1st June 2018. If you have any questions in relation to this matter, please contact me on 4734 4646, or by email to Sandra.Creaner@health.nsw.gov.au.

Yours sincerely

Sandra Creaner
A/DIRECTOR WORKFORCE, PEOPLE AND CULTURE
Nepean Blue Mountains Local Health District

21 / 5 / 2018

**TOGETHER
ACHIEVING
BETTER HEALTH**

Nepean Blue Mountains Local Health
District
ABN 31 910 677 424

PO Box 63, Penrith NSW 2751
Tel (02) 4734 2000
Website www.nbmlhd.health.nsw.gov.au