

Sydney Children's Hospital Randwick: Changes to CPCS

Dear Member,

Attached is correspondence the HSU has received from Sydney Children's Hospital Network regarding changes to the Child Protection Counselling Service (CPCS) within Sydney Children's Hospital Randwick.

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 20 August 2018. You can submit it by email to julie.gordon@hsu.asn.au with subject line *CPCS Randwick*.

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



The Sydney
children's
Hospitals Network

care. advocacy. research. education

TRIM Ref: SCHN18/5751

Mr Gerard Hayes
Secretary
Health Services Union
Locked Bag 3
Australia Square, Sydney NSW 1215
Email: secretary@hsu.asn.au

Delivered via email

Dear Mr Hayes,

Re: Child Protection Counselling Services at Sydney Children's Hospital, Randwick

I write to advise of proposed changes to the Child Protection Counselling Services (CPCS) at The Sydney Children's Hospitals Network (SCHN), within the Child Protection Services at Sydney Children's Hospital, Randwick (SCH). This proposed change is subsequent to the implementation of changes to community based health services in South Eastern Sydney Local Health District (SESLHD) that resulted in the establishment of the new Child, Youth and Family Service in SESLHD in July 2017.

This new structure within SESLHD has provided opportunities to reconfigure community based health services in SESLHD catchment to ensure they can effectively and sustainably respond to the current and predicted needs of the population. The CPCS is a community-based service that is currently aligned with the tertiary focus of the Child Protection Services at SCH. It is proposed that the CPCS will be transferred from SCHN to SESLHD to better align the service with the LHD to enable children and families within South Eastern Sydney region to receive a service that is consistent across districts.

It is proposed that the employment of staff of the CPCS team be transferred from SCHN to SESLHD, from a mutually agreeable date in early 2018/19 financial year. The employment conditions will remain the same as part of the proposed transfer. There is no planned reduction in FTEs and no changes to current roles and position descriptions aside from the change to reporting lines.

Please find the consultation document attached which further outlines the details regarding this change for CPCS. Staff within CPCS have also been provided with this document and have the opportunity to provide feedback until 20 August 2018.

Should you require any further information, please contact Christie Breen, Acting Network Clinical Program Director – Priority Populations on 9845 2110 or by email christie.breen@health.nsw.gov.au.

Yours sincerely,

Ian Fuller
Director of Workforce
Date: 6.8.2018

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Sydney Children's Hospitals Network

Child Protection Counselling Service (CPCS)

**Child Protection Unit – Sydney Children's
Hospital, Randwick**

Consultation Document

August 2018

Table of Contents

Background and proposed change.....3
Case for transfer of the Child Protection Counselling Service.....4
Impact on staff in the Child Protection Counselling Service.....4
Current Structure.....4
Proposed Structure.....5
Positions to be transferred.....5
Timetable for the transfer.....6
Employee Assistance Program.....6
Feedback and Contact Details.....6

Background and proposed change

In 2015 a review was undertaken by South Eastern Sydney Local Health District (SESLHD) of Health Care in the Community to identify opportunities to reconfigure community based health services in the SESLHD catchment to ensure they can effectively and sustainably respond to the current and predicted needs of the population.

The final report included the following two recommendations:

- SESLHD commits to establishing an LHD wide community based Child and Family Health Service operationally and strategically managed by Primary, Integrated and Community Health
- The strategic relationship between SESLHD child and family services and Sydney Children's Hospital (SCH), should be formalised

The new Child, Youth and Family Service in SESLHD was established in July 2017, with the following four teams;

1. Strategy and Equity
2. Developmental and Disability: Provides strategic leadership, coordination, support and advice across the district in the interface of child development therapy and disability
3. Counselling and Violence Prevention and Response: Provides strategic and operational leadership across the district for domestic and family violence and child protection.
4. Child and Family Nursing: Provides strategic and operational leadership across the district for child and family nursing.

Currently, the Child Protection Counselling Service (CPCS) is part of the Child Protection Service at SCH. The CPCS team is managed by SCH but provide service delivery across the whole of SESLHD. SCH currently has governance over the CPCS, consisting of:

- 1.0 FTE Coordinator
- 5.0 FTE Counsellor (social work/psychologist/clinical psychology)

In general LHDs have Child Protection Counselling Services within their district and are managed by Community Child and Family Services. The SCH Child Protection Counselling Service provides a community-based service from within SCH, in contrast to other SCH services, including those within the Child Protection Service, which have a focus on tertiary, acute and state-wide services. The CPCS reports to the Network Clinical Program Director, Priority Populations (CPD), via the Department Head Child Protection Services, with professional lines to Social Work and Psychology. The Children's Hospital at Westmead (CHW) does not have a similar service, with the Western Sydney Local Health District (WSLHD) governing CPCS and other Child and Family Health Services.

The proposed change will see the CPCS governed and managed by Child, Youth and Family Services in Primary, Integrated and Community Health in SESLHD. The CPCS team would report to the Director, Child, Youth and Family via the Manager, Counselling and Violence Prevention and Response. Budget and staff will be transferred to SESLHD as part of this proposal.

Case for transfer of the Child Protection Counselling Service

SESLHD's recent restructure has resulted in dedicated Child, Youth and Family resources, enabling improved care of newborns, vulnerable children and their families. The Counselling Violence Prevention and Response Team in SESLHD support an integrated violence abuse and neglect (VAN) model of care for families needing psychosocial support. The team also leads the strategic planning, implementation and evaluation of VAN services across SESLHD.

In addition, transferring the service to SESLHD will better align the service regarding future planning with the enhancement funding which is part of the NSW Government initiative to enhance services for victims of sexual assault, child abuse and domestic and family violence. The funding is intended to support LHD participation in a state-wide clinical redesign and planning project to be undertaken by the Ministry of Health in partnership with LHD's.

The Sydney Children's Hospitals Network (SCHN) does not provide equivalent services to our Western Sydney community, with the CPCS and other Child and Family Health Services being part of WSLHD. LHD services have a responsibility for the promotion, protection and maintenance of the health within their community; transfer of the CPCS from SCH to SESLHD would enable children and families within South Eastern Sydney region to receive a service that is consistent across districts.

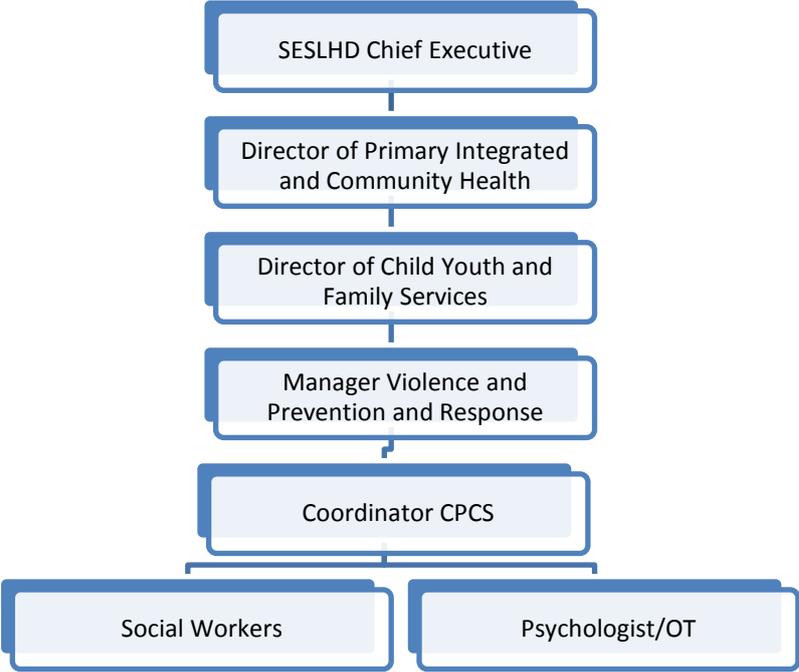
Impact on staff in the Child Protection Counselling Service

It is proposed that the employment of staff of the CPCS team be transferred from SCHN to SESLHD, from a mutually agreeable date in early 2018/19 financial year. The employment conditions will remain the same as part of the proposed transfer.

Current Structure



Proposed Structure



Positions to be transferred

<u>Position</u>	<u>FTE</u>	<u>Classification</u>
Coordinator	1.0	Allied Health Level 4
Counsellor	5.0	Social Worker Level 3 / Clinical Psychologist

Timetable for the transfer

	<u>Stage</u>	<u>Timescale</u>
A.	Initial discussion with Staff regarding future plans	14 May 2018
B.	Meet with staff to provide consultation document	6 August 2018
C.	Consultation document provided to Unions	6 August 2018
D.	Consultation with Staff and Union close	20 August 2018
E.	Assessment of staff and union comments	Commencing 21 August 2018
F.	Respond to questions, feedback and final sign off	Week commencing 27 August 2018
G.	Transfer process commences	September 2018

Employee Assistance Program

Employee Assistance Program (EAP) is a free strictly confidential and professional counselling service provided by the Sydney Children's Hospitals Network to all staff. Staff can access the program via the following contact details:

- AccessEAP (1800 818728)
- Converge International Free call 1800 337 068

Feedback and Contact Details

Enquiries and feedback regarding the proposed structure to:

Christie Breen
A/Network Clinical Program Director, Priority Populations
Sydney Children's Hospitals Network
Christie.breen@health.nsw.gov.au

Michelle Jubelin,
Director Child, Youth and Family Services
South Eastern Sydney Local Health District
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