

Restructure: Justice Health & Forensic Mental Health Network ICT Division

Dear Member,

Attached is correspondence the HSU has received from Justice Health & Forensic Mental Health Network regarding a proposed restructure of the Information Communications & Technology (ICT) Division.

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 30 August 2018. You can submit it by email to syvannah.harper@hsu.asn.au with subject line *Justice Health ICT Restructure*.

HSU organiser and sub-branch involvement

Your HSU organiser Denise O'Shaughnessy 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
Health Services Union NSW
109 Pitt Street
SYDNEY N SW 2000

Dear Mr Hayes

Re: Justice Health & Forensic Mental Health Network Information Communications & Technology Division Realignment

I write to advise that Justice Health & Forensic Mental Health Network (the Network) is considering the implementation of a realigned structure within the Information Communications and Technology (ICT) Division.

The realignment is being undertaken to address identified skill shortages within the Clinical Application Team which will allow the Network to deliver major clinical system improvement programs, to improve effectiveness and efficiencies within the operational support area, and to resolve remuneration inconsistencies amongst current staff members providing ICT operational support services. Implementation of the proposed structure results in an outcome improving the Network's capacity to implement clinical system improvements in direct support of better patient outcomes and also establishes a path for ICT operational support staff members to achieve parity in regards to remuneration. The proposed realignment reduces neither current FTE levels nor employee remunerations.

The implementation of the proposed structure combines the Infrastructure Team and Support Team into a single ICT Operations Team thereby releasing a position and associated budget allowing for the creation of one new Health Manager level position with the Clinical Application Team. The realignment also reclassifies four ICT Support positions from Programming Supervisor (PGSY) to Computer Manager – Grade 1 (CMG1), maintaining current levels of remuneration for affected staff members and providing them with a path to achieve remuneration increases aligned with those of their peers whom already hold CMG1 positions.

The proposed realigned structure is the result of consultation with all ICT Division staff members. Initially two possible structures were discussed with the preferred structure being slightly modified as a result of feedback received from staff. Subsequently, through an initial consultation process, all ICT Division staff were briefed on the revised, proposed realignment structure and offered an opportunity to provide additional comments and feedback. The comments and feedback were thoroughly explored, considered and implemented as appropriate. All ICT Division staff have been briefed on the results of the consultation process.

A structured process will be used to fill the newly created ICT Operations Manager role and the new Clinical Application Team Health Manager level position. All other staff will remain in their current positions with only minimal adjustments made to their roles and responsibilities reflecting the broader support roles they will undertake. No negative impact on remuneration levels of non-Health Manager

Level staff will result from this realignment process. Moving forward, the implementation of the realigned structure will be conducted in accordance with Network and Ministry of Health (MoH) policies.

It is expected implementation of the realigned structure will take approximately 4 to 6 weeks. However, before the realigned structure is further progressed the Health Services Union (HSU) NSW is invited to provide any comments and feedback of the proposed realigned structure.

For ease, please find attached an ICT organisation chart of the current structure (Attachment 1), and one depicting the proposed structure (Attachment 2).

It is appreciated that any feedback or comments the HSU might care to make are done so by no later than **Friday 31 August 2018** and are provided, in writing, to Mr Frederick Lusk, Chief Information Officer. Mr Lusk can be contacted by phone: (02) 9700 3065 and email: Frederick.lusk@justicehealth.nsw.gov.au.

Yours sincerely



Gary Forrest
Chief Executive

15 August 2018

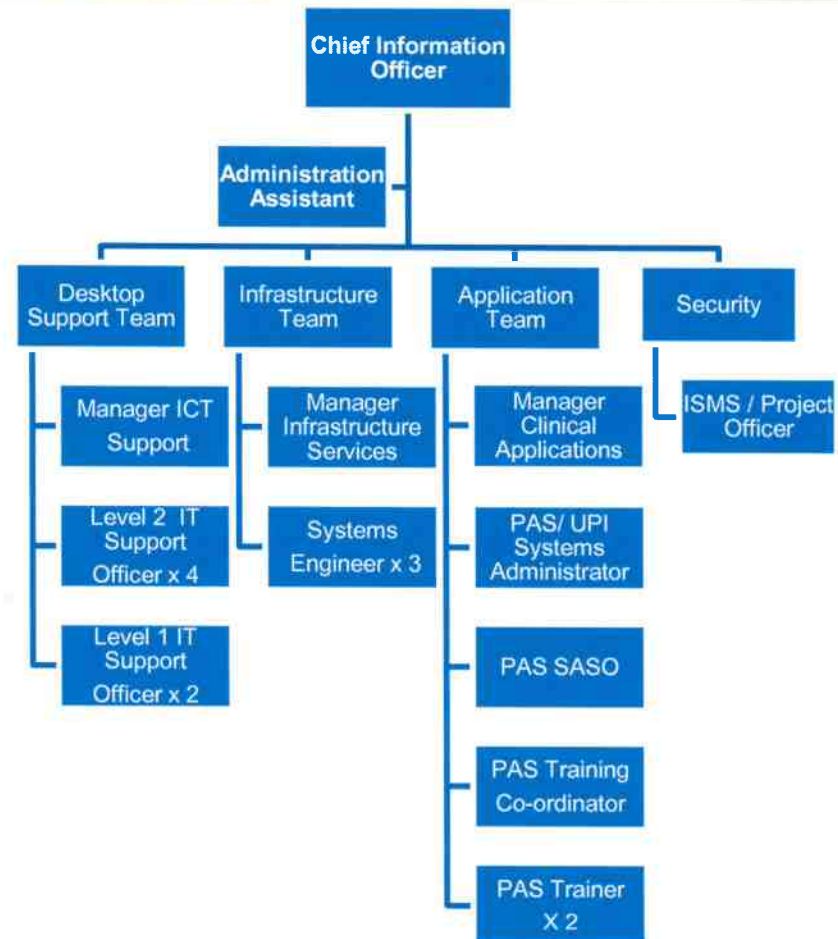
Attachments:

1 – Current ICT Structure

2 – Proposed ICT Structure

Information & Communications Technology

May 2013

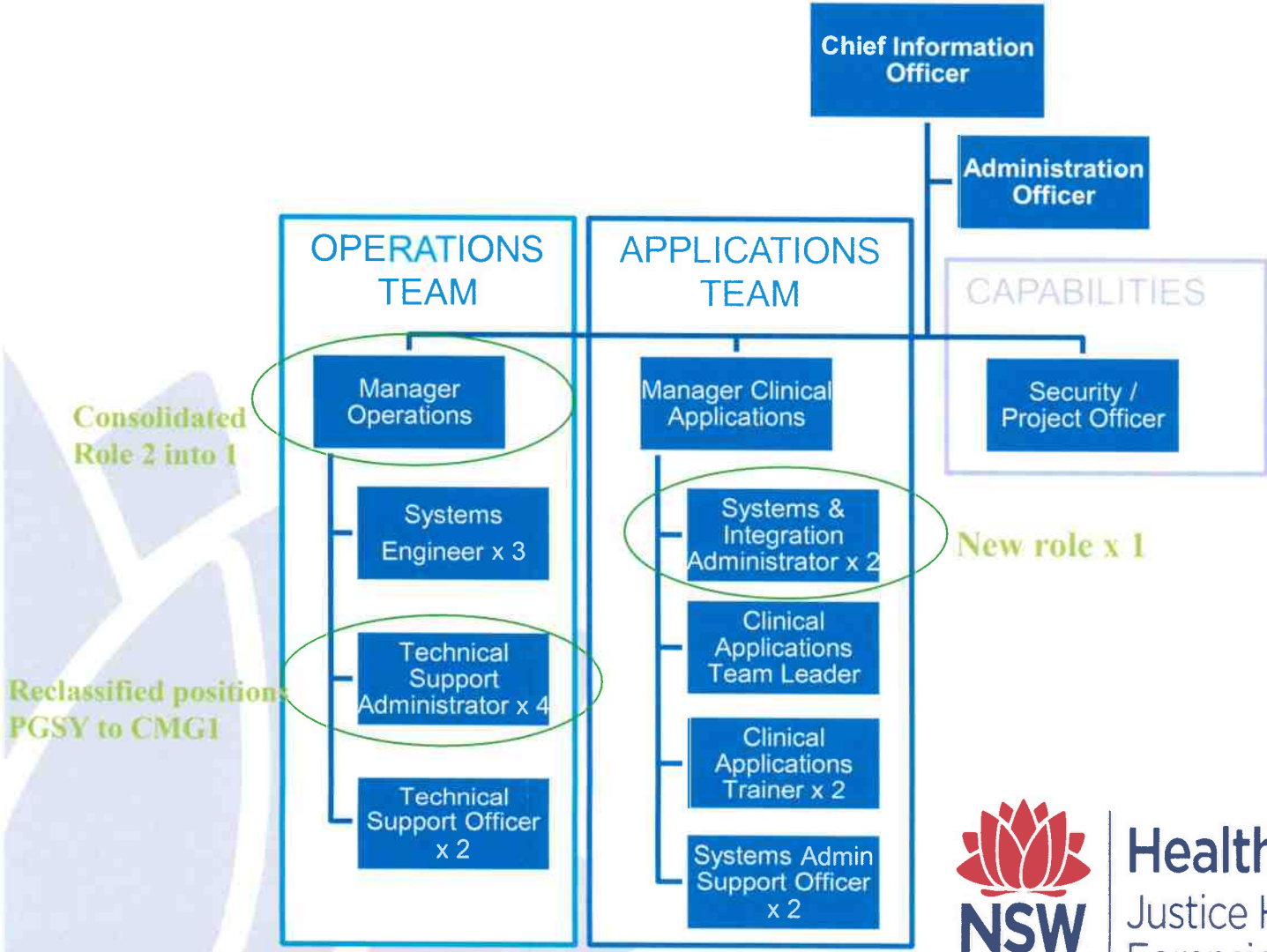


Health

Justice Health &
Forensic Mental Health Network

Information & Communications Technology Proposed Realigned Structure

Proposed 2018



Consolidated Role 2 into 1

New role x 1

Reclassified positions PGSY to CMG1

