

CCLHD: Proposed change to organisational structure

Dear Member,

Attached is correspondence the HSU has received from Central Coast Local Health District regarding a proposed change to organisational structure.

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 7 September 2018. You can submit it by email to greg.odonohue@hsu.asn.au with subject line *CCLHD Organisational Structure*.

HSU organiser and sub-branch involvement

Your HSU organiser Brendan Roberts 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 Central Coast Local Health District

File: CF18/2022
Document No: CD18/64086
Attachment: CD18/65218

Mr Gerard Hayes
General Secretary
Health Services Union (HSU)
Locked Bag 3
AUSTRALIA SQUARE NSW 1215

Email: secretary@hsu.asn.au

Attention: Greg O'Donoghue, Industrial Officer, greg.odonoghue@hsu.asn.au
Brendan Roberts, Organiser, Brendan.roberts@hsu.asn.au

Dear Mr Hayes

I write to provide information regarding the Central Coast Local Health District's (the District) plan to introduce a new organisational structure.

As you would be aware from the District's Joint Consultative Committee, it has been explained that the District is expanding and needs to deliver an organisational structure to best deliver a service that meets community needs. I have presented the proposed future structure to the District's Board and will now begin a consultation process with staff and industrial associations in accordance with NSW Health Policy Directive *PD2011_002 - Industrial Consultative Arrangements*. This will be a process where staff are valued and participate fully in the conversation to help shape the new structure to best meet service delivery requirements.

I have enclosed for your information the restructure process framework.

Senior staff, across operational roles (both clinical and corporate), have been involved in a series of workshops to assist in developing this new proposal. Further job analysis interviews will be scheduled throughout September and October 2018 with current post holders, to fully understand the current work arrangements and ensure these functions are fully considered within the new proposed structure. You will be provided with detailed information when this has occurred and contact will then be made to organise a convenient time to discuss the proposal.

The District is aiming to implement the new structure in January 2019, and look forward to working with staff, associations, delegates and our community, to continue to deliver the best care into the future.

We will continue to provide regular updates and information as the work progresses, as part of our communication program, to keep all staff informed about progress and support them through the changes.

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If you wish to obtain further information, please contact Mr Ian Arnold, Acting Executive Director – Workforce and Culture, on Tel: 4320 3814 or Email: ian.arnold@health.nsw.gov.au.

Yours sincerely



Dr Andrew Montague MBBS, FRACGP, MHA, FRACMA
Chief Executive

Date: 23/8/18

Restructure Framework

Restructure Process Framework – Central Coast Local Health District

Since 2017 Central Coast Local Health District (the District) has completed a number of activities to design a structure that will best meet the needs of the community into the future. The work has involved significant consultation with a number of senior staff, Board members and consumers. Facilitated workshops have been used to capture feedback. The new structure will meet the Caring for the Coast priorities of Caring for our Patients, Staff, Community and Future.

The schematic provides an overview for the proposed process;

