

CCLHD Organisational Restructure

Dear Member,

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

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 19 December 2018. You can submit it by email to greg.odonohue@hsu.asn.au with subject line *CCLHD Restructure*.

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
Our Reference: CD18/99624

Mr Gerard Hayes
Secretary
Health Services Union
Locked Bag 3
AUSTRALIA SQUARE NSW 1215

Attention: secretary@hsu.asn.au
Brendan.roberts@hsu.asn.au
Greg.odonoghue@hsu.asn.au

Dear Mr Hayes

I refer to my previous correspondence dated 23 August 2018 in relation to 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 we have discussed why a new structure is important to ensure clear lines of responsibility and accountability as the District grows.

The District has completed a comprehensive program to speak with staff to hear their thoughts on what's working well in our current structure and what they'd like to see improved for patient care in future. This feedback has been listened to by myself and the Executive Leadership Team and we have discussed a proposed new structure with the Board.

On Tuesday I explained this proposal to staff who may be impacted by the changes and I advise that the District now wishes to begin a consultation process with staff and industrial Associations in accordance with *PD2011_002 Industrial Consultative Arrangements*.

I have enclosed for your information;

- 1) A current organisational chart
- 2) A proposed (draft) organisational chart

The District has identified the following positions as being affected by the proposal:

- Director – Division of Medicine
- Director – Division of Surgery
- Operational Nurse Manager – Medicine (Wyangong)
- Director of Nursing - Community
- Director Clinical Services – Gosford
- Manager Corporate Services
- District Manager Environmental Services
- Site Security Manager

Central Coast Local Health District
ABN 88 523 389 096

Holden Street Gosford NSW 2250
Post Office Box 361 Gosford NSW 2250
Tel (02) 4320 2111 Fax (02) 4320 2477
Website www.cclhd.health.nsw.gov.au

The District is proposing the following new roles:

- General Manager – Wyong
- General Manager – Gosford
- Director – District Acute Services
- Operations Manager – District Acute Services
- Manager Clinical Support Services – Wyong
- Manager Clinical Support Services – Gosford
- Manager – Cancer Network

Additionally we have identified some roles where a change will affect the occupant but a direct match will occur in accordance with *PD2012_021 Managing Excess Staff of the NSW Health Service*:

- Operational Nurse Manager – Community (North)
- Operational Nurse Manager – Community (South)
- District Security Manager
- Operational Nurse Manager – Surgery (Wyong and Gosford)
- Operational Nurse Manager – Medicine (Gosford)
- District Contracts and Leasing Manager

I will be in contact directly with your representatives to establish a convenient time to discuss the proposals. The District would be grateful if you could please commence discussion with members to gain their feedback on this proposal. The District is aiming to implement the new structure from 31 January 2019 and look forward to working with staff, Associations, delegates and our community to continue to deliver the best care into the future.

It is proposed to have draft position descriptions available for staff by 17 December 2018. We're also proposing to distribute preference forms to people impacted by the changes for them to consider their preferences for roles in the new structure to help us match people to opportunities that best suit them. We'll make the preference forms available by 17 December 2018 but won't start any matching until we've concluded our consultation.

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.

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

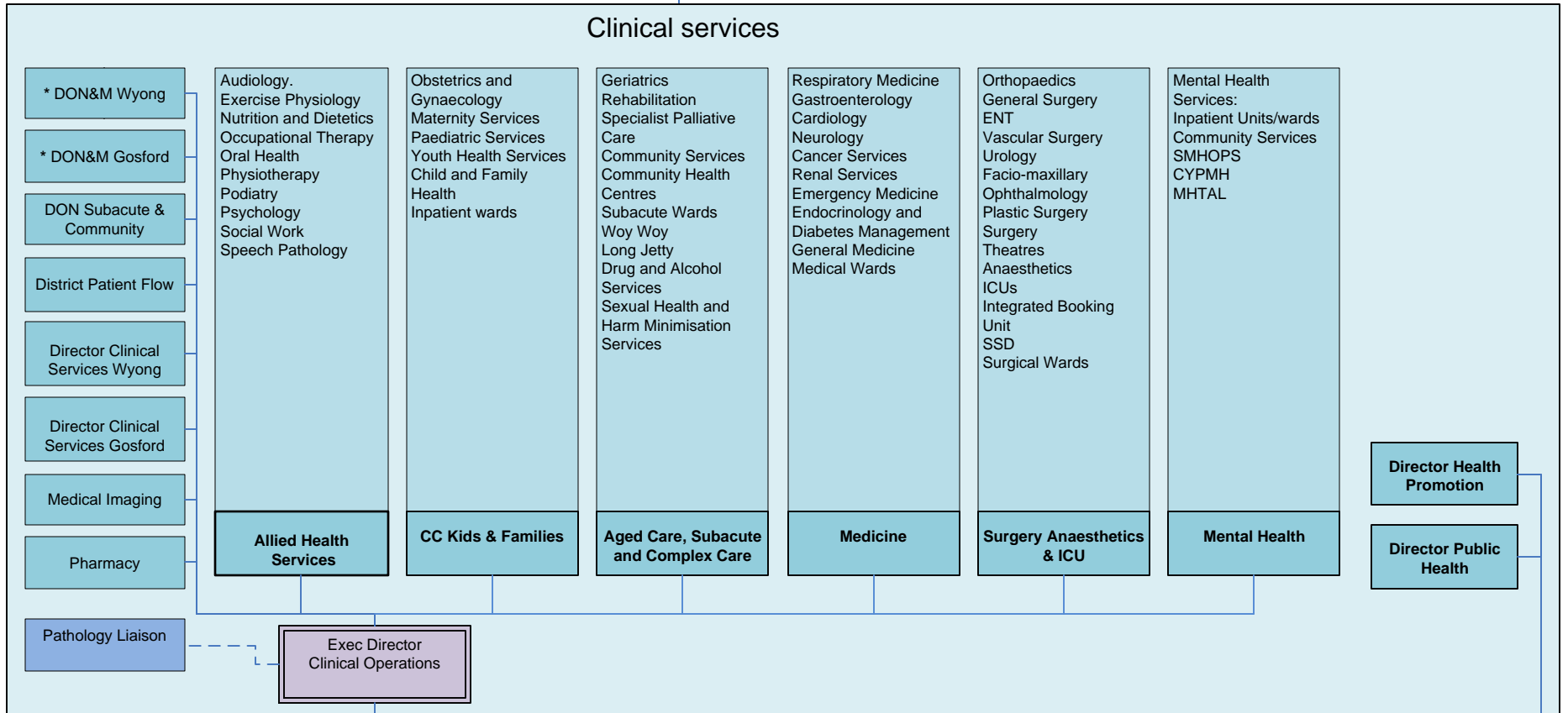
Date: 6/12/18

This correspondence will not be sent by post, unless requested

CENTRAL COAST LOCAL HEALTH DISTRICT ORGANISATIONAL CHART - Clinical Services

Our Patients and Our Community

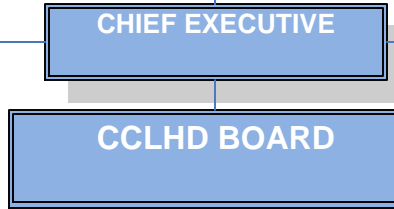
Our Staff



- Exec Director Finance, Corporate & Capital Works
- Exec Director Nursing & Midwifery
- Exec Director Strategy & Innovation
- Exec Director Clinical Governance
- Exec Director Medical Services
- Exec Director Workforce & Culture
- Exec Director ICT (SPA)

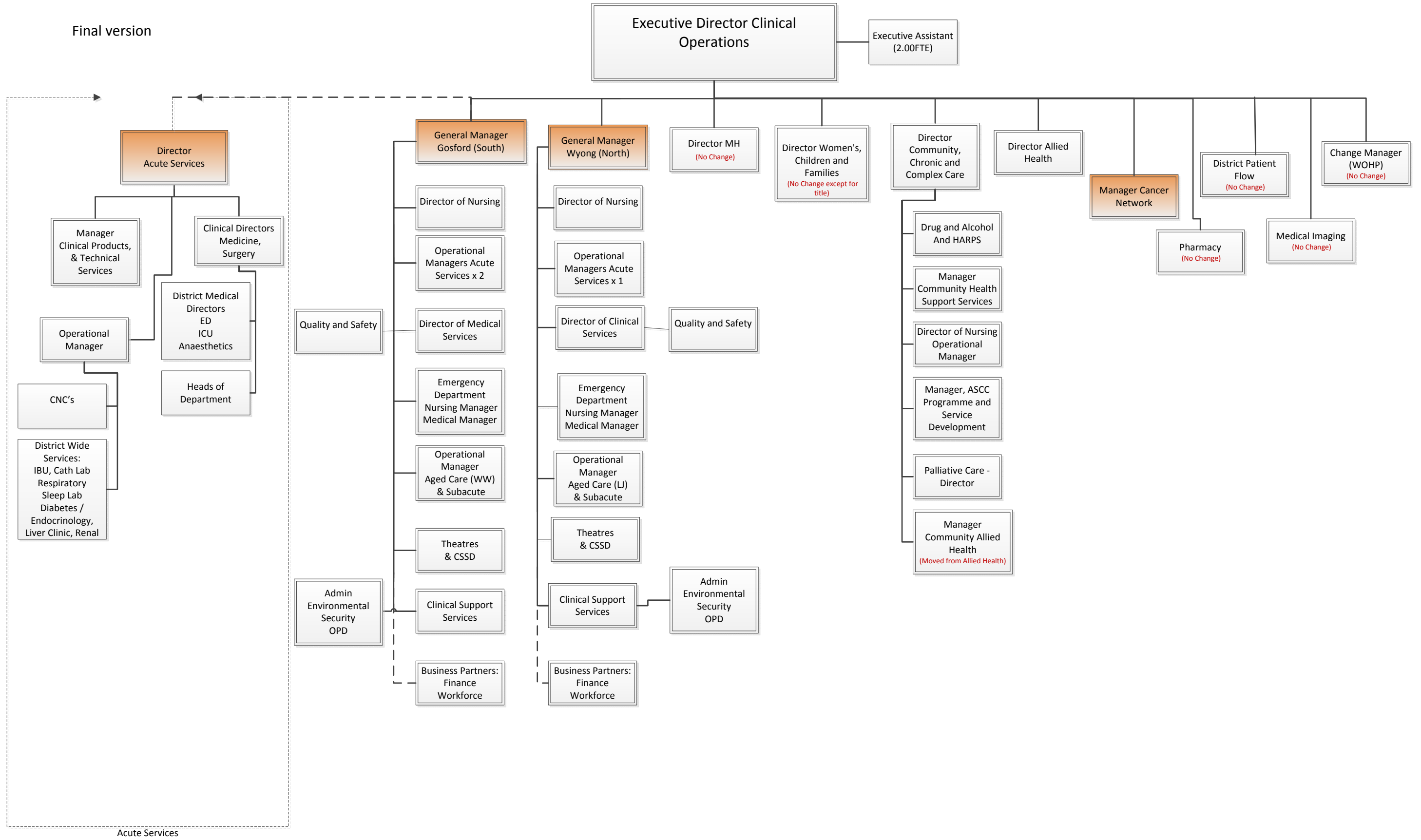
- Director Health Promotion
- Director Public Health

- * Clinical Services Managed by DON&M Gosford and Wyong:**
- Outpatient Department
 - Ambulatory Care
 - After Hours Nurse Management
 - Patient Flow

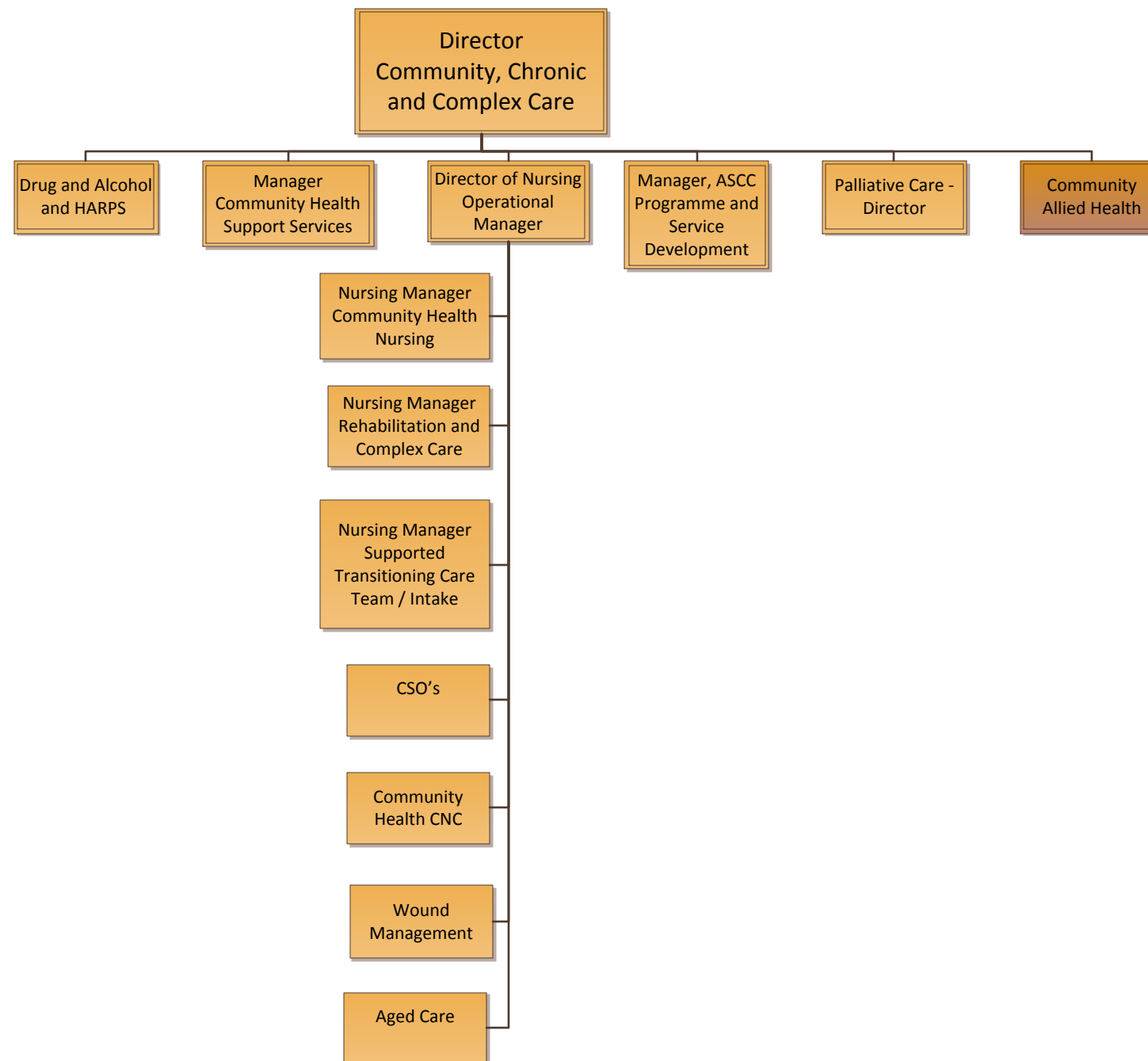


- Chief Executive Direct Reports (in addition to above):**
- Executive Assistant
 - Manager Corporate Communications
 - Manager Ministerial and Executive Services
 - Manager Corporate Governance and Risk
 - Director Internal Audit

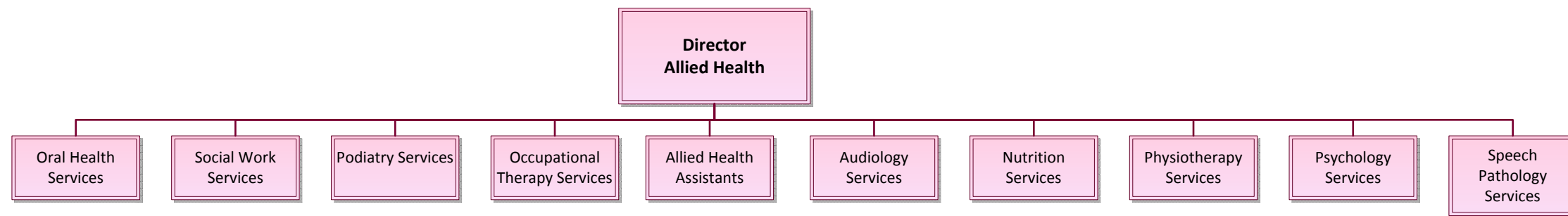
Final version



Community, Chronic and Complex Care

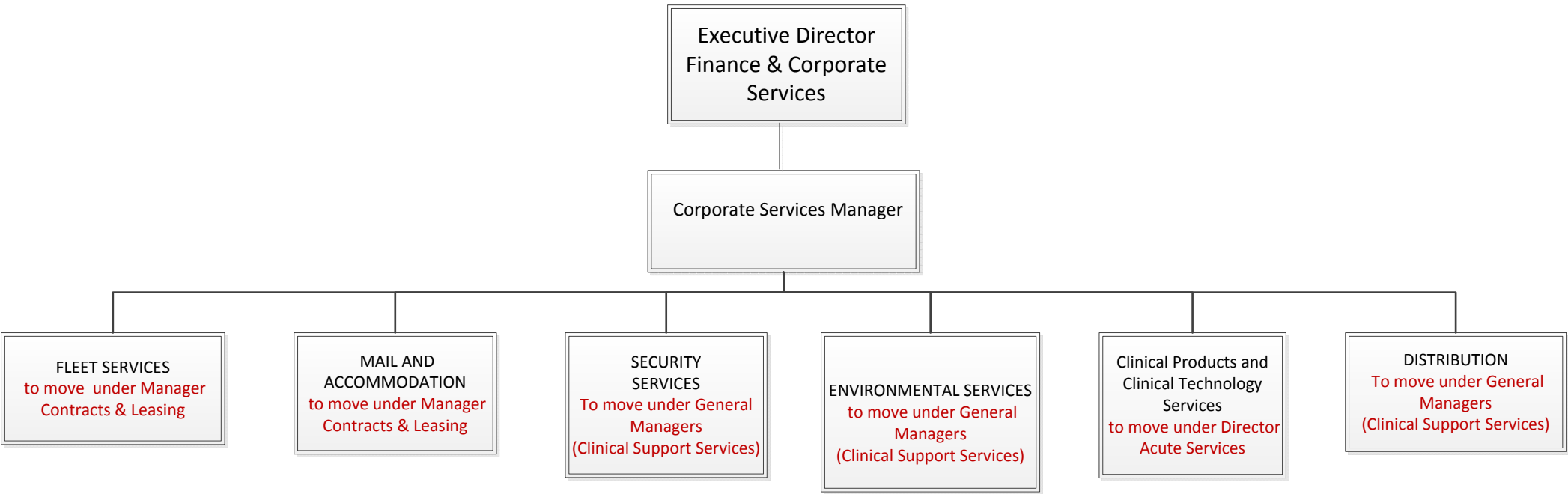


Allied Health



Current CCLHD Corporate Services Organisational Structure

(Note this does not include Capital Works and Asset Management)



Proposed CCLHD Corporate Services Organisational Structure

(Note this does not include Capital Works and Asset Management)

