

CCLHD: Proposed Restructure, Children and Young People's Mental Health

Dear Member,

Attached is correspondence the HSU has received from Central Coast Local Health District regarding a proposed restructure of the Children and Young People's Mental Health (CYPMH) service.

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 30 January 2019. You can submit it by email to greg.odonohue@hsu.asn.au with subject line *CCLHD CYPMH Restructure*.

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



18 December 2018

Mr Gerard Hayes
Secretary
Health Services Union
Level 2, 109 Pitt St
SYDNEY NSW 2000

Attention: Greg O'Donohue
By Email: Greg.O'Donohue@hsu.asn.au

Dear Mr O'Donohue

Re: Proposed Restructure of Central Coast Children and Young People's Mental Health (CYPMH)

I write to advise of the proposed Central Coast Children and Young People's Mental Health organisational change within Central Coast Local Health District (the District).

In 2015 the CYPMH Service was approved by the CCLHD Chief Executive. The restructure was not implemented and the issues identified in the business case remained unresolved.

In 2018, a service culture review by an independent reviewer was completed, identifying ten key areas for improvement including implementing a structured and comprehensive management and leadership foundation that has a priority focus on planning, performance, feedback and dealing with difference.

This proposal builds on the previous restructure documents, the culture review and informal consultations with managers and staff, including the Clinical Director of Mental Health Services.

Over the last five months, the CCLHD Director of Mental Health Services assumed direct operational responsibility for the CYPMH service and identified some opportunities and efficiencies. Some of these opportunities include:

- Improving the current model of care for 18-24s, allowing young people to be provided with multiple occasions to be reviewed by CYPMH
- Aligning CYPMH with other CAMHS services (0-18)
- Strengthening the early psychosis assessment and treatment district service and supporting young people's transition to adult services
- Redirecting focus to manage under 12s
- Introducing family focused recovery, supporting family connection for children with parents with a mental illness
- Increasing consultation liaison to inpatient and community services
- Improving CYPMH access in the northern part of the region
- Improving staff morale
- Reducing workplace health and safety risks

SCOPE OF CHANGE

The proposed structure outlined in this document aims to deliver an improvement in the current model of care for 18-24s, where business practices allow young people to have one chance of being seen by CYPMH, aligning with other CAMHS services (0-18), strengthening the early psychosis assessment and treatment District service and supporting young people's transition to adult services, and importantly redirecting focus to manage under 12s.

The scope includes;

- The reclassification of one 1.0 FTE CYPMH Manager from a multidisciplinary Health Professional level 7/3 to a Health Manager Level 3.
- Removing two 2.0 FTE multidisciplinary Managers of Acute and Non-Acute services and introducing more Team Leaders with consistent grading's of Health Clinician Level 4.
- Introducing two 2.0 FTE Under 12 Clinicians

PROPOSED CHANGE

The overall Full Time Equivalent (FTE) will increase by 0.2 FTE for HSU classifications. The incumbents of the CYPMH Manager and The Manager Acute positions will be significantly impacted and will be managed under PD2012_021 Managing Excess Staff of the NSW Health Service.

The Manager Non-Acute is currently on maternity leave and the District will make contact and consult with the substantive holder of the position. The Team Leaders impacted by the change in classification, will be offered via an EOI to match to the new Team Leader roles, the remaining vacant role will be advertised.

The proposed structure is supported by the local management, and is consistent with other grading's within the District.

Position	Current Classification	Current FTE	Proposed Change	Proposed FTE
CYPMH Manager	HPL7/3	1.0	Reclassification to HSM03	1.0
Partnerships position	HSM02	0.8	Deletion (Vacant)	0
Manager Acute Youth	HPL6	1.0	Deletion (multi-discipline)	0
Manager Non Acute Youth	HPL6	1.0	Deletion (multi-discipline)	0
Team Leader Red	CNS2	1.0	Reclassification to Health Clinician level 4	1.0
Team Leader Blue	Snr Psych	1.0	Reclassification to Health Clinician level 4	1.0
Team Leader YPPI	Nurse Mgr2	1.0	Reclassification to Health Clinician level 4	1.0
Team Leader			Vacant Advertised Health Clinician level 4	1.0
			Under 12's Clinician	2.0
TOTAL CURRENT FTE		6.80	TOTAL PROPOSED FTE	7.00

Central Coast Local Health District
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Website www.health.nsw.gov.au/cclhn

It is anticipated that the proposed structure will have a positive impact on service delivery by;

- Updating the skill mix required due to endorsed change in model of care.
- Provide access to high quality integrated care for CYPMH patients in the community.
- Introduce service partnerships across the continuum of care to ensure timely access to early identification and treatment services for all young people under 25 in Central Coast LHD.

In accordance with Clause 35 Health Employees Condition of Employment (State) Award, we wish to advise the HSU of the following change to the Central Coast Children and Young People's Mental Health within Central Coast Local Health District (the District).

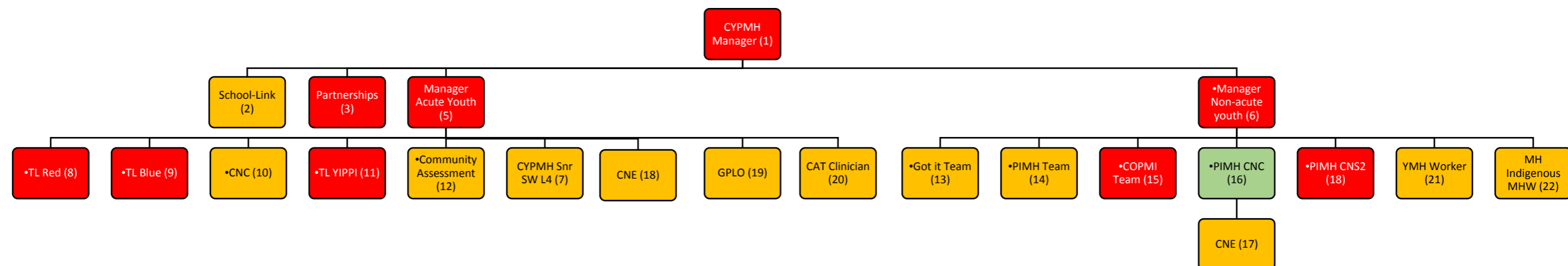
Consultation will take place with the employees directly. If the HSU wishes to obtain more information, please contact myself on 02 4320 3699 or Mob 0411 440 513 or if you are seeking to arrange a USCC by 23 January 2019.

Yours sincerely



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David Duerden
A/Director Mental Health

Children and Young People’s Mental Health
Current Organisation Chart



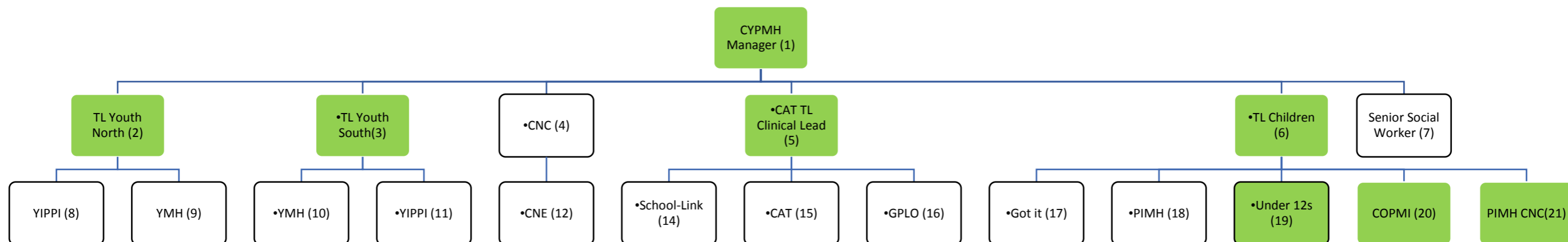
Ref	Position name	Current grade	Current FTE	Proposed Name	Proposed grade	Proposed FTE	Proposed Case Management/matching
1	CYPMH Manager	HP7, L3	1.0	Manager CAMHS	HSM3	1.0	Staff member managed under Managing Excess Employees Policy Directive
2	School Link Manager	HSM2	1.0				Change in reporting line
3	Partnerships	HSM2	0.8	Children’s MH worker, OR ACT North Manager OR School Link primary Schools			This role is currently vacant following a retirement, funding repurposed for one of a number of issues (ACT North, School-Link in Primary schools, additional Under 12 clinicians)
5	Manager Acute Youth	Multi-D (Senior Psych)	1.0				Staff member managed under Managing Excess Employees Policy Directive
6	Manager Non-Acute	NUM3/HP6	1.0	Manager CAMHS	HSM3	1.0	Staff member managed under Managing Excess Employees Policy Directive
7	Senior Social Worker	SW L4	1.0	Senior Social Worker	HP	1.0	Change in reporting line
8	TL Red		1.0	Team Leader	Health Clinician Level 4	1.0	Staff member managed under Managing Excess Employees Policy Directive
8a	Red Team						Change in reporting line
9	TL Blue		1.0	Team Leader	Health Clinician Level 4	1.0	Staff member managed under Managing Excess Employees Policy Directive
9a	Blue Team						Change in reporting line
10	CNC2	CNC2	1.0	Clinical Nurse Consultant 2		0.8	Change in reporting line
11	TL YIPPI	Multi-D	1.0	Team Leader	Health Clinician Level 4	1.0	Staff member managed under Managing Excess Employees Policy Directive
11a	YIPPI						Change in reporting line
12	CYPMH Inpatient Liaison Officer	CNC2	1.0				Change in reporting line
13	Got it Team	Health Clinician Level 3	4.0				Change in reporting line

RED – Deleted Positions	ORANGE – Changed Reporting	BLUE – Changed Grading	GREEN – New Position	CYPMH Organisational Chart 2019-01-08_V14
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14	PIMH Team	Multi-D					Change in reporting line
15	COPMI Team	HEO	2.0				Staff member managed under Managing Excess Employees Policy Directive
16	PIMH CNC	CNC 1	0.5			0.9	Increase of hours of CNC by 0.4 FTE. Offer additional hours to incumbent Current incumbent 0.5 as CNS2
17	CNE	CNE	0.5				Change in reporting line
18	PIMH CNS	CNS 2	0.4			0.0	Staff member managed under Managing Excess Employees Policy Directive
19	GPLO	CNC 1	1.0				Change in reporting line
20	CAT	CNS 2	1.0				Change in reporting line
21	YMH Worker Consultation & Assessment Team Worker	Multi-D Health Clinician 1/2	1.0				Change in reporting line
22	MH Indigenous MHW	SWL3	1.0				Change in reporting line

RED – Deleted Positions	ORANGE – Changed Reporting	BLUE – Changed Grading	GREEN – New Position	CYPMH Organisational Chart 2019-01-08_V14
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Proposed Organisational Chart



Ref	Position name	Proposed grade	Salary	Proposed FTE	Comments
1	CYPMH Manager	HSM3		1.0	Staff impacted by proposed restructure to be offered opportunity to be considered for this role in line with Managing Excess Employee's Policy Directive
2	Team Leader Youth North	Health Clinician Lvl 4		1.0	Staff impacted by proposed restructure to be offered opportunity to be considered for this role in line with Managing Excess Employee's Policy Directive
3	Team Leader Youth South	Health Clinician Lvl 4		1.0	Staff impacted by proposed restructure to be offered opportunity to be considered for this role in line with Managing Excess Employee's Policy Directive
4	CNC			0.8	Service-wide role. Currently reporting to Manager Acute MH. Permanent reduction in hours requested by current incumbent
5	Team Leader CAT	CNS2		1.0	To be advertised
6	Team Leader Children	Health Clinician Lvl 4		1.0	Staff impacted by proposed restructure to be offered opportunity to be considered for this role in line with Managing Excess Employee's Policy Directive
7	Senior Social Worker	HP		1.0	Change in reporting line only
8	YIPPI Clinicians North			2.0	Change in reporting line only
9	YMH Clinicians North			?	Change in reporting line only
10	YMH Clinicians South			?	Change in reporting line only
11	YIPPI Clinicians South			2.0	Change in reporting line only
12	CNE				Change in reporting line only
14	School Link Manager	HSM2			Change in reporting line only
15	CAT worker				Change in reporting line only
16	GPLO				Change in reporting line only
17	GOT IT Team				Change in reporting line only
18	PIMH Team				Change in reporting line only
19	Under 12 clinicians	Health Clinician 1/2		2.0	To be advertised
20	COPMI Family Recovery Workers	CNS 2 or equiv		2.0	To be advertised
21	PIMH CNC	CNC1		0.9	Offer current incumbent additional hours of 0.5

Agreed: _____

Date: ____/01/2019____

Director Mental Health – Anthony Critchley