

Canberra Health Service Proposed Restructure Medical Imaging

Dear Member,

Attached is correspondence the HSU has received from ACT Health regarding a proposed restructure of Canberra Health Service Medical Imaging.

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 8 August 2019. You can submit it by email to justine.amin@hsu.asn.au with subject line *CHS Medical Imaging*.

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

C/O HSU State Office
Level 2
109 Pit Street
Sydney NSW 2000

Dear Secretary

Medical Imaging Proposed Restructure

Where there are proposals by the ACT Public Service to introduce change in work organisation within a Directorate, the consultation provisions of the relevant enterprise agreements in Canberra Health Services (CHS) require affected employees and relevant unions to be consulted with.

What is the proposed change?

Medical Imaging has undergone a great deal of change in the last six months. In particular, the CHS restructure in early 2019 resulted in the establishment of a Clinical Director of Medical Imaging, a medical specialist position responsible for the overall management of the department.

In order to achieve a robust, well-rounded leadership model with clear lines of responsibility, a new management structure within Medical Imaging has been developed in discussions between the Clinical Director, the CEO and myself. The proposed new structure has clear roles and responsibilities that support the expanding service.

A copy of the current and proposed organisation structure is attached. The following is an outline of the proposed changes:

- The Executive-level Director of Medical Imaging position will not continue. A Medical Imaging professional level 6 with a position title of Director of Business Operations, Medical Imaging will be established, reporting to the Clinical Director.
- The Chief Radiographer position will remain unchanged but will report to the Clinical Director.
- The Medical Imaging Clinical Nurse Coordinator (CNC) position will be reclassified from a Registered Nurse 3.1 to a Registered Nurse 3.2, to bring the position in line with the management responsibilities of other similar CHS positions. This position will also report to the Clinical Director.
- A new Senior Officer Grade C position will be created to ensure Quality and Safety is managed as a priority throughout the department. This position will report to the Director of Business Operations.
- The Administrative Services Officer Level 5 Office Manager will be reclassified to a Senior Officer Grade C to provide senior administrative support to the department as the Operations Manager, Medical Imaging and report to the Director of Business Operations.

- A new Administrative Services Officer Level 4 Personal Assistant position will be created to provide administrative support to the Clinical Director.

What are the benefits?

The new structure has been developed to provide strong clinical governance and leadership across all health professionals with well-supported and managed administrative functions.

Next steps?


To allow staff and unions an opportunity to contribute to and influence the decision-making process prior to any changes being formalised, the consultation period for the proposed organisational structure will be two weeks, closing on Monday 12 August 2019.

Meetings with affected staff will be held during this period to discuss the proposed changes and allow staff to ask any questions and contribute further to the consultation.

Comments on the proposal can also be submitted to edms@act.gov.au with the words 'Medical Imaging Restructure' in the subject line.

If you have any questions regarding the proposed restructure or the consultation process, please contact Tonia Alexander, Business Manager, Medical Services Group by telephone 5142 0009 or by email edms@act.gov.au.

Yours sincerely



Dr Paul Dugdale
Executive Director
Medical Services
Canberra Health Services

26 July 2019

Proposed Medical Imaging Organisational Chart

