

# Canberra Health Service Proposed Restructure Child Health

Dear Member,

Attached is correspondence the HSU has received from ACT Health regarding a proposed restructure of Child Health Targeted Support Services.

## 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](mailto:justine.amin@hsu.asn.au) with subject line *CHS Child Health*.

## 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](http://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



Gerard Hayes  
Health Services Union  
[Secretary@hsu.asn.au](mailto:Secretary@hsu.asn.au)

Dear Mr Hayes

**Proposed restructure of Child Health Targeted Support Services – to move Child Protection & Health Child Youth Protection Service (CYPS) Liaison**

Following a recent review of the management structure for the Child Protection and Health CYPS Liaison services, I am proposing to restructure the related management reporting lines.

In accordance to the *ACT Public Sector Health Professionals Enterprise Agreement* where there are proposals by the ACT Public Service to introduce change within a Directorate the head of service will consult with the affected employees and relevant unions.

Child Health Targeted Support Services has multiple functions within the current Women, Youth and Children Community Health Program (WYCCHP) structure. The proposed restructure would affect the reporting lines for employees in the following business areas:

- Child Protection Training team
- Health CYPS Liaison Officer position

In addition, the restructure will affect the reporting lines for the positions attached to the new Family Violence Program and training positions currently reporting directly to the WYCCHP Director.

**What is the proposed change?**

I have reviewed the management structure for the abovementioned services and am proposing to realign existing resources to better support staff with the delivery of high-quality, exceptional health care whilst also ensuring we use our resources wisely and sustainably to reduce waste and improve efficiency.

The proposed change would see the newly funded Family Violence training team of two positions incorporated with the three Child Protection Training team and Health CYPS Liaison officer positions to form a separate team with a new manager. These positions will form a new team to support and deliver Child Protection and Family Violence training and consultation across Canberra Health Services. The new team would be called the *Supporting Family Safety Program* and one of the newly funded Family Violence training team positions would be a new manager position that would report directly to the WYCCHP Director. The team would be co-located on the Canberra Hospital campus.

A copy of the current and proposed organisation structure is attached ([attachment A](#)).

**What is the rationale?**

In the 2019-20 Budget, the ACT Government identified its intention to continue to support the delivery of the Domestic and Family Violence Training Strategy across the ACT Public Service. The training is intended to develop a skilled and educated workforce equipped to recognise and respond to domestic

and family violence. Canberra Health Services (CHS) has received funding to provide this training to 7000+ staff.

In the funding bid it was proposed that the training team would be employed within CHS and embedded alongside the CHS Child Protection Training team. The Child Protection Training team has extensive experience in delivering mandatory training to staff across all of CHS and the areas of child protection and family violence strongly intersect.

The funding allows the establishment of a new senior position to oversight both child protection and family violence training and consultancy across CHS.

### **What are the benefits?**

The establishment of a Child Protection and Family Violence Training and Liaison team with direct reporting responsibility to the Director, WYCCHP will support:

- Efficient use of staff resources in two congruent areas of work
- High-level engagement of Divisions across CHS
- Enhanced job diversity in training delivery for staff working in the team
- Enhanced career progression opportunities for staff working in the team
- Leadership that is focused solely on delivery of high quality training packages
- Opportunities at a leadership level to strengthen quality of training delivered through broad participation in other staff development initiatives
- Development of high level knowledge and expertise that provides both clinical and policy development advice

### **Next steps?**

A scheduled meeting with affected staff will be held on Wednesday 7 August 2019 to discuss the proposed changes and provide staff the opportunity to contribute further to the decision-making process associated with the proposed restructure.

To enable the Health Services Union an opportunity to influence and contribute to and the decision-making process I am providing you with 21 days from the date of this letter to provide your comments/feedback on the proposed changes. Your response may be forwarded to the email address below.

If you have any further questions regarding the proposed restructure, or if you prefer to meet to discuss the proposed changes, please contact Deborah Colliver, Director, WYCCHP by phone 5124 1094 or by email: [Deborah.colliver@act.gov.au](mailto:Deborah.colliver@act.gov.au).

Yours sincerely



Katrina Bracher  
**Executive Director**  
Women Youth and Children  
Canberra Health Services

26 July 2019

Cc: Julie Gordon

**Attachment A: Current and Proposed Structure**

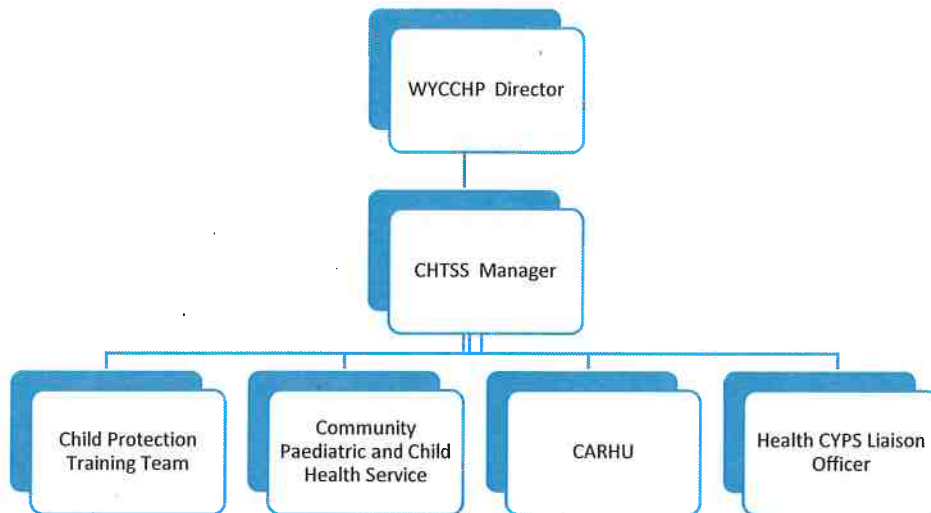
Division: Women, Youth and Children

Branch: WYC Community Health Programs

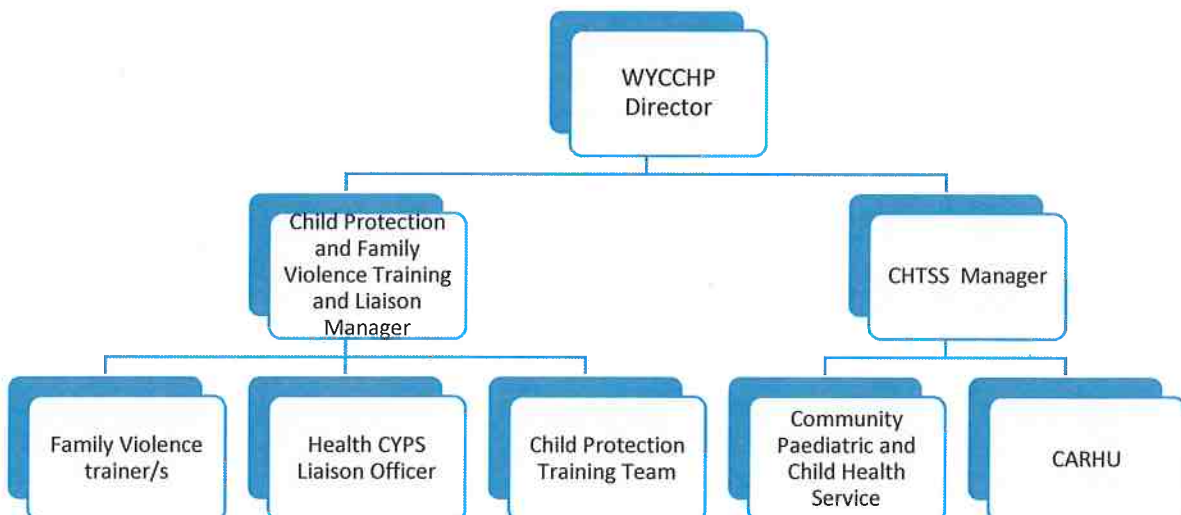
Section: Child Health Targeted Support Services

**Proposed change**

The Child Protection Training Team (2 FTE) and Child Protection Liaison Officer (0.84 FTE) currently report to the Manager of Child Health Targeted Support Services as per organisation chart below.



It is proposed that this team be combined with new positions resulting from the funding of positions (2 FTE) to rollout Family violence training across Canberra Health Services and be managed by a newly created HPO5 position that will coordinate all training. The organisation chart below reflects this change.



Other functions of the CHTSS manager would continue as currently scoped, with Child at Risk Health Unit and Community Paediatric and Child Health Services continuing to report to that position