

## **HNELHD ICT Restructure Concerns**

Dear Member,

Following up from meetings with members affected by the proposed ICT Restructure, the HSU has conveyed your concerns to HNELHD (in bold) and have received the following responses in italics below.

- 1. Current staff within Project Management Office have been taken from other areas of ICT and there has been no back fill of their positions and their positions do not exist in new structure.**

*The positions moved to the Project Management Office (PMO) are existing positions. They are not newly created positions and as such no backfill is required. To provide further context, the positions that have changed reporting lines to the PMO, were previously allocated to a large project which has been cancelled and consequently left a number of resources with a significantly reduced workload. By moving the positions and the incumbents at their existing classification and under existing PDs this has ensured staff were able to be maintained within ICT rather than the alternative which would be cessation of temporary contracts or deletion of permanent positions.*

- 2. EMR Program manager should be a HSM 4, but incumbent is a HSM 3.**

*HNE Health has policies and procedures that guide and support the grading and regrading of positions. If an employee considers their position has had a substantial increase in the duties/responsibilities since the current grading was determined and the position requires a review, the employee can follow the internal processes to request for this to occur.*

- 3. EMR Assistant Clinical Business Analyst does not exist on the organisation chart.**

*The Organisational Chart provided was not the complete ICT staffing complement, it only outlined impacted teams. As the position was not impacted, it is not included.*

- 4. CAP support positions for Assistant Business Analyst does not exist on the organisational chart.**

*As per point 3 above*

- 5. Only 1 EOI was sent out for the change management position was advertised as an additional role on top of a workers substantive position not a full time role.**

*The EOI was in relation to additional duties (not positions) which offered an opportunity for existing staff to broaden their experience, skill and capability. To take on the additional duties, negotiation was required to occur with the staff and*

*their immediate line manager to ensure they had adequate provision within their existing role to perform the additional duties. I wish to confirm these are additional duties only, designed to fit within a current role and as such would not align with a full time role at this point in time.*

**6. During the ICT forum, members asked how new positions were going to be recruited to and management have not provided answers to date.**

*Management do not recall this particular question being asked. Notwithstanding, I wish to again confirm that no new positions have been created.*

We are now seeking urgent feedback from members. Please send feedback to Edmund Fry at [edmund.fry@hsu.asn.au](mailto:edmund.fry@hsu.asn.au) or Matt Ramsay at [matthew.ramsay@hsu.asn.au](mailto:matthew.ramsay@hsu.asn.au) with subject heading *HNELHD ICT RESTRUCTURE* by close of business Tuesday 17 September.

In unity,

A handwritten signature in black ink, appearing to read 'Gerard Hayes', with a long, sweeping underline.

Gerard Hayes  
Secretary, HSU NSW/ACT/QLD