

Proposed Restructure Cobar MPS

Dear Member,

Attached is correspondence the HSU has received from Cobar Health Service regarding a proposed restructure of Cobar Multi-Purpose Service (MPS).

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 9 October 2019. You can submit it by email to olivia.forsyth-sells@hsu.asn.au with subject line *Cobar MPS 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

Ms Olivia ForsythSells
Health Service Union
Locked Bag 3,
Australia Square
Sydney NSW 1215
Olivia.ForsythSells@hsu.asn.au

24/09/2019

Dear Olivia,

Re: Restructure at Cobar Multi-Purpose Service (MPS)

I refer to our meeting via teleconference on Tuesday 17 September 2019 with myself, Karen Manns – Nurse Manager, Cobar Multi-Purpose (MPS) and Natalie Unsworth – Human Resource Consultant.

Thank you for your engagement in this meeting, which was following on from the notification provided on 20 August 2019 to the Health Services Union seeking consultation in regards to proposed changes to the staff establishment and service delivery model of the Cobar (MPS).

To recap, the Cobar MPS redevelopment project is part of the NSW Health MPS Program. The planning for this redevelopment commenced in March 2016, with construction of the build commencing in October 2018. The redevelopment will co-locate the new Cobar MPS with the Lillian Brady Village Nursing Home, adding 10 extra residential aged care beds. As part of this project the MPS will no longer have a kitchen, all meals will be prepared and delivered by the Lillian Brady Village kitchen

As discussed in the teleconference the current Full Time Equivalent (FTE) profile is 6.10 FTE. Within this profile Cobar MPS have 2.79 FTE of Permanent Full Time and Permanent Part Time staff. Of this 6.10 FTE there are 1.63FTE of temporary staff on contracts until the end of December 2019 and 1.47 FTE cook and 1.68 FTE of Hospital Assistant Grade 2 in catering with the remainder of FTE in support services.

The proposed FTE after the move to the new redevelopment as discussed is 4.42 FTE with the classification of Health and Security Assistant (HASA) included in this 4.42FTE. The HASA position will be working rotating shifts of day, evening and night shifts. Our current employees of Cobar have been provided with the opportunity to upskill into the HASA position, which has been supported by the Western NSW Local Health District (WNSWLHD). One employee has taken the opportunity to complete the Security Licencing course as a part of this process.

In the meeting the HSU have indicated the following, that the information regarding the redevelopment and reduction of FTE will be presented to their members and feedback will be provided by to the LHD on the member's comments and/or outcome.

I look forward to the continued consultation over this change, should you have any questions in relation to this letter or this matter please contact me

Yours sincerely,

Mary Urquhart,
Health Service Manager,
Cobar Health Service

CC-
Brian Bonham, General Manager, Northern Sector
Peter Cluff, Human Resource Partner
Zelda Giblett, HSU Lead Organiser

Support services profile

Cost Centre	Local Position Name	Staff Name	Award Description	Contracted FTE	Temp contract hours	Current FTE-total	Base Profile FTE	Vacant FTE	ATR #	end date for temp contract	Variance	Comments
836521-COB Support Services	Hotel Services Team Leader		Gen Admin 4	0.79								Man hrs are in exec cost centre (0.21 FTE)
836521-COB Support Services	Cook		Cook Grade B	1.00								
836521-COB Support Services	HAG 2/Relief Cook		HAG2/Relief Cook	1.00								On long term W/C
836521-COB Support Services	Hotel Services Assistant		HAG 2		1.00							76 HOURS P/F-NO ADO-TEMP CONTRACT-SUBSTANTIVE POSITION 64HRS P/F (0.84FTE)
836521-COB Support Services	Hotel Services Assistant		HAG 2		0.63							TEMP CONTRACT
836521-COB Support Services	Hotel Services Assistant		HAG 2		CAS							
836521-COB Support Services	Hotel Services Assistant		HAG 2		CAS							
836521-COB Support Services	Hotel Services Assistant		HAG 2		CAS							
836521-COB Support Services	Hotel Services Assistant		HAG 2		CAS							
TOTAL SUPPORT SERVICES				2.79	1.63		6.10				0.68	UNDER PROFILE

Support services FTE

Cobar	836759	836758 - CBR Administration	Health Service Manager	Nurse Manager Grade 5	Y	38.00	1.00	0.08	1.08
Cobar	836759	836758 - CBR Administration	Health Service Manager	Nurse Manager Grade 1	Y	16.00	0.42	0.03	0.45
Cobar	836759	836758 - CBR Administration	Infection Control	Registered Nurse	Y	4.00	0.11	0.00	0.11
Cobar	836759	836758 - CBR Administration	CNE	Clinical Nurse Educator	Y	8.00	0.21	0.00	0.21
Cobar	836759	836758 - CBR Administration	Domestic Services Manager	General Admin Staff Gde4		8.00	0.21	0.02	0.23
Cobar	836759	836758 - CBR Administration		Admin Officer Level 4		38.00	1.00	0.08	1.08
		Total Administration				112.00	2.95	0.21	3.16
Cobar	836521	836521 - CBR Support Services		Hospital Assistant Grade 2		64.00	1.68	0.19	1.87
Cobar	836521	836521 - CBR Support Services		Cook Grade B		56.00	1.47	0.17	1.64
Cobar	836521	836521 - CBR Support Services		Hospital Assistant Grade 2		82.00	2.16	0.25	2.41
Cobar	836521	836521 - CBR Support Services		General Admin Staff Gde4		30.00	0.79	0.09	0.88
		Total Support Services				232.00	6.10	0.70	6.80

Proposed profile

WESTERN NSW LOCAL HEALTH DISTRICT													
Hotel Services Roster													
Facility	Cobar - Proposed				Date:	24/09/2019		Requires Input					
Cost Centre Number	836521 - CBR Support Services Services												
	Morning			Afternoon			Night			Total Hrs	Total Prod FTE		
Duration of shift in hrs	8			8			8						
Mon	1			1			1			24	0.6316		
Tues	1			1			1			24	0.6316		
Wed	1			1			1			24	0.6316		
Thur	1			1			1			24	0.6316		
Frid	1			1			1			24	0.6316		
Sat	1			1			1			24	0.6316		
Sun	1			1			1			24	0.6316		
										168	4.42		
												6	2
Classification (select from drop down option)	Hrs of Shift	Mon	Tues	Wed	Thur	Frid	Sat	Sun	Hrs	Prod FTE	Annual Leave FTE	Sick Leave FTE	Total FTE
Morning Shift Head Count										Morning Shift FTE			
Health and Security Assistan	8.0	1	1	1	1	1	1	1	56	1.47	0.17	0.06	1.70
									0	0.00	0.00	0.00	0.00
									0	0.00	0.00	0.00	0.00
Evening Shift Head Count										Evening Shift FTE			
Health and Security Assistan	8	1	1	1	1	1	1	1	56	1.47	0.17	0.06	1.7
									0			0	
									0			0	
									0			0	
Night Shift Head Count										Night Shift FTE			
Health and Security Assistan	8.0	1	1	1	1	1	1	1	56	1.47	0.17	0.06	1.70
									0	0.00	0.00	0.00	0.00