

IBIS LODGE CLOSURE

Dear Member,

The HSU has received correspondence from HNELHD regarding the future of the Ibis Lodge at Morisset Hospital.

The LHD is proposing to close the lodge and where possible try to re-deploy staff.

A copy of the correspondence is attached for reference.

All members are strongly encouraged to read the correspondence and contact the HSU if you have any concerns or questions.

HSU will liaise with members when we have more information.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD

Hunter New England Mental Health

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Health
Hunter New England
Local Health District

PRIVATE AND CONFIDENTIAL

Our Ref: HR File

Thursday, 3 October 2019

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

Attention: Matthew Ramsey (sent via email): matthew.ramsay@hsu.asn.au

Dear Mr Hayes

RE: Organisational Change – Ibis Lodge at Morisset

Thank you for your time on the phone to discuss the Ibis Lodge unit at Morisset Hospital, part of the HNE Mental Health Older People's Mental Health Service.

As we discussed, the unit is a slow stream dementia unit that provides short to medium term care for patients with severe behavioural and psychological symptoms of dementia. For many years the staff have offered wonderful care to patients in this unit, but it is now recognised that this model of care is no longer considered contemporary. There are now many specialised Residential Aged Care Facilities (RACF) that are best placed to offer this kind of care in a more homely environment for patients.

The NSW Health Mental Health Branch have reviewed the unit and the kind of care it offers, and have recommended that we transition our patients to more appropriate, specialised facilities to receive their care moving forward. All other Local Health Districts have already transitioned to this model, and the Ibis Lodge unit is now the only facility of its type left in NSW.

In addition, the physical building and environment of the unit is also old and difficult to maintain, and is increasingly unsuitable to offer the kind of care these patients require. This has also placed restraints on the number of patients we are able to accept.

For this reason, HNE Health intends to progress transition of these services to appropriate RACF's in the area, who have agreed to accept care of these patients.

Given the changes to the service, HNE Health would like to consult with the HSU regarding the matter in accordance with NSW Health Policy Directive Managing Excess Staff of the NSW Health Service PD 2012_021.

I want to assure you that as a result of this service change, there will be no job losses. We have today met with staff to advise them of the plans for the unit and assured them that their positions are secure.

We will offer alternative employment options with a focus on redeploying staff to other roles on the Morisset Hospital campus, or within the local region where they reside. Employees will have the opportunity to discuss their employment preferences on an individual level and will be managed in accordance with the Policy Directive.

The District has committed to working closely with staff throughout this process and will ensure they are updated and consulted regularly.

A firm date for the transition has not yet been determined as we are prioritising staff redeployment and patient transfers. I will however advise you when a proposed date is set.

I believe a consultative committee would assist in working through these changes and I would welcome your suggestions of members who could take part in this process.

All staff have been provided with information to seek support and advice if they require it. Representatives from Management and Human Resources will also spend time in the unit to support staff and work through their individual arrangements.

If you have any feedback regarding the above, please contact Leanne Johnson, General Manager Mental Health Services on 40335161 or email leanne.johnson@health.nsw.gov.au or Nathan White, Senior HR Consultant on telephone 498 53291 or email nathan.white@health.nsw.gov.au

Yours sincerely



Marcia Fogarty M.B.B.S., F.R.A.N.Z.C.P

Executive Director | Hunter New England Mental Health

CC: Mr Nathan White, Senior HR Consultant
Ms Leanne Johnson, General Manager MHS
Mr David McLeod, Director of Nursing MHS
Mr Darius Altman, Organiser NSWNMA daltman@nswnma.asn.au