

Everymind Proposed Regrading

Dear Member,

The HSU has received correspondence from Hunter New England Local Health District regarding a review that would potentially downgrade members from their current grading.

Firstly, thank you to the diligent members who contacted the HSU regarding this issue. The District has only now notified your Union thanks to the efforts of members.

A copy of the correspondence is attached for your reference. Please read the correspondence and send your feedback to your organiser Matt Ramsay at matthew.ramsay@hsu.asn.au or Industrial Officer Edmund Fry at edmund.fry@hsu.asn.au by close of business Thursday 31st October.

As you can see from the correspondence, the LHD is proposing these members take a pay cut! This can only be described as a disgraceful attempt to save a few meagre dollars for management by taking hard-earned money from members. What is even more outrageous is that conversations have been held with staff, proposing that they work more hours but retain the same pay.

Our members work hard in all areas to earn their justified pay, and this outrageous cost-cutting attempt must not stand. We ask all members at James Fletcher Hospital to remain vigilant, and to assist HSU officials in opposing this decision.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD

17 October 2019

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

Via email Gerard.Hayes@hsu.asn.au

Attention: *Matthew Ramsey (via email at Matthew.Ramsay@hsu.asn.au)*

Dear Mr Hayes,

Re: Everymind Administration Structure Review

In relation to your discussion with Renee Martin, Human Resources Consultant, Human Resources Corporate on 16 October 2019, I write to inform you of a current review of the Everymind Administration team structure undertaken within the Partnerships Innovation and Research Directorate of the Hunter New England Local Health District (Health District).

Everymind is a leading institute within the Health District dedicated to the prevention of mental ill-health and suicide. Due to the nature of the work within Everymind, a large administration team is required to service the prevention programs and translational research undertaken by the institute. Everymind is a not-for-profit Institute that operates primarily on temporary funding.

Ms Jane Gray, Executive Director, Partnerships Innovation and Research together with the Everymind Senior Leadership Team have reviewed the structure and operations of the Everymind Administration team to identify improvements and ensure effective and sustainable service delivery.

The proposed changes are specifically in relation to the grading of the positions within the administration team. It is proposed that the below four positions are submitted to the District Grading Committee for review and determination:

1. Administration Lead – Health Manager, Level 1 to Administration Officer, Level 6, 1 FTE, temporary full-time.
2. Administration Officer, Roster/Oracle – Administration Officer, Level 5 to Administration Officer, Level 3, 0.5 FTE, permanent part-time.
3. Administration Officer, Projects – Health Manager, Level 1 to Administration Officer, Level 4, 1 FTE, temporary full-time.
4. Administration Officer, Corporate – Administration Officer, Level 4 to Administration Officer, Level 3, 2 FTE, temporary full-time.

I wish to confirm that Human Resources have recently received regrade applications for the above four positions and will begin to review the grading of the positions including assessment of the position in line with the relevant Award, comparable position descriptions, organisational structure etc. It is proposed that the changes provide for accurate, equitable and consistent position gradings, allow for more cost effective use of resources and subsequently ensure excellence in service provision.

While this letter is only a preliminary notification, the Health District intends to continue to engage with staff and the Health Services Union (HSU) as appropriate in the consultative process, reach agreement and implement the changes as soon as possible. The Health District welcomes any comments in relation to these changes. Should the HSU have any feedback we would appreciate the same by close of business Monday 4 November 2019.

I have attached a copy of the current and proposed organisational charts that outline the proposed direct impact on positions.

Should you have any questions or wish to discuss this matter could you please contact Ms Renee Martin, Human Resources Consultant, Human Resources Corporate on 49853221 or email at Renee.Martin@health.nsw.gov.au. Please note that Ms Martin works part time and as such an alternative contact is Mr Kevin O'Malley, HR Manager Corporate 49853282 or Kevin.O'Malley@health.nsw.gov.au.

Yours sincerely,



Kim Nguyen
Executive Director, Workforce and Allied Health
HNE Local Health District

cc Jane Gray, Executive Director Partnerships Innovation and Research
Tina Fox, Acting Director Everymind, Partnerships Innovation and Research
Kevin O'Malley, Human Resources Manager - Corporate
Renee Martin, Human Resources Consultant, Human Resources - Corporate