

WNSWLHD: Changes to Wellington Hospital Management Structure

Dear Member,

Attached is correspondence the HSU has received from Western NSW Local Health District regarding a proposed change to the management structure in Primary and Community Health.

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 25 October 2019. You can submit it by email to andrew.gallagher@hsu.asn.au with subject line *Wellington Hospital Management*.

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



TRIM: D19/8961

Mr Gerard Hayes
Secretary
Health Services Union
Locked Bag 3
Australia Square NSW 1215
secretary@hsu.asn.au

Dear Mr Hayes

Re: Wellington Hospital Staff Establishment

Following the annual review of the facility staff establishment and average daily activity the following adjustments are proposed to align with like facilities across Western NSW Local Health District.

I wish to advise the Health Services Union of the intent to consult with staff on the modification of the Primary and Community Health management structure at Wellington Health Service.

The District has received the resignation of the incumbent Primary and Community Health Manager effective 2 September 2019. Despite attempts to attract a temporary replacement it is proposed that the position be adjusted from a Health Manager Grade 2 role to Health Manager Grade 1 position. This grade is in accordance with the award requirements.

The position is proposed to have a 0.42 FTE management and 0.58 FTE clinical function. This is in alignment with previous distribution of hours. The position will provide the day to day operational management and coordination of the Primary and Community Health services. This proposal will require negotiation with the Health Services Union relating to the proposed changes.

For the HSU's information, Wellington Health Services adjusted inpatient daily activity is 12.41 and Outpatient Occasions of Service of 10 590 cases in financial year 2018/2019.

I anticipate that following initial briefings to staff, members may wish to discuss the management structure with the HSU. It is important to note that sustained variation in activity will prompt review of FTE requirements.

Consideration will be given to the concerns raised by the Branch, however we note that the overall staff profile (FTE) has increased and therefore the District will continue to undertake the restructure as proposed and will liaise with individuals who may be affected by this proposal.

Western NSW Local Health District
ABN 50 629 556 404

Central Sector
29 Hawthorn Street, PO Box 4061
Dubbo NSW 2830
Tel: (02) 6369 8008 Mobile: 0407 634 242

Email meeган.connors@health.nsw.gov.au
Website: www.wnswlhd.health.nsw.gov.au

I would be more than happy to discuss this further with the relevant organiser as required. I can be contacted on 0407 634 242 or via email Meegan.connors@health.nsw.gov.au

Yours sincerely

A handwritten signature in black ink, appearing to read 'Meegan Connors', written in a cursive style.

Meegan Connors
General Manager Central Sector

17 October 2019

Cc: Zelda Giblett – Organiser HSU NSW/ACT/QLD
Peter Cluff – HR Business Partner
Sally Loughnan – Health Service Manager Wellington Hospital