

## Canberra Health Service Realignment

Dear Member,

The HSU has received the attached letter from CHS advising of the following proposed changes:

- Creation of the Senior Director Allied Health (SDAH) role at the HP6 level reporting to the EDCC.
- Realignment of functions and reporting lines from the EDAH to the EDCC through the SDAH for:
  - Acute Allied Health Services.
  - Allied Health Education.
- Realignment of functions and reporting lines to the Deputy Chief Executive Officer, Strategy, Policy and Planning of the:
  - Government Relations Team from the Office of the Chief Executive Office, Communications and Government Relations.
  - Strategic Policy from the Quality, Safety, Innovation and Improvement Division.
  - Legislative Compliance from the Quality, Safety, Innovation and Improvement Division.

If you have any comments or issues arising from the proposal, please contact HSU Industrial Officer Olivia Forsyth-Sells by Thursday 24 October 2019. Email: [olivia.forsyth-sells@hsu.asn.au](mailto:olivia.forsyth-sells@hsu.asn.au), Phone: 1300 478 679.

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT/QLD



**ACT**  
Government

**Canberra Health  
Services**

17 October 2019

The Secretary  
Health Services Union  
C/o HSU State Office  
Level 2, 109 Pitt Street  
Sydney NSW 2000

Dear Mr Hayes,

### **CHS STRUCTURE AND REPORTING LINES**

As you are aware following the finalisation of Canberra Health Services (CHS) realignment on 1 March 2019 CHS undertook a robust recruitment campaign to fill vacant clinical and non-clinical Senior Executive roles.

Following this recruitment campaign, we have been unsuccessful in filling the following roles:

- Executive Director, Allied Health, (EDAH).
- Chief Operating Officer (COO).

CHS proposes, for a twelve (12) month period, that the functions of the Executive Director, Allied Health be undertaken by the Executive Director, Critical Care. We further propose to create a HP6 role (Senior Director Allied Health) to support the Executive Director, Critical Care (EDCC) to undertake the increased Allied Health functions and responsibilities. The current EDCC has an Allied Health background and is experienced at the executive level. This arrangement will be reviewed within the next twelve months.

CHS will continue the current staffing arrangements for the COO with the intention of undertaking a process in the near future to fill this role for a 6 month period.

David Peffer commenced in the role of Deputy CEO Strategy, Policy and Planning with CHS on Monday 19 August. Whilst initially the arrangement was to be for a six month period, I have decided that this position will be made permanent in the CHS structure and that Dave will transfer at level to perform this position ongoing. I am proposing to move functions, as outlined below, to report to this role.

In accordance with clause G1.2 and G1.3 of the *ACT Public Service Health Professionals Enterprise Agreement 2018-2021* Canberra Health Services proposes to commence a consultation process with the HSU in respect to the:

- Creation of the Senior Director Allied Health (SDAH) role at the HP6 level reporting to the EDCC.

- Realignment of functions and reporting lines from the EDAH to the EDCC through the SDAH for:
  - Acute Allied Health Services.
  - Allied Health Education.
- Realignment of functions and reporting lines to the Deputy Chief Executive Officer, Strategy, Policy and Planning of the:
  - Government Relations Team from the Office of the Chief Executive Office, Communications and Government Relations. This will entail the movement of 2 FTE (2 x SOG C).
  - Strategic Policy from the Quality, Safety, Innovation and Improvement Division. This will entail the movement of 0.5 FTE (SOG A level).
  - Legislative Compliance from the Quality, Safety, Innovation and Improvement Division. This will entail the movement of 1 FTE (SOG B level vacant position).

There is no decrease in staffing numbers only changes to reporting lines commensurate with the proposed redistribution of functions.

The current organisational structure of Canberra Health Services is provided at Attachment A. The proposed organisational structure is provided at Attachment B.

I would be happy to meet with you to discuss these proposed changes in more detail. Please contact Olivia Tzavalas on (02) 5124 4700 to arrange a time.

In the meantime if you have any questions or concerns you should contact Janine Hammat, Executive Director, People and Culture, CHS on 5124 9631 or via email [HRconsultation@act.gov.au](mailto:HRconsultation@act.gov.au)

The consultation process for these proposed changes will close on 31 October 2019. Please provide any feedback to [HRconsultation@act.gov.au](mailto:HRconsultation@act.gov.au) by close of business on that day.

Yours sincerely



Bernadette McDonald  
**Chief Executive Officer**  
Canberra Health Services

17 October 2019



