

NNSWLHD Community Health Review Update

Dear Member,

The HSU recently asked for further information from Northern NSW LHD about the Community Health Review.

Attached is the correspondence (unsigned) the HSU has received. Disappointingly, the responses to the issues raised leaves a lot to be desired, as they contain little or no detail.

The HSU will be writing to the LHD advising that these answers do not allow for genuine consultation.

Please take the time to print this newsletter out along with the attached LHD letter and HSU membership form. Pass this on to a work colleague and let's keep the pressure on the LHD to participate in genuine consultation.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD

5 November 2019

Mr Peter Kelly
Industrial Officer
Health Services Union
E: info@hsu.asn.au

Att: Mr Peter Kelly - Peter.Kelly@hsu.asn.au

Dear Mr Kelly

RE: Community Health

Thank you for the recent meeting with regard to the potential restructure of Community Health Services. During this meeting a number of questions were raised by yourself and representatives of the HSU.

Please find below the responses to those specific questions raised.

- **How the streaming will operate?**

The NNSWLHD has adopted the Community Health Review recommendation to manage community based services under a 'streamed model of care' structure for the service planning and delivery in Community Health Services.

The two NNSWLHD service streams will be:

- Child, Family & Women's Health
- Aged / Rehabilitation and Community Health Stream

The Community Health / acute based allied health services will be managed under the appropriate clinical stream, such as child & family health nurses will be managed under the Child, Family & Women's Health stream management structure.

Service streams will support district-wide service development and delivery.

The NNSWLHD has examples of streamed services such as Oral Health, Mental Health / Drug & Alcohol that have designated LHD wide management structure and deliver clinical care across multiple sites, with a range of inter-professional teams.

- **What is happening with the IVAN review**

The review of NNSWLHD IVAN services was conducted separate to the Community Health Review. This IVAN review was initiated in response to the MOH strategic direction to create an integrated response to violence, abuse and neglect service. The recommendations from the IVAN Review relate directly to violence, abuse and neglect services. Two key

recommendations relate to the creation of a IVAN stream management approach to these specialist services and appointment of an IVAN Manager. The original review recommendation stated the IVAN service be located in the Integrated Care Directorate, however due to adjustments being made to LHD Directorate portfolio's, the IVAN service will remain in the Directorate of Clinical Operations, however the streamed management for IVAN will be progressed. Consultation with IVAN clinicians and managers will commence shortly to discuss the proposed organisational structure. Once there is LHD negotiations of the management structure, recruitment to the IVAN Manager will commence.

- **The state election promise of 48 allied health staff**

The government is committed to implementing their election commitments. NNSWLHD looks forward to receiving advice from the MoH on when it can proceed with any enhancements.

- **The timeframes for populating the structure**

NNSWLHD will adopt a phased approach to the recruitment to the Tier 3, 4, and 5 positions. Therefore, NNSWLHD is seeking support from the HSU to recruit the Tier 3 and 4 positions, with advertising commencing in November 2019 for the CH GM, and January 2020 recruitment for the Tier 4 positions. While the Tier 3 and 4 positions are recruited, the NNSWLHD will continue to consult with the HSU on the composition of the Tier 5 positions. Once the composition of these positions has been finalised recruitment action will commence in early 2020.

- **Role of administration support**

At present, there is no proposed changes to the existing community health administration staff, however under the new streamed model they may report to a different manager. It is recognised that over time with the introduction of central intake there may be some adjustment to their duties. Any proposed changes will include consultation with staff and unions

- **What happens to the clinical hours of managers?**

All hours and roles of managers will continue to be clarified throughout the process. This will be in conjunction with the staff and work area/service. This will also be conducted in a phased approach.

- **Where do Allied Health Assistants fit?**

There are 15 Allied Health Assistants and they work across the Murwillumbah and Ballina Rehabilitation Units, Tweed, Lismore and Grafton Hospitals. These AHA are managed as part of allied health teams. This arrangement would not change under the new structure.

- **A list of affected employees as the structure currently stands.**

Incrementally there are no affected employees resulting from the creation of the General Manager role (Tier 3) which will be appointed through an open merit process.

Employees occupying positions at Tier 4 and 5 in the current structure may be affected pursuant to NSW Health policy directive, 'Managing Excess Staff of NSW Health Services' (PD2012_012) and the District will follow this process.

Employees who may be affected pursuant to the above will be formally identified once the structure is known and agreed. The District will provide more detail and work with any employee who may be affected at the relevant time.

The structure and any changes will be conducted incrementally Tier by Tier. Any appointments to Tier 3 and Tier 4 roles may impact on what employees will be affected.

The District is committed to examining closed merit processes where appropriate

The District will continue to consult with all the relevant Industrial bodies including the HSU re any impact on employees.

If you require any further information please do not hesitate to contact on NNSWLHD-Industrial@health.nsw.gov.au

Yours Sincerely

Richard Buss

Director of Workforce

