

SNSWLHD Restructure consultation working parties: express your interest now

Dear Member,

Since our [last newsletter](#) on this issue, we received a further letter from the LHD (which was sent at around 12.35pm on Wednesday 27 November).

That letter stated that working parties would commence on Thursday 28 November 2019 using the membership and terms of reference previously proposed by the LHD.

After receipt of that letter, the HSU directly contacted the LHD's Acting Chief Executive, Jude Constable, to express our members' concerns with the process that the LHD was adopting. That contact resulted in the following agreement:

1. The LHD agreed not to proceed with the working parties that were scheduled to start on 28 November; and
2. The HSU agreed to write to the LHD by close of business on Friday 29 November to advise:
 - a. Our own proposed timeline for meetings of working parties;
 - b. Who we want to be released for those working parties; and
 - c. How long we want those people to be released for.

If you want to be involved in working parties to discuss the restructure please express your interest to the HSU now by emailing snswrestructure@hsu.asn.au.

In the email, please state your name, your best contact details, your job title and where you work.

We are inviting any members who want to be involved, no matter what part of the restructure they are affected by.

Please email the above address even if you have previously advised the LHD or the HSU that you would like to be involved.

Please express your interest via that email by 1pm on Friday 29 November.

If you have any questions, please contact Brendan Edghill in the Union office on 1300 478 679.

A copy of the letter from the LHD, and an email from the HSU to the LHD confirming the agreement outlined above, are provided with this newsletter.

In unity,

A handwritten signature in black ink, appearing to read 'Gerard Hayes', with a long, sweeping underline.

Gerard Hayes
Secretary, HSU NSW/ACT/QLD

27 November 2019

Mr Gerard Hayes
Secretary
Health Services Union NSW/ACT (HSU)
Locked Bag 3
Australia Square NSW 1215

gerard.hayes@hsu.asn.au; brendan.edghill@hsu.asn.au

Dear Mr Hayes

Southern NSW Local Health District (SNSWLHD) Organisational Restructure

With reference to Brendan Edghill's correspondence dated 25 November 2019 please see below.

1. SNSWLHD appreciates that responses provided to the feedback received from the Health Services Union (HSU) were largely generic in nature. The District is still considering this feedback and potential changes to the proposed structure and is unable at this stage to provide definitive responses as we are still in the process of consulting with staff including your members.
2. Proposed structures and positions descriptions have been provided via email:
 - i. 21/01/2019 – SNSWLHD Organisational Restructure – excluding Information Services and Finance and Corporate Services.
 - ii. 06/05/2019 – SNSWLHD Organisational Restructure – Clinical Operations Structure
 - iii. 23/05/2019 – SNSWLHD Organisational Restructure – Clinical Operations Lead Roles
 - iv. 20/06/2019 – SNSWLHD Organisational Restructure – Medical Services
 - v. 27/06/2019 – SNSWLHD Organisational Restructure – Nursing Midwifery and Clinical Governance, Mental Health Drug and Alcohol, Information and Infrastructure, and People and Performance
 - vi. 22/07/2019 – SNSWLHD Organisational Restructure – Finance
 - vii. 06/08/2019 – SNSWLHD Organisational Restructure – Clinical Operations
 - viii. 09/08/2019 – SNSWLHD Organisational Restructure – Additional Information for Nursing Midwifery and Clinical Governance, Mental Health Drug and Alcohol and Medical Services
 - ix. 23/08/2019 – SNSWLHD Organisational Restructure – Additional Information for the Office of the Chief Executive, People and Performance, Information and Infrastructure, Media and Finance Directorates.
3. The District accepts that some of the documents provided did contain factual errors. This has been acknowledged directly to staff who have raised concerns in this regard. An undertaking has been given by SNSWLHD to correct any errors as they are relevant to the final structure once determined. It is not practicable or reasonable to expect the reissuing of complete sets of documentation for every change necessary, we believe this will cause

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further confusion with an already complex suite of documents. The District will issue a complete set of documents as a final proposal on completion of consultation.

4. SNSWLHD as previously advised intends to convene a series of working parties to further consult with staff and develop proposals for determination by the Chief Executive specifically in relation to Allied Health, Medical Imaging, Pharmacy and Medical Services. We had anticipated that the HSU would participate in these working parties in a collaborative way with staff and the Executive to finalise options. We have invited feedback from the HSU in relation to the Terms of Reference and makeup of these working parties. These meetings were due to commence 21 November 2019 however were postponed to allow the HSU time to provide that feedback. SNSWLHD now intends to progress with these working parties commencing 28 November 2019 and note that the HSU has not confirmed their involvement. SNSWLHD's intention to convene these working parties does not preclude the HSU arranging their own working parties with their members should they chose to do so, noting this could have been initiated by the HSU at any time since documentation was provided as indicated above.
5. The dispute meeting was recorded for minuting accuracy. SNSWLHD does not have the permission of all the attendees to distribute this recording, and as such this cannot be shared. The minutes will shortly be sent through for your review and we welcome your feedback on any changes, additions or corrections that you feel may be appropriate. We are also comfortable that you circulate these once finalised to members. We will also be making them available on the consultation webpage for staff.

Should you have any enquiries regarding the above or wish to discuss further, please contact Wendy Atkins, General Manager Workplace Relations by email at wendy.atkins@health.nsw.gov.au.

Yours sincerely



Virginia Cater
District Director People and Performance
Southern NSW Local Health District

From: [Brendan Edghill](#)
To: [Jude Constable](#)
Subject: SNSWLHD restructure consultation
Date: Wednesday, 27 November 2019 5:34:00 PM

Dear Jude

Thank you for your time on the phone this afternoon. I understand that we reached the following agreement in relation to consultation and the issue of working parties:

1. That the LHD will not proceed with the working parties currently scheduled to start tomorrow (28 November); and
2. That, by close of business on Friday 29 November, the HSU will advise the LHD in writing of:
 - a. The timeline of meetings that we propose for working parties;
 - b. Who we want released for those working parties; and
 - c. How long we want those people to be released for.

I would appreciate if you could please confirm this agreement via return email.

I note that we will advise our members of this agreement and ask them to express their interest to us to be part of these working groups.

Please do not hesitate to contact me if you wish to discuss.

Regards

Brendan

Brendan Edghill

Senior Industrial Officer

Health Services Union

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I acknowledge the Traditional Owners of the land on which I live and work as the First People of this country, and pay respect to their Elders past, present and future.