

Greater Newcastle Area: Realignment of Community & Aged Care Services

Dear Member,

The HSU has received correspondence from Hunter New England Local Health District regarding a proposal to realign Community and Aged Care Services within the Greater Newcastle Area. A copy is attached for members' reference.

All members are encouraged to read the correspondence carefully and provide feedback to your relevant organiser and Industrial Officer Edmund Fry at edmund.fry@hsu.asn.au.

In the correspondence, the LHD has asked for response from the HSU by early January. We have asked for an extension given the time of year and Christmas closedown coming up. We've also asked for the current organisational chart for comparison. As soon as this is supplied, we will distribute this accordingly.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD



12 December 2019

PRIVATE & CONFIDENTIAL

Mr Gerard Hayes
Secretary
Health Services Union

Via email: secretary@hsu.asn.au

Dear Mr Hayes

Re: Proposed realignment of Community and Aged Care Services, Greater Newcastle Sector

I write to you following discussions with Matthew Ramsay, Organiser, regarding the proposed realignment of Community and Aged Care Services (CACS) based in the Greater Newcastle area.

As discussed, the organisational structure of CACS in this region has remained largely unchanged for 10 years and there are various Commonwealth-funded programs that are due to cease within the next two years. In order to ensure that our service remains flexible and sustainable, we propose that the structure within the service be changed, including streamlining management reporting lines and improving the alignment of like services.

I wish to emphasise that these changes will not affect the delivery of frontline service delivery for our patients and clients, and no frontline positions will be affected.

The proposed changes will see three key service portfolios; Community Nursing, Allied Health and Chronic Disease; be realigned to two; Community Nursing Services and Community Services.

We have identified two positions, which if removed from the structure, will see an improved alignment of services and ability to flex up and down in accordance with service demand. Preliminary discussions have taken place with the three staff members involved, to determine their willingness to accept the proposed changes. I can advise that they have agreed to these proposals, and I wish to engage the Union in formal consultation moving forward. Two staff have indicated they are open to accepting an offer of Voluntary Redundancy

It is proposed that the position of Manager, Practice Support Unit is deleted. The position is currently graded as a Health Manager, Level 4. The current incumbent has indicated a willingness to accept a Voluntary Redundancy and the District seeks the Union's support for this to progress.

The position of Service Manager, Community Services/Director of Allied Health will remain graded as an Allied Health Level 7, Grade 3. This position will be advertised and filled on a permanent basis through merit selection on completion of the proposed realignment. It is proposed that this position, along with the position of Service Manager Community Nursing Services/Director of Nursing, will lead the services within CACS.

We propose to regrade the position of Senior Manager Chronic Disease and Aged Care Services from the current grade of Health Manager 4. The position will have additional responsibility for nursing staff and will be the identified *Director of Nursing for Community and Aged Care Services*. The proposed title for this position will be *Service Manager, Community Nursing Services/Director of Nursing*.

Hunter New England Local Health District
ABN 63 598 010 203

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Mr Gerard Hayes, 12/12/19

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Staff currently reporting to the Manager, Practice Support; Senior Manager, Chronic Disease and Aged Care; and Senior Manager, Community Services; will have their positions realigned to report to either the Service Manager, Community Services/Director of Allied Health or Service Manager, Community Nursing Services/Director of Nursing.

Given the changes to the service, HNE Health would like to consult with the Union, in accordance with NSW Health Policy Directive *Managing Excess Staff of the NSW Health Service PD 2012_021*.

I want to assure you that we will continue to work closely with the staff members affected, and to discuss their employment preferences on an individual level. This process will be managed in accordance with the Policy Directive.

We have also met with the broader team to inform them of the proposed changes and we will work with them throughout this process to ensure they are updated regularly. All staff have been provided with information to seek support and advice if they require it.

A firm date for the realignment has not yet been determined, as we are prioritising alternate employment options for staff. I will however advise you when a proposed date is set.

I invite the Union to provide comment on the proposed structure and Voluntary Redundancy by close of business, 10 January 2020.

If you have any questions or concerns, please do not hesitate to contact me via email jonathan.holt@health.nsw.gov.au or on (02) 4924 6002. Alternatively, you can also contact Ms Angela Bryant, Acting HR Manager, via email angela.bryant@health.nsw.gov.au or on (02) 4985 3283.

Yours sincerely

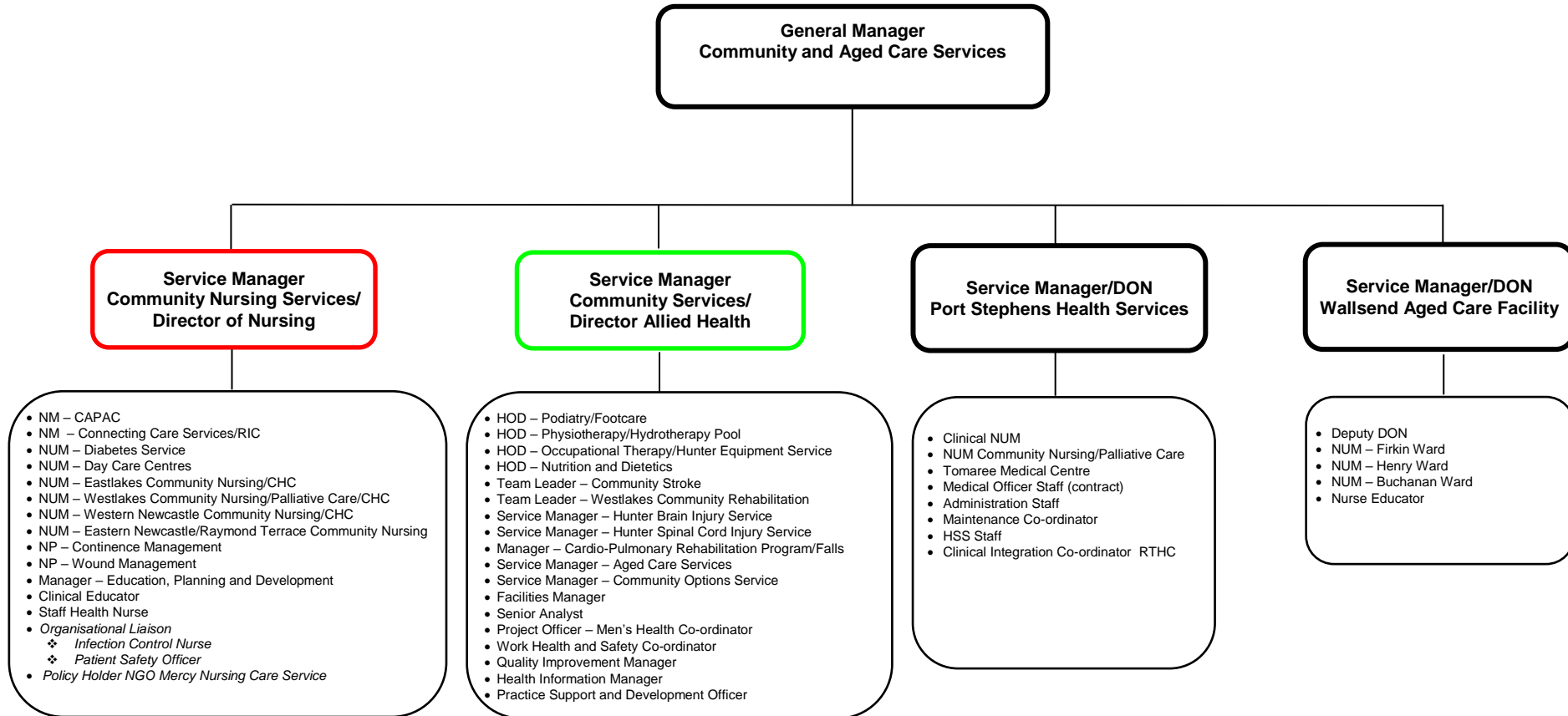


Jonathan Holt
General Manager
Community and Aged Care Services

Attachments: Proposed Organisational Structure, Community and Aged Care Services

cc. Angela Bryant, Acting HR Manager

Community and Aged Care Services - Greater Newcastle Sector Organisational Chart (PROPOSED Service Portfolios)



Professional Nurse Liaison
 Professional Allied Health Liaison