

Southern NSW LHD Restructure Update

Dear Member,

In our [last newsletter](#) on this issue, we asked members to express their interest in participating in HSU-led working parties.

On 29 November 2019, we sent the LHD a list of all of our members who had expressed interest in the working parties. We proposed to the LHD that at least three meetings be held – one each in December, January and February.

On 3 December 2019, the LHD responded, saying that:

- They would support the release of members for working groups for Allied Health, Medical Imaging and Pharmacy to be released for a single day in December;
- They intended to conclude consultation by the end of December; and
- Working parties arranged by the LHD will also take place following the HSU sessions.

Today, we responded to the LHD, saying:

- We welcome the opportunity for staff to be released for one day in December to begin the working party process. Sufficient notice of the date will be needed.
- For the working parties to be successful, they need to be given the opportunity to ask questions, request information and to make proposals, and to receive responses. For this reason, a single day will not be sufficient.
- It is not realistic to expect to conclude consultation by the end of December, particularly in circumstances where we are told that the LHD cannot provide documents correcting the errors in the documents that have already been provided.

All of our correspondence with the LHD from 27 November 2019 until today is provided with this newsletter.

We have also been advised by members that the LHD intends to convene their working parties on 12, 17 and 19 December. These dates were not discussed with

the HSU and we are concerned they don't provide enough time for meaningful consultation to take place.

To provide feedback on any of the issues outlined in this newsletter, please email sns wrestructure@hsu.asn.au.

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

From: [Brendan Edghill](#)
To: [Jude Constable](#)
Cc: [Josh Howarth](#); [Virginia Cater](#)
Subject: RE: SNSWLHD restructure consultation
Date: Thursday, 5 December 2019 1:28:00 PM

Hi Jude

In relation to the date for the December meeting, my email of 29 November included a proposal that “one meeting be held for the working groups in December with sufficient notice for attendees (such as during the week beginning 9 December)”. Now that we are at 5 December, the feedback I have received is that giving people notice of a meeting to occur next week will not give them sufficient time to arrange attendance and prepare.

In relation to the proposed dates for the LHD led working parties, I can ask for our members feedback but I do not believe our members would support the three dates that have been proposed because they do not provide enough time for the process to occur – for example, that timeline does not appear to provide enough time for the working groups to make proposals or requests and receive and consider responses.

Regards
Brendan

From: Jude Constable <Jude.Constable@health.nsw.gov.au>
Sent: Thursday, 5 December 2019 11:11 AM
To: Brendan Edghill <brendan.edghill@hsu.asn.au>
Cc: Josh Howarth <josh.howarth@hsu.asn.au>; Virginia Cater <Virginia.Cater@health.nsw.gov.au>
Subject: Re: SNSWLHD restructure consultation

Hi Brendan

I will consider this in more detail but in relation to the date for the December meeting this was based on your advice that it could occur in week beginning 9 Dec. it is my view that staff can be released for this to occur in this week and most may not need to travel for 4 hours so this should provide greater capacity for time together on the day.

The dates for the LHD led working parties was timed to occur after the HSU sessions and to give staff sufficient notice.

Can I seek your support to enable this to occur please?

Thanks Jude

On 5 Dec 2019, at 12:53 pm, Brendan Edghill <brendan.edghill@hsu.asn.au> wrote:

Dear Jude

Thank you for your response. I respond on behalf of the HSU as follows:

1. We welcome the opportunity for the named staff to be released for one day in December to begin the working party process. We note that, for some members, releasing and paying them for 8 hours will actually mean they are provided for around 4 hours of meeting time, once travel time is considered. Sufficient notice of the date will be needed to enable members to make arrangements to attend. We propose 18 December 2019.
2. For the working parties to be successful, we are of the view that they need to be given the opportunity to ask questions, request information and to make proposals, and to receive and consider responses. For this reason, a single day will not be sufficient.
3. We note your comment that the LHD wants consultation to be concluded by the end of December. This is not a realistic timeframe, particularly in circumstances where we are told that the LHD cannot provide documents correcting the errors in the documents that have already been provided.
4. We propose as next steps:
 - a. That a date be set for the December working party to take place; and
 - b. That no decision be made to proceed until after any requests or proposals from that working party have been considered and responded to.
5. In the meantime, we will continue to meet and consult with our members about this process, including by keeping them up to date with the correspondence between the LHD and the Union.

Finally, I note that an email was sent to staff members stating that the LHD's working parties will be held on 12, 17 and 19 December. We do not agree that this would be appropriate or beneficial. Given the HSU working party will not have had time to meet, provide responses and/or proposals/questions/requests for information, and have them responded to. I have been advised that members of the LHD's proposed working groups have also expressed directly to the LHD that they do not believe the proposed timetable of 12, 17 and 19 December is reasonable.

Please do not hesitate to contact me to discuss.

Regards

Brendan Edghill
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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.

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From: Jude Constable <Jude.Constable@health.nsw.gov.au>

Sent: Tuesday, 3 December 2019 8:43 AM

To: Brendan Edghill <brendan.edghill@hsu.asn.au>

Cc: Josh Howarth <josh.howarth@hsu.asn.au>; Virginia Cater <Virginia.Cater@health.nsw.gov.au>

Subject: RE: SNSWLHD restructure consultation

Hi Brendan

Thank you for your email of 29 November. I have now considered the proposal you have outlined.

The LHD will support the nominated HSU members for Allied Health, Medical Imaging and Pharmacy to participate in working parties however for practical reasons I support staff being released for a whole day session in December as opposed to a series of three half days and request that this is to be held prior to 12 December 2019. We intend to conclude consultation by the end of December given that the proposals have been available since May and with further detail since August and as discussed this approach could have been proposed any time after that.

I am agreeable to each member receiving up to one day's ordinary pay for attending the working party.

Given that the LHD has already received significant feedback of over 700 items, I would request that at the conclusion of the working party you forward ideas to help

finalise the structure. I am very keen to receive alternate suggestions, improvements and solutions from the member's perspective.

In regards to the general group proposed, without specific detail of who you wish to release and for how long I cannot comment about whether this can be supported by the service. I would be willing to support a meeting to occur on a single day as long as it can be concluded and information provided to the LHD in December.

The working parties arranged by the LHD will also take place following the HSU sessions.

Thanks again for your assistance in progressing to provide a good structure that gives certainty to our workforce in a timely way.

Regards
Jude

Jude Constable

Acting Chief Executive | **Southern NSW Local Health District**

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www.snswlhd.health.nsw.gov.au

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From: Jude Constable

Sent: Friday, 29 November 2019 7:38 PM

To: Brendan Edghill <brendan.edghill@hsu.asn.au>

Cc: Josh Howarth <josh.howarth@hsu.asn.au>

Subject: Re: SNSWLHD restructure consultation

Hi Brendan

Just to acknowledge I have received this thank you.

We will be in touch early next week when we have reviewed.

Regards

Jude

On 29 Nov 2019, at 5:04 pm, Brendan Edghill

<brendan.edghill@hsu.asn.au> wrote:

Dear Jude

Thank you for your email below.

I understand from that email, and from your response, that the LHD

proposes both to allow the working parties proposed by the HSU and those proposed by the LHD to be convened and provide feedback. The HSU does not object to that approach.

In terms of the working parties that the HSU seeks, I undertook to advise:

- 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.

In relation to timeline, we propose the following:

- That one meeting be held for the working groups in December with sufficient notice for attendees (such as during the week beginning 9 December);
- That a second meeting be held in the second half of January 2020 when attendees have returned from leave;
- That a third meeting be held in February 2020; and
- That working parties, may propose further meetings if they believe such meetings are necessary.

In relation to how long we request for people to be released for, we ask that people be released with sufficient time for them to travel in work hours and attend a meeting for 4 hours for each meeting.

In relation to proposed attendees, please see the list attached. You will notice that the list is divided into four groups – Allied Health, Medical Imaging, Pharmacy, and General. I note that we also anticipate that nominating two people from Finance for the General group (unfortunately, due to some confusion within that group of members we have been unable to confirm nominees within the requested time frame).

Please do not hesitate to contact me to discuss.

We look forward to your response.

Regards
Brendan

From: Jude Constable <Jude.Constable@health.nsw.gov.au>

Sent: Wednesday, 27 November 2019 8:10 PM

To: Brendan Edghill <brendan.edghill@hsu.asn.au>

Subject: RE: SNSWLHD restructure consultation

Hi Brendan

Thank you for your call this afternoon and as discussed I agree that the working groups that were proposed to proceed tomorrow will not occur as planned.

However I note that our discussion has occurred after hours and staff may well be travelling before reviewing any email notice that the meetings will not be proceeding.

In this case it is my view that should staff attend we will not proceed with the planned process but instead allow those staff an opportunity to provide comment on the process or terms of reference so that their time in attending is not wasted. I reiterate we will make every effort to make people aware of the postponement.

A further point of clarification is in regard to the working parties. My understanding from our discussion and your communications is that you are seeking an opportunity for HSU members only to review the proposals and identify any questions and provide feedback in work time. It is this detail you will be providing by COB Friday 29 November. I would be happy to review that information as received.

The working parties as proposed by the LHD are intended to be a collaborative process with the executive, staff and HSU members to identify options for consideration by myself as the acting CE for each of the speciality groups. I consider this process will still be necessary and reiterate we would welcome your nominations for people to be involved.

Both of these processes can occur and feedback from each will be considered in my final determinations.

The LHD remains committed to consulting actively with all stakeholders including the industrial organisations and welcome your assistance in progressing to provide a good structure that gives certainty to our workforce in a timely way.

Thanks Jude

Jude Constable

Acting Chief Executive | **Southern NSW Local Health District**

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jude.constable@health.nsw.gov.au

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From: Brendan Edghill [<mailto:brendan.edghill@hsu.asn.au>]
Sent: Wednesday, 27 November 2019 5:35 PM
To: Jude Constable <Jude.Constable@health.nsw.gov.au>
Subject: SNSWLHD restructure consultation

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.

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