

SNSWLHD Restructure Update

Dear Member,

Yesterday, 9 December 2019, HSU representatives wrote to the LHD again to set out our position in relation to the formation of HSU working parties.

In that correspondence, we stated:

1. We could not give a commitment to conclude HSU working parties by 6 January. For the working parties to be successful, they need to be given an opportunity to ask questions and make proposals, and to have those questions and proposals responded to. We can't guarantee that will be done by 6 January (partly because we do not know how long it will take the LHD to respond to the working parties);
2. We agree to HSU working parties having their first meeting in December – so long as people are given enough notice; and
3. We want a 4th working party group to be set up, for people outside of the Allied Health, Medical Imaging and Pharmacy groups.

A copy of that correspondence is attached.

We will let you know what response is received. In the meantime, keep emailing any comments or feedback to snswrestructure@hsu.asn.au.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD

From: [Brendan Edghill](#)
To: [Jude Constable](#)
Cc: [Josh Howarth](#); [Virginia Cater](#)
Subject: RE: SNSWLHD restructure consultation
Date: Monday, 9 December 2019 4:42:00 PM

Dear Jude

Thank you for your email. I have endeavoured to consult with members since receiving your email on Friday morning.

In response to your email:

1. The HSU cannot commit to concluding HSU working parties and providing final responses/positions by 6 January 2020. Our goal is not to cause delay, but we do not see how we can reasonably be expected to keep to such a time frame in the circumstances. The length of time in which the HSU working parties can be concluded will depend on matters outside of our control. As we have said throughout our discussions, 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. We cannot commit to concluding by 6 January when we don't know what the working parties will seek or propose, or when responses will be provided by the LHD. We also note that a number of staff will be on leave in early January.
2. We appreciate that the LHD wants to start the HSU working parties and so, as previously advised, we agree to a meeting being held in December. We have previously proposed 18 December. If this is agreed and notice is given soon, we still think this is achievable.
3. We also seek that a 'general' working party be set up outside of the three groups identified in your email below. I have an additional name to add to the list for that group previously advised. I will provide that name in a separate email.

As I hope is apparent from my email, our members genuinely want to engage with the LHD over the restructure. We think the best thing to do now is to start that process with the convening of the December meeting. Once that meeting has been held, and the requests or proposals of the working parties are known, both the Union and the LHD will be in a better position to make informed decisions about how to continue consultation in the most effective way.

Please feel free to call me to discuss this matter.

Regards
Brendan

From: Jude Constable <Jude.Constable@health.nsw.gov.au>
Sent: Friday, 6 December 2019 5:47 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

Dear Brendan

We acknowledge that the timing for the LHD working party process is now constricted due to the multiple postponements whilst we have been seeking to reach agreement with yourselves about the process. We did give an undertaking to our staff that we would do everything possible to finalise the structure prior to the Christmas break, and we have tried to honour that undertaking.

However, in the interests of allowing both staff and members adequate time to organise attendance at relevant meetings may I suggest the following as a means of meeting both our objectives:

1. The HSU to conduct two meetings with staff of four hours each, with the outcomes to be provided to the LHD for consideration in the week commencing 6th January 2020.
2. The LHD will diarise a series of no more than 3 working party meetings for each of the areas of Allied Health, Medical Imaging and Pharmacy, to commence on a weekly basis from week commencing 13th January 2020, acknowledging that once the outcomes from the HSU process are considered, there may be fewer items outstanding for discussion and three meetings may not be necessary.
3. The LHD will communicate with staff prior to the Christmas Break to advise them of the HSU process and timeframes, and the LHD process and timeframes, which should provide sufficient notice to all to allow arrangements for attendance to be made.

In order for this to occur we do require from the HSU confirmation of the dates that the HSU meetings will take place and an undertaking that the outcomes can be provided to the LHD in the week of the 6th January. I would ask that you confirm this by no later than close of business Monday 9th December if possible.

It is possible that the LHD will have finalised some aspects of the structure unrelated to these areas identified for working parties in clinical operations prior to the Christmas period and if we are able to complete this we will be advising staff. As you will understand if there are some areas where we can provide certainty we are very keen to do so.

Regards Jude

Jude Constable

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

Peppertree Lodge, PO Box 1845, QUEANBEYAN NSW 2620

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From: Brendan Edghill [<mailto:brendan.edghill@hsu.asn.au>]

Sent: Thursday, 5 December 2019 1:28 PM

To: Jude Constable <Jude.Constable@health.nsw.gov.au>
Cc: Josh Howarth <josh.howarth@hsu.asn.au>; Virginia Cater <Virginia.Cater@health.nsw.gov.au>
Subject: RE: SNSWLHD restructure consultation

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

Senior Industrial Officer

Health Services Union

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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

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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

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as the First People of this country, and pay respect to their Elders past, present and future.

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