

Mr Gerard Hayes
Secretary
Health Services Union NSW
Locked Bag 3, Australia Square NSW 1215

secretary@hsu.asn.au

Reorganisation within the People and Culture Directorate - Consultation

Dear Mr Hayes

I am writing to inform you about an upcoming proposed reorganisation within the People and Culture Directorate at Northern Sydney Local Health District (NSLHD). This strategic realignment aims to enhance the integration of our current services, ensuring a comprehensive approach to supporting staff wellbeing, managing workplace safety, and improving the overall employee experience. This reorganisation aligns with NSLHD's commitment to fostering a safe, supportive, and productive environment for all staff.

The reorganisation will unite the Psychological Health and Safety, Employee Experience, and Violence Prevention Management functions under the leadership of a Director of Employee Experience and Wellbeing (HM5). The Director will serve as the primary point for coordinating and enhancing these critical functions, including managing our outsourced Employee Assistance Program (EAP) services. This reorganisation will ensure sustainability and effectiveness across these essential areas, fostering a safer and more supportive workplace environment for all employees.

Psychological Wellbeing and Safety

NSLHD has established a permanent role for our Psychological Health and Safety Framework Project Lead (HM3) to sustain the progress made under this dedicated project. This initiative has advanced NSLHD's ability to assess and mitigate psychosocial risks, and its integration into existing safety management systems will strengthen our legal obligations in managing psychological safety. This position will continue the development of psychosocial risk assessment tools and delivery of targeted education programs to NSLHD employees.

Employee Experience

As part of our People Plan through to 2027, we will continue to implement our Employee Value Proposition (EVP). The HSM3 lead for Employee Experience will drive the evolution of our EVP,

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ensuring a seamless journey for employees from recruitment to offboarding, aligned with wellbeing initiatives and safety frameworks.

Violence Prevention and Management

To enhance our approach to violence prevention, we propose establishing a new HM3 Manager of VPM role. This position will be responsible for leading the VPM training team, overseeing policy adherence, consulting on local risk management, and promoting consistent risk assessment practices. This position to drive continuous improvement in training, risk assessment, and policy application in line with NSW Health guidelines.

Consultation

NSLHD acknowledges its obligations under clause 35 of the Health Employees' Conditions of Employment (State) Award 2023. This clause mandates any proposal to reorganise a department or service significantly affecting employees covered by the HSU and that we undergo genuine consultation with the HSU. We are committed to adhering to this requirement and ensuring transparent and collaborative discussions throughout this process. We welcome your feedback and any input the HSU may wish to provide regarding this matter.

This reorganisation seeks to create 1x new permanent HM3 position (Manager Violence Prevention and Management). No positions covered by HSU Awards will be deleted, nor will any classification or grading be reduced because of this reorganisation.

We will open consultation for a period of 2 weeks from the date of this letter. We look forward to continued collaboration with the HSU as we implement these changes.

Attached is the current and proposed Organisation Charts for your review.

If you require any further information or assistance on this matter, please do not hesitate to contact me via phone on 0476 838 910 or by email at Paula.Williscroft@health.nsw.gov.au.

Warm regards,



Paula Williscroft
Executive Director People and Culture
Northern Sydney Local Health District

Date: 2 December 2024

Encl. Proposed Organisational Chart

Cc Matt Byrne, Director Policy, Planning & Industrial Relations