

Northern NSW  
Local Health District  
Community and Allied Health

12<sup>th</sup> December 2024

Gerard Hayes  
Secretary  
Health Service Union

E: [Secretary@hsu.asn.au](mailto:Secretary@hsu.asn.au)

CC: [michael.kearns@hsu.asn.au](mailto:michael.kearns@hsu.asn.au)

Dear Mr Hayes

Re: Proposed Changes to Allied Health, Rehabilitation Services, Northern NSW Local Health Service

Dear Mr Hayes

I write regarding the commencement of consultations with the allied health staff of the rehabilitation service and the proposed changes to the structure for their management. In reference to the information in this letter, I would like to provide clarity on the management structure of rehabilitation services.

There are three inpatient rehabilitation services in Northern NSW Local Health District at Ballina, Maclean and Murwillumbah. Overall management of the inpatient rehabilitation services is provided by the Nurse Unit Manager of each unit. The Nurse Unit Manager reports for the Director of Nursing/ Executive Director of Nursing at the particular site. The allied health staff in these units are managed by the Manager, Rehabilitation Services, who reports to the Manager, Aged Care Rehabilitation and Chronic Disease. The Manager Aged Care Rehabilitation and Chronic Disease reports to the General Manager, Community and Allied Health.

In addition to the inpatient rehabilitation services, Community and Allied Health also manages a range of allied health professionals in community-based rehabilitation services. This includes the Richmond Day Therapy Service, and the Richmond Home Based Rehabilitation Service. Both of these services are based at the Carroll Centre at St Vincent's Hospital, Lismore. These two services are also managed by the Manager, Rehabilitation Services. Some of the staff employed in these services are the sole member of their profession in that service. This can lead to professional isolation and a lack of professional support and governance.

**Northern NSW Local Health District**

ABN :67 284 856 520

Head Office: Crawford House, Hunter Street LISMORE NSW 2480

All Correspondence: LMB 11, LISMORE NSW 2480

Tel : 02 6620 2100 Fax : 02 6620 2166

Website : [www.ncahs.health.nsw.gov.au](http://www.ncahs.health.nsw.gov.au)

To provide improved professional and clinical support, and clinical oversight, the Northern NSW Local Health District proposes to amalgamate the services and staff of the above-mentioned rehabilitation services create a critical mass within professions. To achieve this, the district proposes to create Heads of Departments for Physiotherapy, Occupational Therapy, Speech Pathology and Social Work, with these roles having responsibility across the Richmond and Clarence areas. These roles will provide operational management and support of staff and facilitate professional governance processes such as supervision. The Manager Rehabilitation will work with the HODs to ensure that the amalgamation will not affect the unique focus and characteristics of each service.

In the implementation of these proposed changes, there will be no affected employees as the positions that are being changed are currently vacant. The employees that have been acting in these roles will be actively encouraged and supported to apply for these roles.

The vacant Heads of Department, Level 4 Physiotherapy and Occupational Therapy positions at the Ballina Rehabilitation Unit are proposed to be regraded to a Head of Department, Level 5. The vacant Level 3 Speech Pathology position at Ballina Rehabilitation Unit will also be regraded to become a Head of Department, Level 4. Similarly current vacancies in Social Work at the Day Therapy Service provides the opportunity for the creation of a level 4 Social Work Head of Department. It is proposed that the management of the Allied Health Assistants will be discussed as part of the consultation.

The benefits of the proposed restructure are.

- Improved professional support
- Improved professional governance
- Flexibility of staffing
- Reduced professional isolation

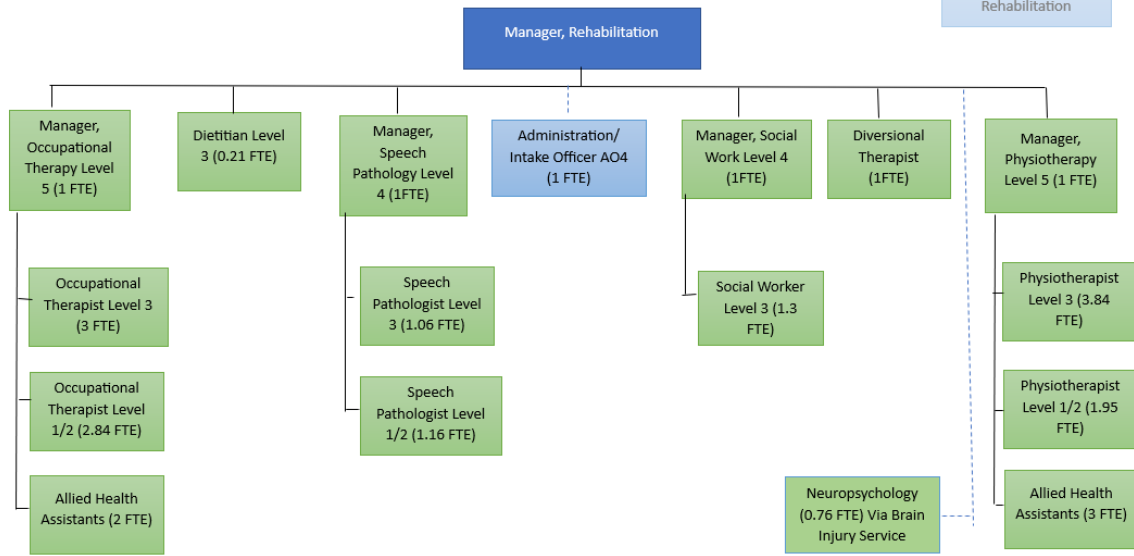
I have included the proposed organisational chart for your information at the end of this document. We are commencing discussions with the staff the week of the 9<sup>th</sup> of December 2024 and we intend to continue the consultation into January and February 2025. Staff will have time to review the proposed changes, provide feedback and reconvene with us to further discuss these changes.

If you have any concerns, please do not hesitate to contact me. Ms Lisa Beasley, General Manager, Community and Allied Health at [lisa.beasley@health.nsw.gov.au](mailto:lisa.beasley@health.nsw.gov.au) or on 0429303710. We would be happy to meet with you to discuss this with you.

Yours sincerely

Lisa Beasley  
General Manager  
Community and Allied Health  
NNSWLHD

Community and Allied Health  
 Proposed Structure Clarence Richmond Rehabilitation Services



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