



**PRIVATE AND CONFIDENTIAL**

10 February 2022

Mr Gerrard Hayes  
Health Services Union (NSW)  
Level 2, 109 Pitt Street  
Sydney NSW 2000

Sent via email: [info@hsu.asn.au](mailto:info@hsu.asn.au)

Dear Mr Hayes,

**Re: Structural Changes to the line management of Newcastle based Drug and Alcohol Clinical Services teams**

I write to you in relation to the above. An analysis of the reporting structures within Drug and Alcohol Clinical Services (DACS) teams based in Newcastle identified opportunities for realignment of particular reporting lines. It was determined the current structure created unnecessary complexities and imbalances that needed to be realigned to meet service needs and expectations.

In addition, the relocation of several services to the James Fletcher Campus during 2021 has provided an opportunity to reconsider the management of the services in the interests of aligning services with a related clinical focus for improved coherence in terms of client and staff satisfaction and accountability.

I am writing to advise you of the proposed amendments to the structure. Please see below tables outlining current and proposed reporting lines. Please note there is no change to employment classifications or conditions, only a change in reporting lines.

The process we have undertaken to arrive at this position has included consultation with the affected managers, internal DACS executive review and approval and Hunter New England Executive review and approval. Two staff consultation sessions seeking feedback are planned for 10<sup>th</sup> and 24<sup>th</sup> February 2022.

Please find the current and proposed reporting lines on the following page for your consideration.

Yours sincerely,

**Julie Carnell** Acting District Manager – Drug and Alcohol Services  
on behalf

**Graeme Kershaw**  
General Manager – Drug and Alcohol Clinical Services

cc. Jessica Clark – HR Consultant

**Table 1: Current, Manager and Reporting Situation**

Manager	Team name
Health Manager 2	Magistrates Early Referral Into Treatment (MERIT)
	Southern Community Counsellors
	Stimulant Treatment Team (STP)
	Newcastle Cannabis Clinic (CC)
Health Manager 2	Youth Drug and Alcohol Clinical Services (YDACS)
	Keep Them Safe Whole Family Team (WFT – DACS)
Health Manager 2	Hunter Drug Court (HDC)
	Assertive Community Management (ACM)
	Substance Use in Pregnancy and Parenting (SUPPS)
	Consumer Representatives
	Casual employees

**Table 2: Proposed, Manager and Reporting Solution**

Manager	Team name
Health Manager 2	Magistrates Early Referral Into Treatment (MERIT)
	Hunter Drug Court (HDC)
Health Manager 2	Youth Drug and Alcohol Clinical Services (YDACS)
	Keep Them Safe Whole Family Team (WFT – DACS)
	Substance Use in Pregnancy and Parenting (SUPPS)
Health Manager 2	Newcastle Cannabis Clinic (CC)
	Assertive Community Management (ACM)
	Southern Community Counsellors
	Stimulant Treatment Team (STP)
	Consumer Representatives*
	*Casual employees