

Memo

Operations Directorate

SDOC 24/12105

TO: All staff – SNSWLHD

FROM: Fiona Renshaw, Executive Director Operations, SNSWLHD

DATE: 31 October 2024

SUBJECT: SNSWLHD Proposed Operations Restructure

Dear staff,

I am writing to you regarding a proposal to restructure the Southern NSW Local Health District (SNSWLHD) Operations and Integrated Care and Allied Health Directorate to implement a structure that brings together acute and community services under a single directorate model to improve the quality consistency, and equity of our health care systems to deliver strengthened functions and management structures through consolidation of services.

This will support prioritisation of working together across the whole of the system to make care seamless and accessible; realigning services to support greater effectiveness to enhance capacity; and to support sustainable service delivery models. The District will achieve this by thinking and working differently, committing to building capability and capacity across all care settings. This will support a high performing, whole of district team that operates ‘Together as One’.

This is a proposal. No decision has been made. I am inviting feedback on the proposal. I will consider all feedback before making a decision and will then advise of the decision made.

The Health Service Union and NSW Nurses and Midwives Association will also be provided with this information.

Please find attached the Operations Restructure consultation document which outlines why the proposal is being made and the impact to staffing, including changes to positions and reporting lines and the proposed organisation structure.

Copy of proposed positions descriptions (PD’s) is also attached.

Any staff member affected by these proposed changes will be managed in line with NSW Health Policy Directive: PD2012_021 Managing Excess Staff of the NSW Health Service.

Where new positions are advertised, internal staff would be able to apply.

How do staff provide feedback on the proposal?

1. Attend a meeting

I will hold two virtual meetings where there will be an opportunity to ask questions and provide feedback on the proposal. Meetings will be held:

Date	Time	Location
5 November 2024	12:00pm – 1:00pm	<u>Virtual Consultation Meeting 1</u>
13 November 2024	12:00pm – 1:00pm	<u>Virtual Consultation Meeting 2</u>

If staff are not rostered on duty at the time of the meeting, you will be paid 1 hour as Time in Lieu if you choose to attend. This will be reflected in Health Roster.

2. Provide written feedback

If you would like to provide written feedback on this proposal, please email myself, Fiona Renshaw, Executive Director Operations via SNSWLHD-EDO@health.nsw.gov.au by 5:00pm, 28 November 2024.

I look forward to your feedback and will provide a response to feedback and decision by 12 December 2024.

Sincerely,



Fiona Renshaw

Executive Director Operations, Southern NSW Local Health District