

Mr Gerard Hayes
Secretary
Health Services Union

Via email: secretary@hsu.asn.au

Cc Mark.jay@hsu.asn.au

Dear Mr Hayes

Consultation - Canberra Hospital (CH) Service Management Realignment

In accordance with the communication and consultation provisions of the relevant ACTPS Enterprise Agreements, proposals to introduce change within a Directorate will be consulted on with affected employees and their relevant union representatives.

Proposed changes

The consultation paper attached outlines the proposal to implement a management and leadership structure for Canberra Hospital, to optimise clinical and system performance.

The proposal includes the establishment of a co-director model with a Service Director and Medical Director, for the Divisions of Medicine, Surgery, Cancer and Ambulatory Services, Women, Youth and Children, and Rehabilitation, Aged and Community Services.

The proposed structural realignment involves the following specific proposed changes:

- The establishment of five Service Director positions at the Senior Officer Grade A (SOGA) classification, with individual ARInS, or a commensurate employment arrangement, to replace the five existing Executive Director (ED) roles and three existing SOGA Operations Manager positions.
- Establishment of five Medical Director roles, as Co-Directors with the SOGA Service Directors.
- Implementation of a Co-Director Co-operative Governance Agreement, which will outline the accountabilities for individuals in the Co-Director roles.

Implications of the proposed changes



Due to the confidential nature of existing contractual arrangements for those currently in ED roles, the potential impacts regarding the proposed changes to positions are not explicitly outlined in the consultation paper.

For the purposes of the consultation process, the following information is provided, in confidence, to assist the union to understand the potential impacts of this proposal, should the proposal proceed.

It should be emphasised that there is no intention for any individual to be made excess or subsequently redundant, from any of the changes proposed.

Reporting lines for staff who currently report to the three SOGA Operations Manager positions would default to the divisional Service Director position. There remain no anticipated changes to existing Clinical Director roles, beyond a change in reporting through to the General Manager and no anticipated change in Unit Director roles, beyond a change in reporting lines to the Medical Director.

Any other changes to positions that may result from implementation of the proposed changes above, will be consulted on separately. The following tables outline the proposed impact on immediately affected positions.

Executive Director (ED) positions

ED	The current employment status and potential impact on individuals currently undertaking the role
Pos. 1.	Currently undertaking the role as SOGA with short term ARIn. Individual will revert to their substantive position and required to apply for newly created SOGA Service Director position should they wish to be considered for the position.
Pos. 2.	Individual currently on a short term executive contract (expiry prior to 30 September 2024). Individual will revert to their substantive position and required to apply for newly created SOGA Service Director position should they wish to be considered for the newly created Service Director position.
Pos. 3.	Individual currently on a short term executive contract (expiry prior to 30 September 2024). Individual will revert to their substantive position and required to apply for newly created SOGA Service Director position should they wish to be considered for the newly created Service Director position.
Pos. 4.	Individual currently on a short term executive contract (expiry prior to 30 September 2024). Individual will revert to their substantive position and required to apply for newly created SOGA Service Director position should they wish to be considered for the newly created Service Director position.



Pos. 5.	Currently on long term executive contract, expiring December 2028. There is no intention that the individual will be disadvantaged in any way through this process.
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SOG A – Operations Managers

SOGA	Current position status	Comments
Pos. 1.	Vacant	Intention to abolish position
Pos. 2.	Temporarily vacant	Intention to abolish position. Individual who holds this position substantively is currently A/g in an ED role. As the individual's skills are in high demand, it is unlikely that the officer will become identified as a potential or actual excess officer.
Pos. 3.	Permanently filled	Intention to abolish position. As the individual's skills are in high demand, it is unlikely that the officer will become identified as a potential or excess officer.

Consultation and Feedback

If you have any questions regarding the proposal or wish to request a meeting to discuss the proposal in more detail, please make contact via the email below.

The consultation period is open for 14 days, from **28 – 11 June 2024**. Your feedback on the proposal should be provided in writing to: chs.tchgm@act.gov.au .

Yours sincerely,



Lisa Gilmore

General Manager, Canberra Hospital

Canberra Health Services

28 May 2024



Cc:

Encl:

Attachment – Consultation Paper and Attachments

