

Corporate Services Transformation – Agency for Clinical Innovation (ACI)

Review update
15 October 2024



Health

Acknowledgment of Country

We acknowledge the traditional custodians of the land on which 1 Reserve Road is situated: the Cammeraygal (Gammaraygal) people.

We honour the ancestors of yesterday, the custodians of today and those of tomorrow.

We recognise the continuing connection to land and waters, and how culture is held, nurtured and shared.

We pay our respects.

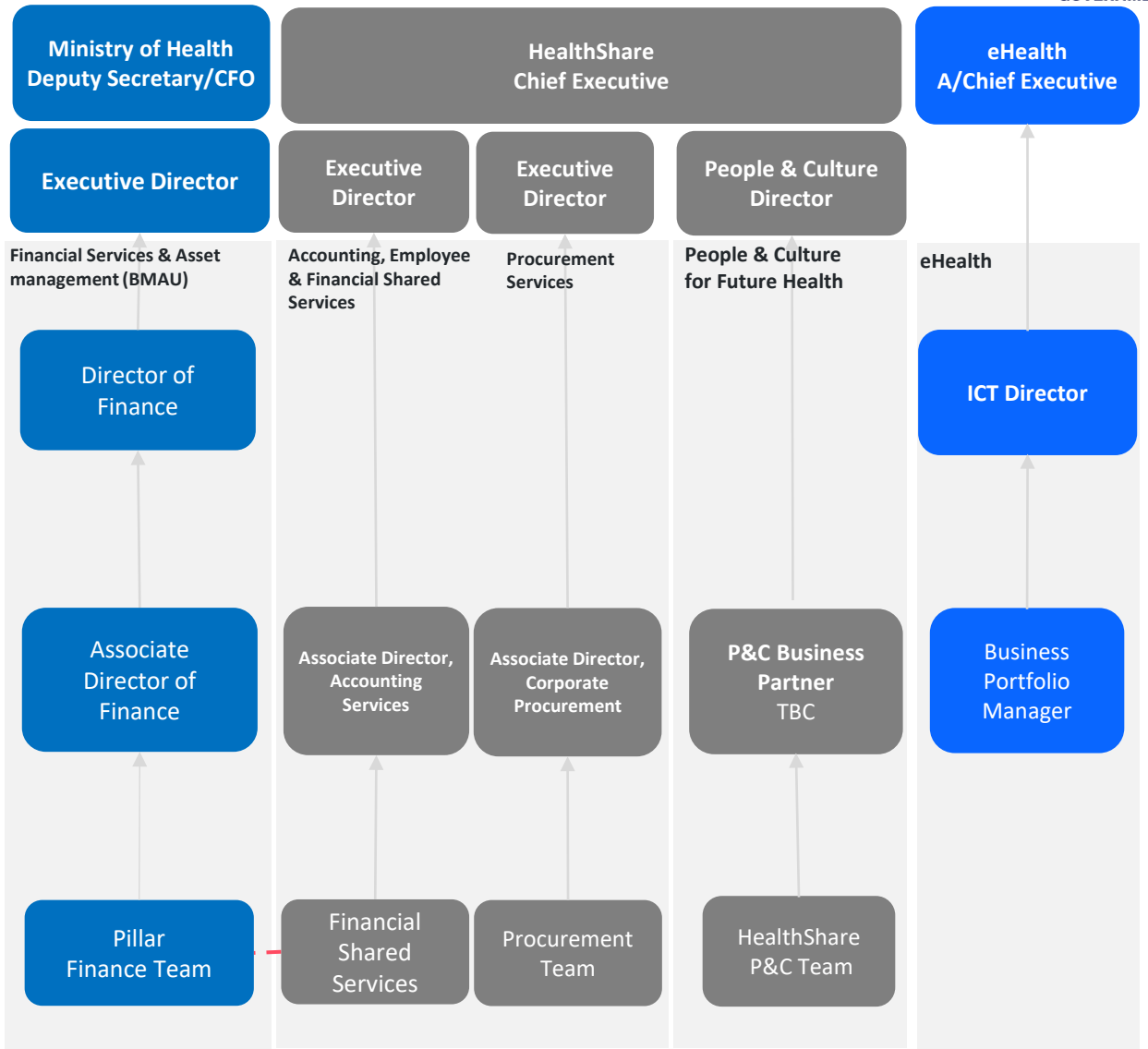
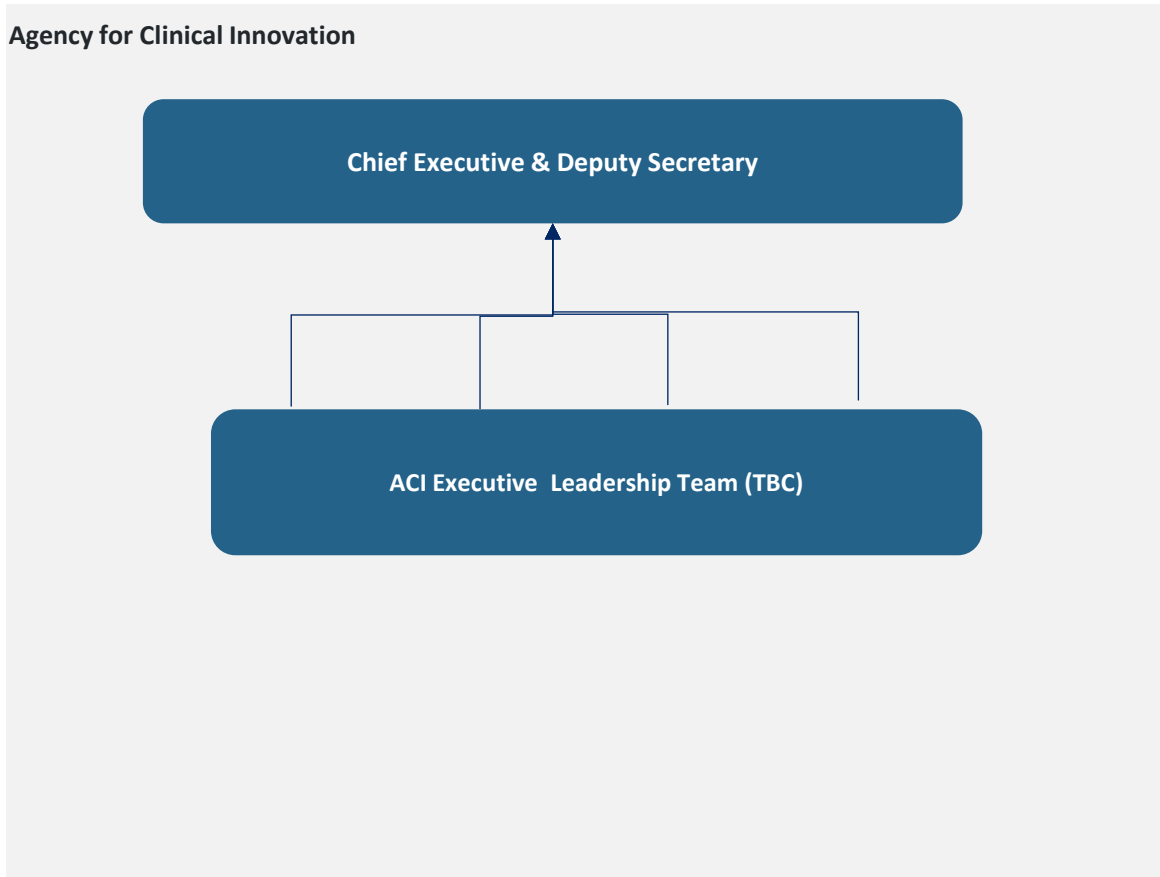


Corporate Services Transformation

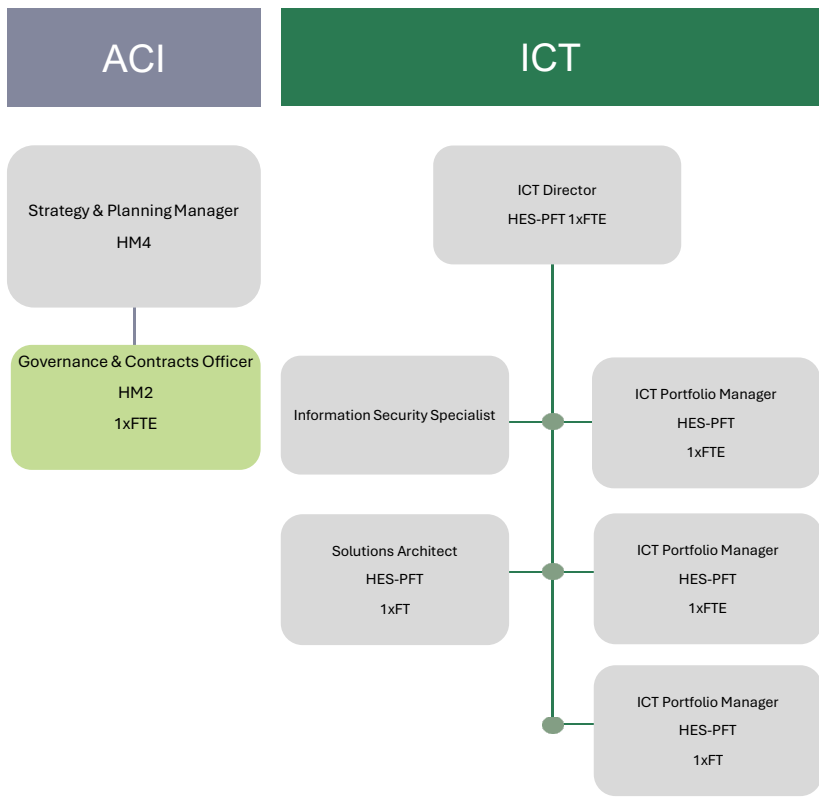
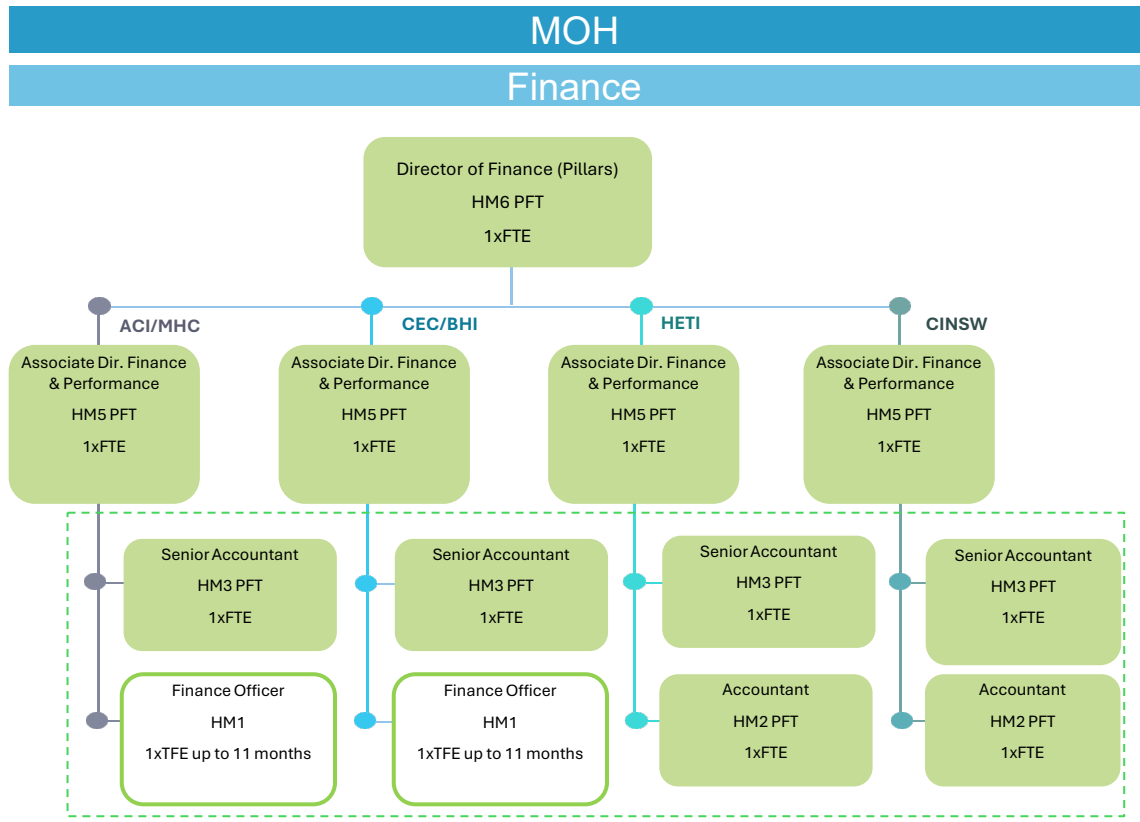


- As announced in April this year, a review has been undertaken with the pillars on our Finance, Procurement and ICT functions to identify opportunities to leverage collaboration and standardisation of processes.
- A new operating model is being proposed to leverage 1RR co-location and resourcing models. This new operating model will enhance current processes and introduce new ways of working to increase collaboration and engagement across all pillar organisations.
- A key feature of the proposed model is the plan to bring together internal departments into a shared services structure for ICT, Finance, and parts of Corporate Services and leverage existing shared services functions across HealthShare NSW
- The new model includes new opportunities and some changes or impacts to existing roles.
- Formal consultation commences today through to the 29th October.
- We look forward to concluding recent changes and partner to embed these new models. This will allow us to focus on our business operations.

Proposed Operating Model - ACI



ACI Organisational Structure



Legend

- Day to day reporting
- Agile Team
- Temporary Role
- New Role
- Change in reporting line
- Minor changes to role
- Existing

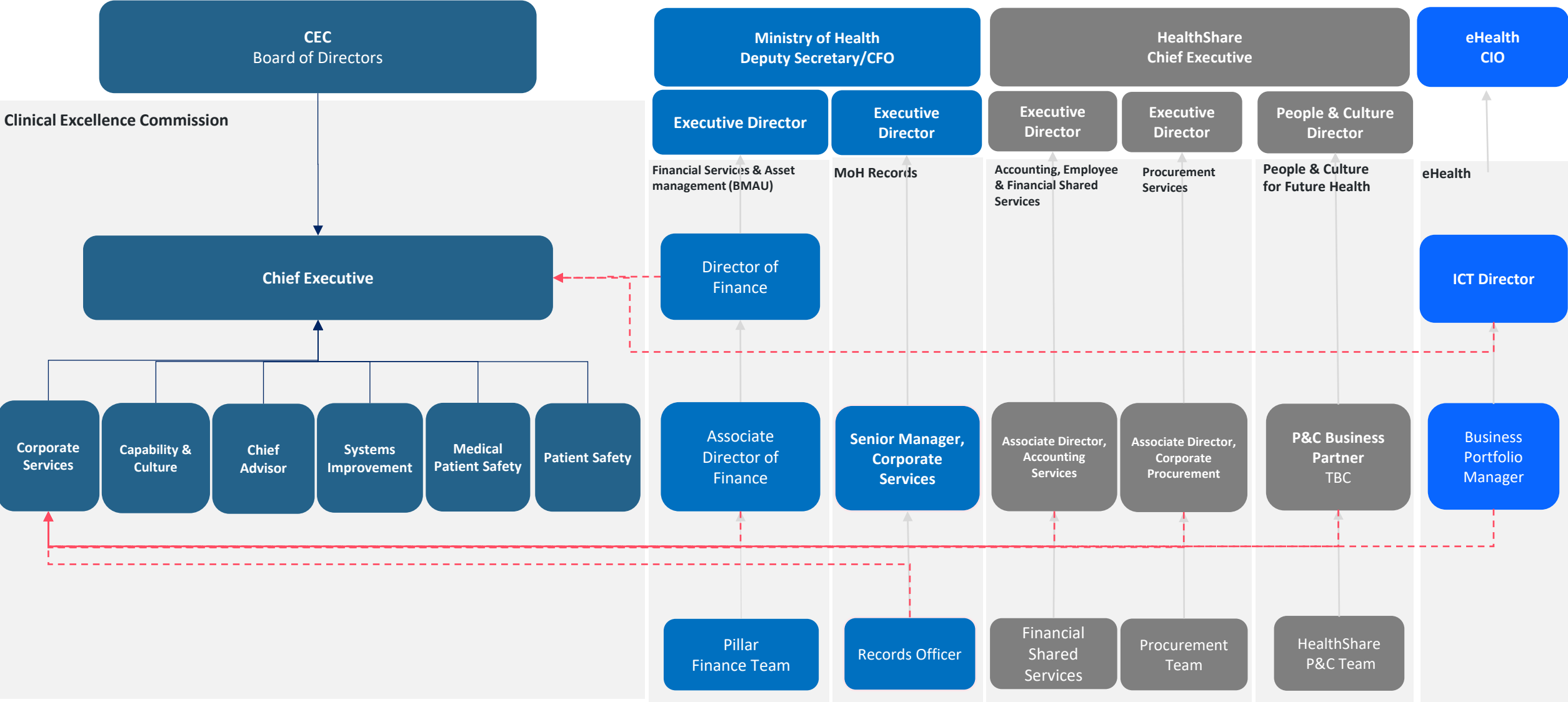
Impacted Roles

Agency for Clinical Innovation (ACI)

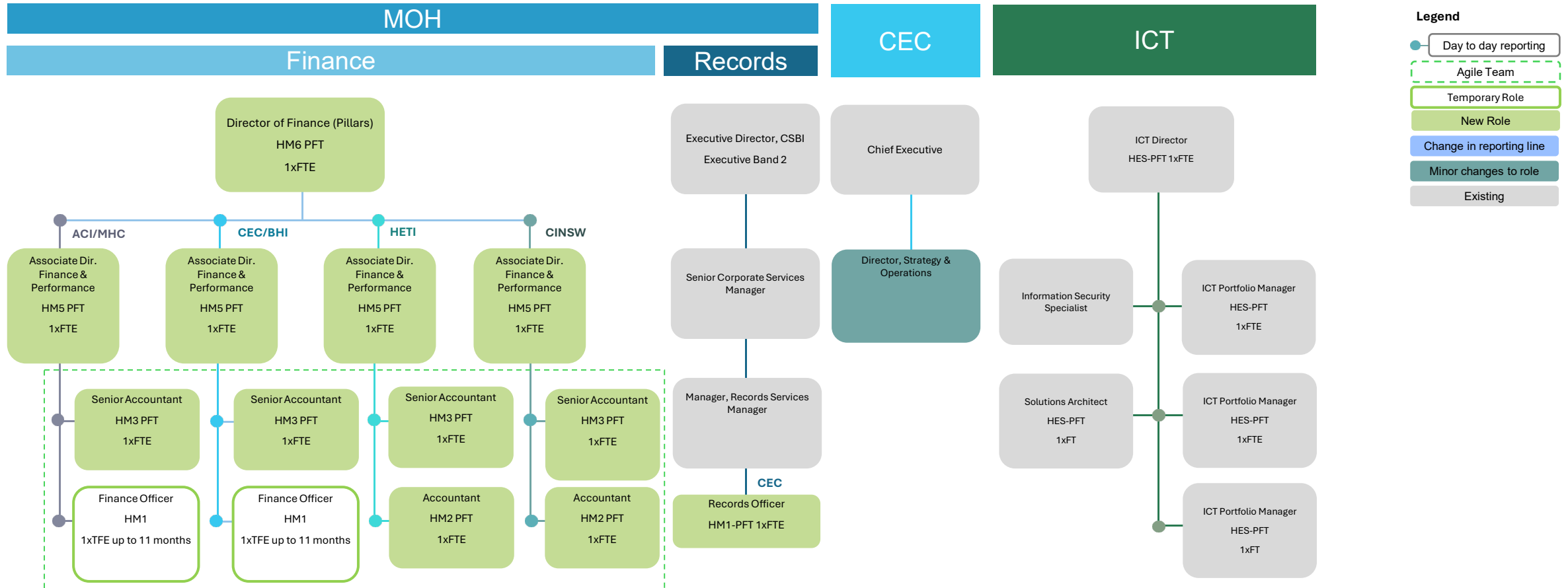


Position Number	Title	Grade	Change Impact
	Finance/Admin Officer	HM1	Affected role
	Financial Accountant	HM2	Affected role
	Management Accountant	HM3	Affected role
	Finance Business Partner	HM2	Affected role
	Information Technology Manager	HM4	Affected role
	Associate Director, Finance and Corporate Affairs	HM5	Affected role

Proposed Operating Model - CEC



CEC Organisational Structure



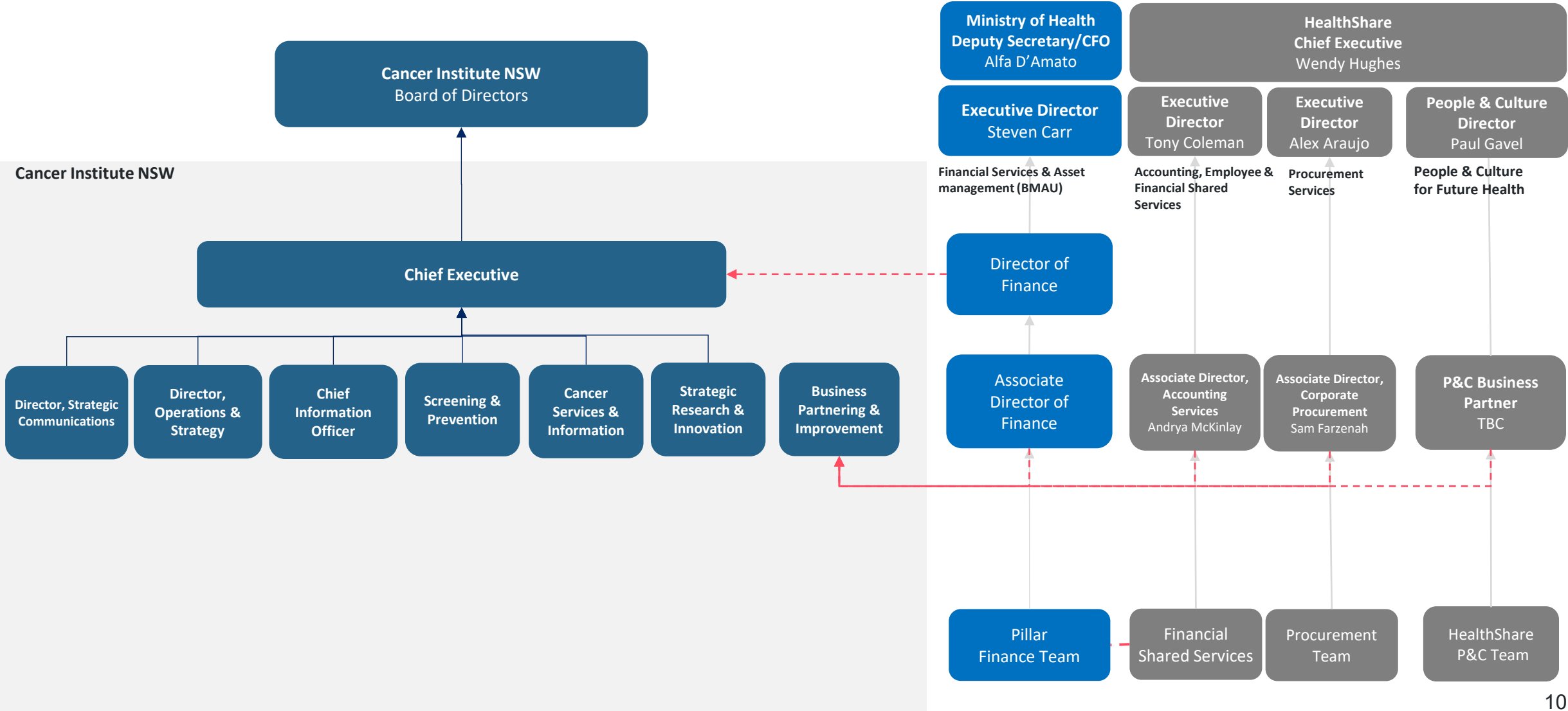
Impacted Roles

Clinical Excellence Commission (CEC)

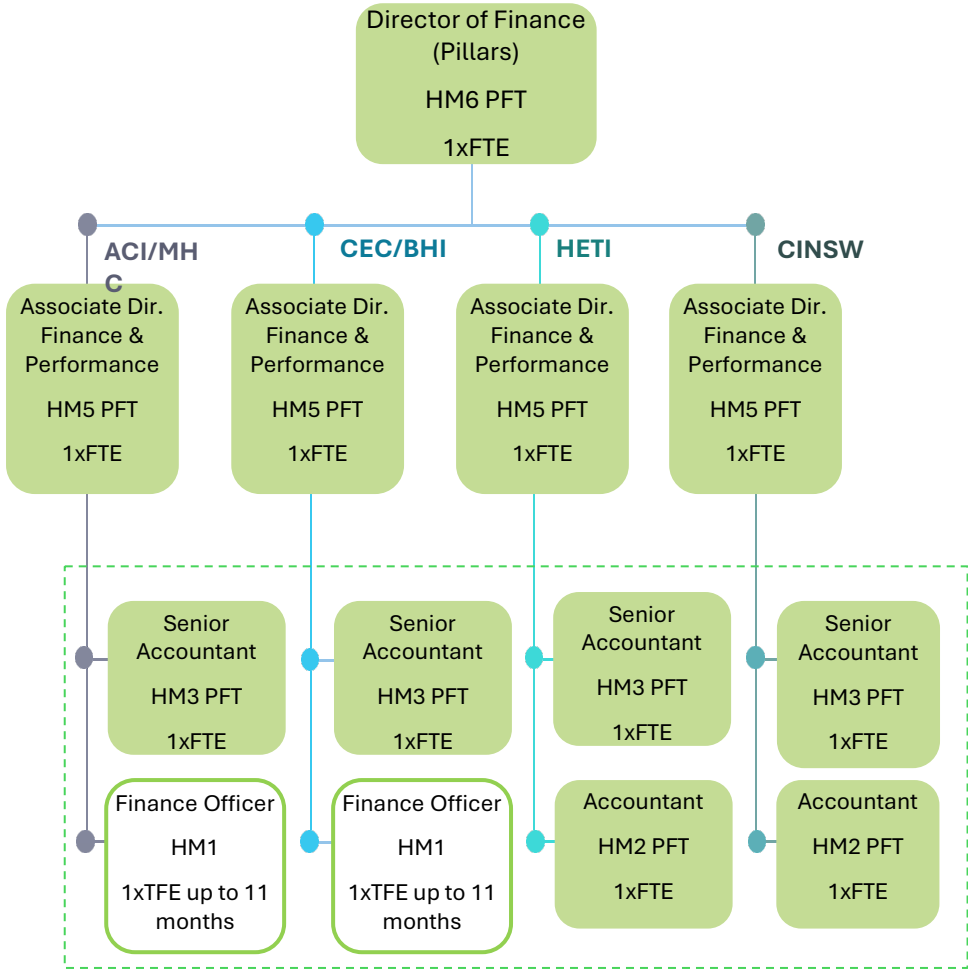


Position Number	Title	Grade	Change Impact
	Project Support Officer (Digital Records Administrator)	HM2	Affected role
	Finance Business Partner	HM2	Affected role
	Associate Director, Finance and Performance	HM5	Affected role
	Director, Information Management	HM6	Affected role

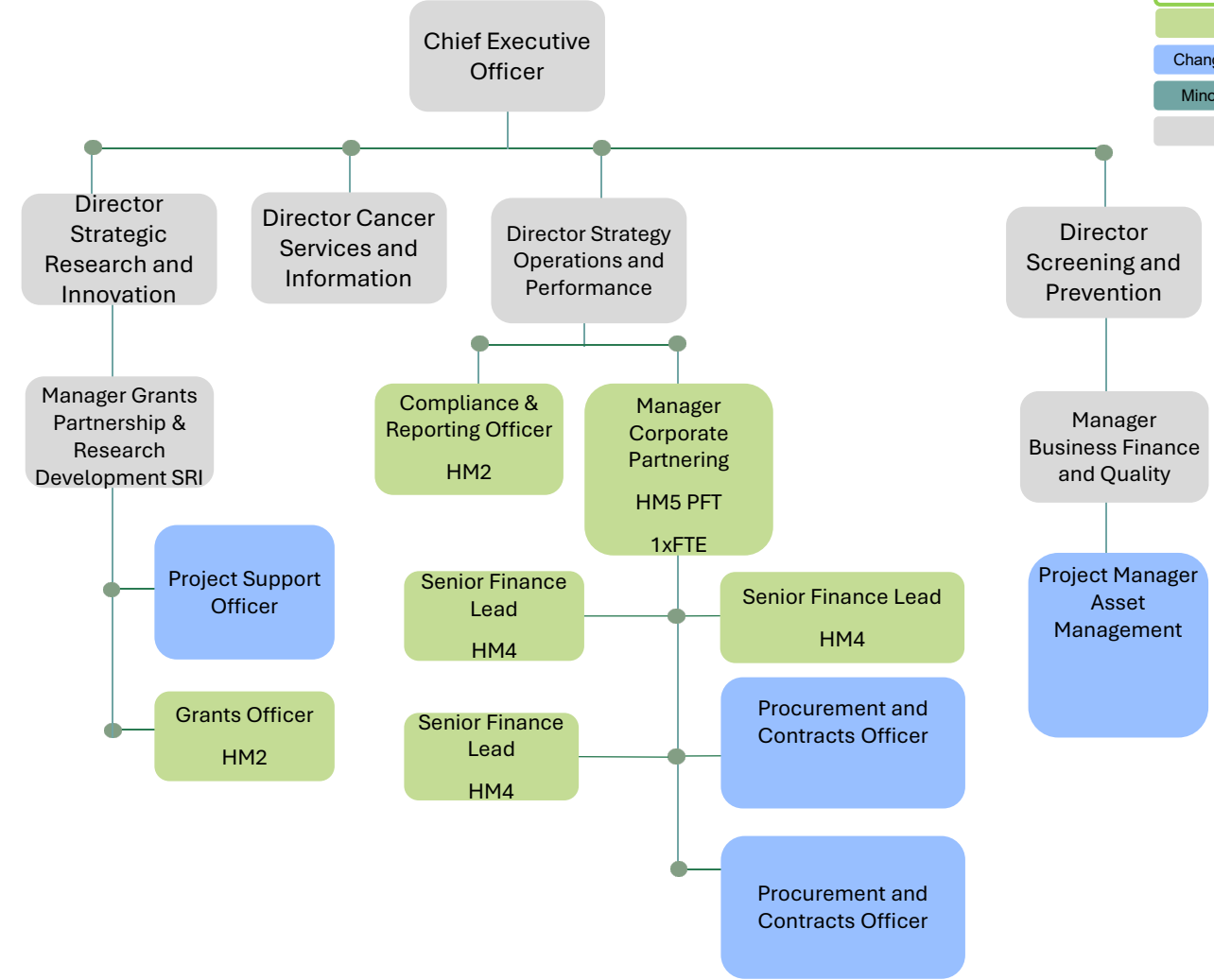
Proposed Operating Model - CINSW



MOH Finance



CINSW



Legend

- Day to day reporting
- Agile Team
- Temporary Role
- New Role
- Change in reporting line
- Minor changes to role
- Existing

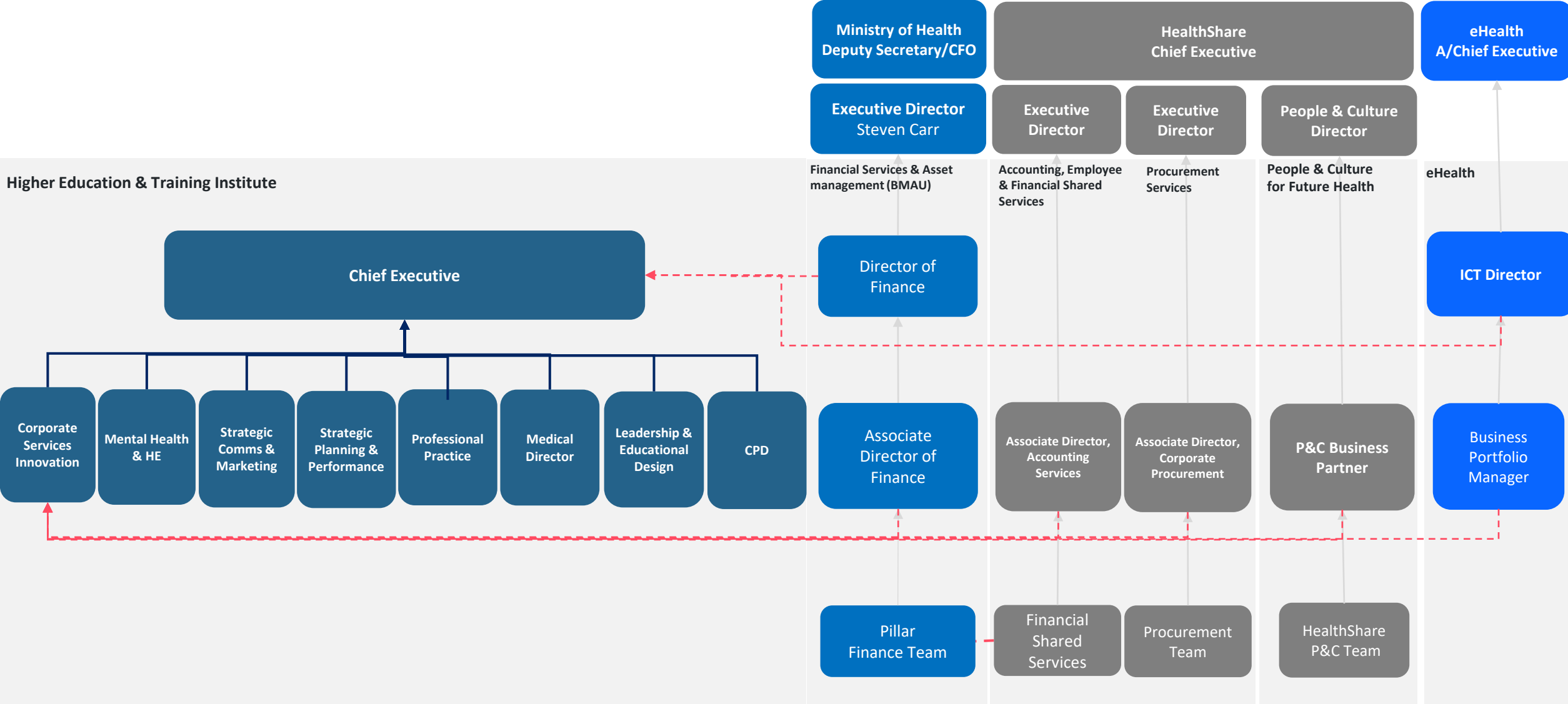
Impacted Roles

Cancer Institute NSW (CINSW)

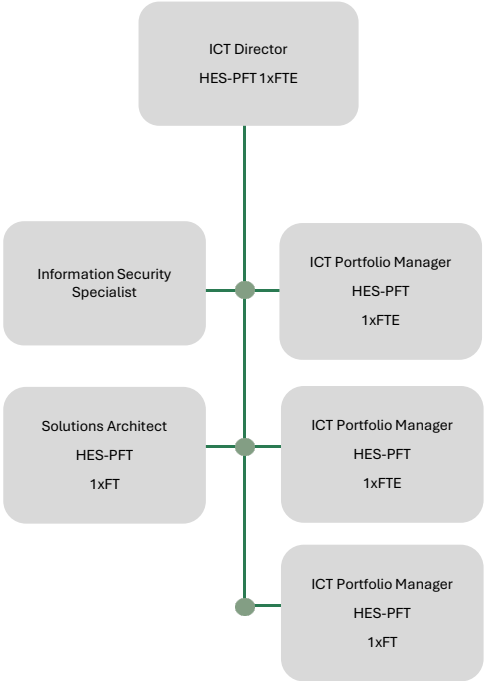
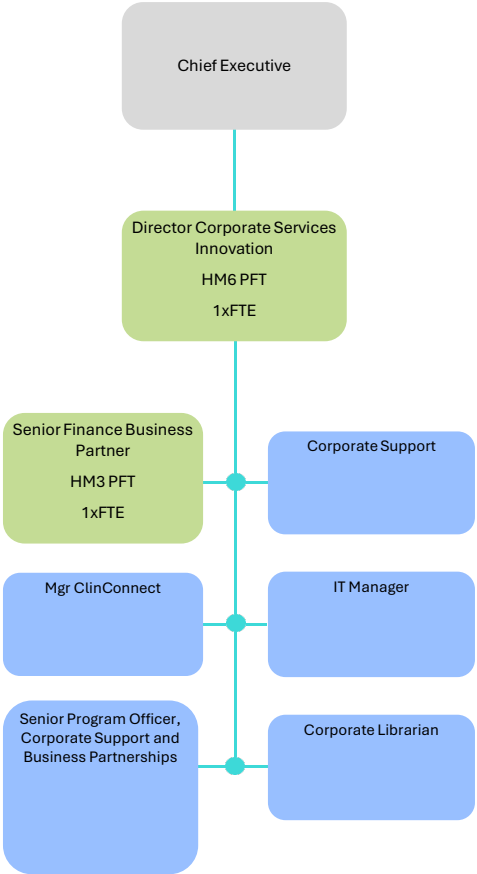
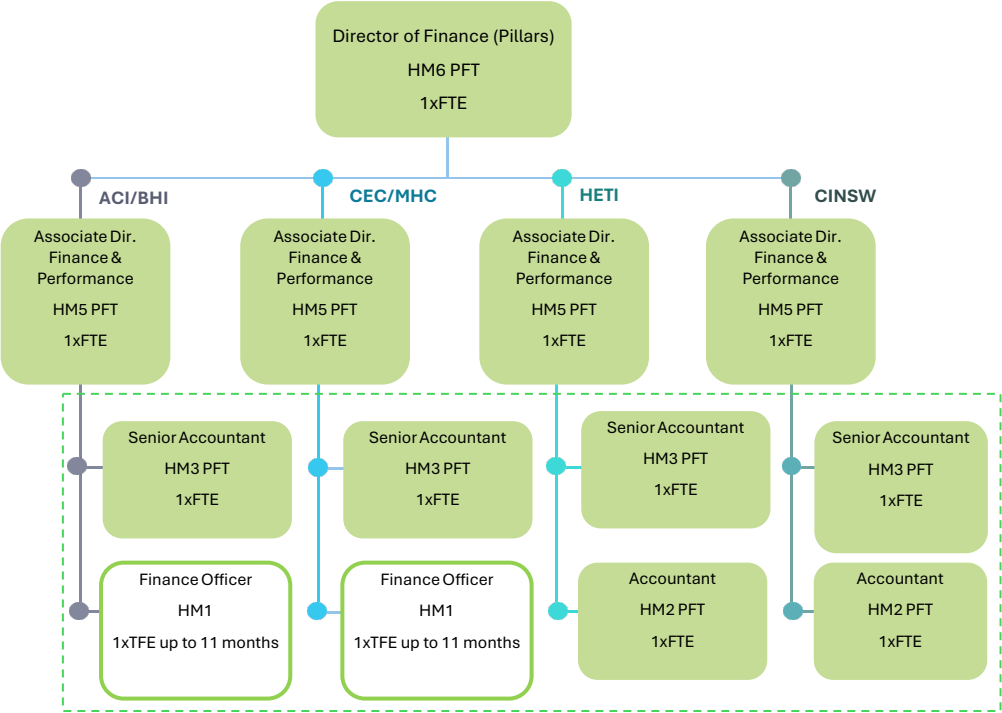
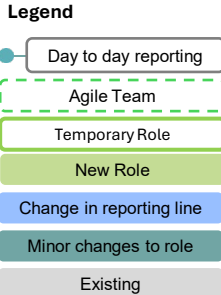


Position Number	Title	Grade	Change Impact
	Financial Controller	HSE1	Affected role
	Director, Operations, Strategy and Performance	HSE	Affected role
	Manager Data Intelligence	HM5	Affected role
	Manager Business, Finance, Quality & Equity	HM5	Affected role
	Project Support Officer	HM1	Change in Reporting Line
	Project Manager – Asset Management	HM3	Change in Reporting Line
	Project Officer	HM2	Change in Reporting Line
	IT Procurement and Contracts Officer	HM2	Change in Reporting Line
	Procurement & Contracts Co-ordinator	HM2	Change in Reporting Line

Proposed Operating Model - HETI



Proposed HETI Organisational Structure



Impacted Roles

Health Education and Training Institute (HETI)



Position Number	Title	Grade	Change Impact
	Director Corporate Support and Business Partnerships.	HES1	Affected role
	Finance Officer	HM1	Affected role
	Corporate Librarian	HM2	Change in Reporting Line
	Senior Finance Business Partner	HM3	Affected role
	Senior Finance Business Partner	HM3	Affected role
	Senior Finance Business Partner	HM3	Affected role

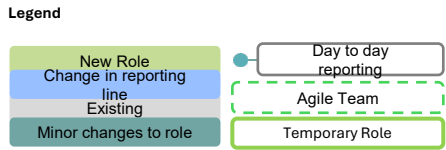
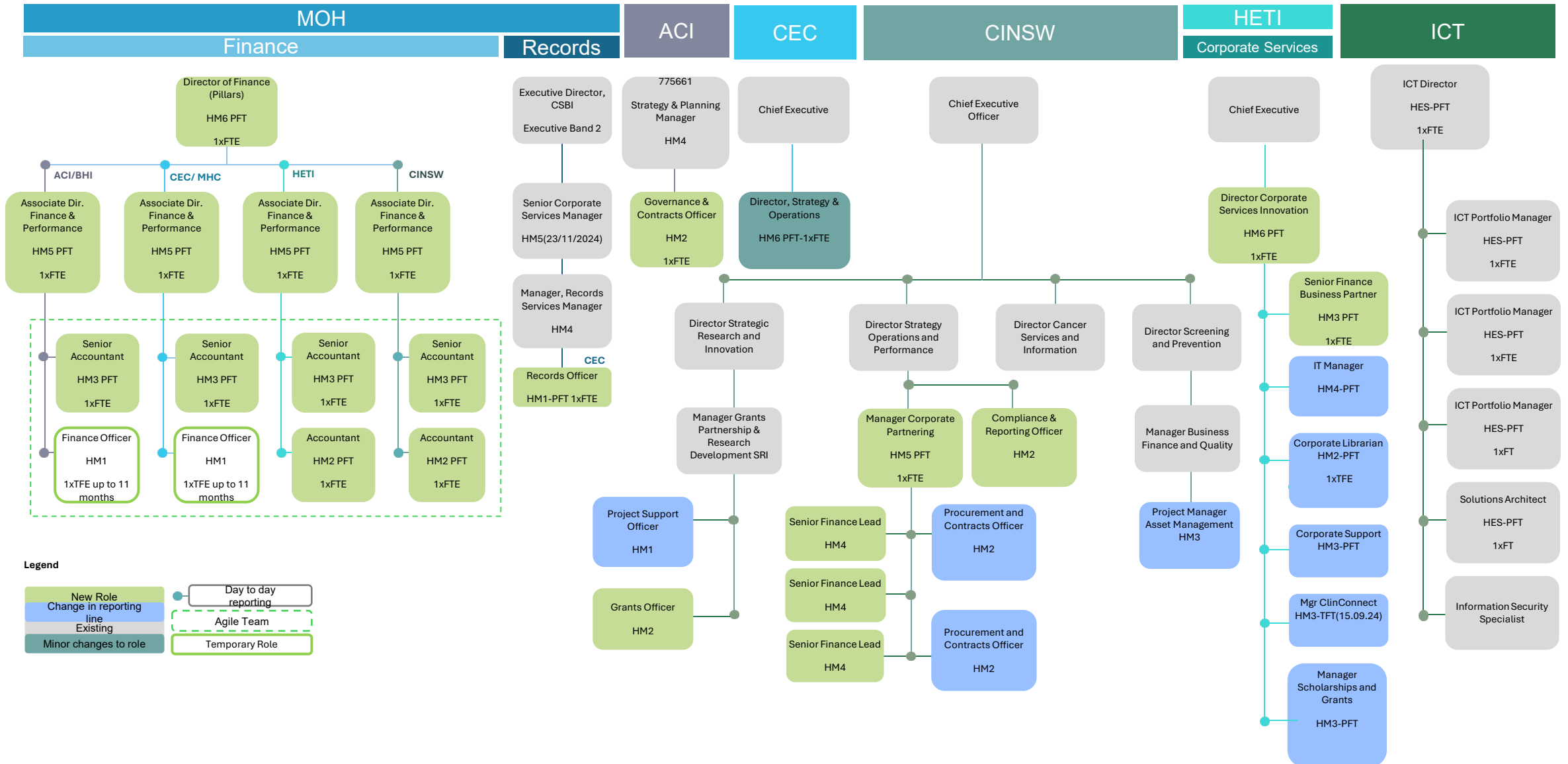
Impacted Roles

Health Education and Training Institute (HETI)



Position Number	Title	Grade	Change Impact
	Manager ClinConnect Program	HM3	Change in Reporting Line
	Corporate Support Officer	HM3	Change in Reporting Line
	Information Technology Manager	HM4	Change in Reporting Line
	Director, Information Systems and Technology Support	HM5	Affected role
	Manager Scholarships and Grants	HM3	Change in Reporting Line

Proposed Corporate Services Transformation – Pillars Organisational Structure



Newly Created Roles



Position Number	Agency	Title	FTE	Grade	Change Impact
TBC	MoH	Finance Officer	2 x FTE	HM1	New role
TBC	MoH	Records Officer	1 x FTE	HM1	New role
TBC	MoH	Accountant	2 x FTE	HM2	New role
TBC	MoH	Senior Accountant	4 x FTE	HM3	New role
TBC	MoH	Associate Dir. Finance & Performance	4 x FTE	HM5	New role
TBC	MoH	Director of Finance	1 x FTE	HM6	New role
TBC	CINSW	Finance Lead	3 x FTE	HM4	New role
TBC	CINSW	Grants Officer	1 x FTE	HM2	New role
TBC	CINSW	Compliance & Reporting Officer	1 x FTE	HM2	New Role
TBC	HETI	Senior Finance Business Partner	1 x FTE	HM3	New role
TBC	HETI	Director Corporate Services Innovation	1 x FTE	HM6	New role
TBC	ACI	Contracts & Governance Officer	1 x FTE	HM2	New role
TBC	CINSW	Manager, Corporate Partnering	1 x FTE	HM5	New Role

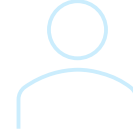
Consultation Process

1.



Consultation with staff will commence on **15 October 2024** and ends on **29 October 2024**

2.



One on one meetings with HR are available for affected staff

3.



Staff are encouraged to send feedback to MOH-CorporateServicesTransformationProgram@health.nsw.gov.au

4.



Any question received would be acknowledged with a direct response or included in the FAQs.

5.



Feedback received would be acknowledged and sent to the leadership team for consideration during consultation.

6.



Draft role descriptions for the proposed roles will be available for affected staff to review during the consultation period.

Recruitment Strategy



Implementation for recruitment to the roles in the new structure. This recruitment strategy applies to all non-executive roles in the new structure

This is done in three phases, in accordance with Policy.

Stage 1 Direct Appointments (at grade or equivalent)

Stage 2 Priority Assessment

Stage 3 Internal/External recruitment

Target Timeline

Action	Start Date	Finish Date
Consultation period	Tuesday, 15 October 2024	Tuesday, 29 October 2024
Feedback collated and responded	Tuesday, 29 October 2024	Monday 4 November 2024
New structure announced	Monday 4 November 2024	Monday 4 November 2024
Affected staff 1:1 and letters provided	Monday 4 November 2024	Monday 4 November 2024
Direct appointments confirmed - stage 1	Tuesday, 5 November 2024	Tuesday, 5 November 2024
Priority Assessment confirmed - stage 2	Wednesday, 6 November 2024	Wednesday, 13 November 2024
New roles advertised (internal and/or external) - stage 3	Thursday, 14 November 2024	Thursday, 21 November 2024
Recruitment finalised (internal)	Friday, 22 November 2024	Friday, 29 November 2024
New structure established	Monday, 2 December 2024	

Support



Brooke Pobihuszka

MoH P&C Associate Director

Geraldine Durcan

HSNSW HR

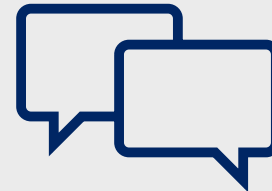


Health Services Union

You can contact your local

union representative

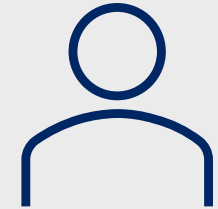
hsu.net.au/contact



**Employee Assistance
Program**

Call **1300 687 327** or
www.convergeinternational.com.au/contact/bookings/

There are Employee Assist
and Career assist options



Your Manager

Next Steps

- The consultation period runs from **15 October 2024 and ends on 29 October 2024**
- Further information including today's presentation, draft role descriptions and FAQs will be sent to staff via email.
- Reach out to your manager if you have any questions or concerns.
- Provide any feedback MOH-CorporateServicesTransformationProgram@health.nsw.gov.au
- All feedback will be considered and assessed, and the final structure will be communicated to the team.