

InforMH Change Management Consultation

Information for staff – Frequently Asked
Questions (18/07/2023)

July 2023

Health System Support Group (HSSG)



Frequently Asked Questions

Why the change?

InforMH relocated from NSLHD to HSSG in several stages between 2020 and 2022, bringing a temporary staffing structure in place since 2019. A review was conducted and showed the temporary structure does not effectively support responsibilities associated with the NSW Suicide Monitoring System (SuMS) or the increased range and complexity of InforMH's reporting requirements.

To better support staffing responsibility, a realignment was proposed to provide a more efficient management framework to help support business continuity.

What is the key proposed change?

The proposed change includes:

- Deletion of the Manager Projects and Operation HM4 position
- Creation of the new Snr Manager InforMH HM5 position
- Reporting line change for all HM4 roles to report to Snr Manager InforMH

How will I be told about the changes and how it affects me?

A branch consultation meeting is scheduled for 18 July 2023 to present an overview of the proposed changes and of the proposed process to implement these changes.

Following the meeting, team members will receive a copy of the presentation containing more information, including a copy of the presentation and supporting material.

Will my conditions of employment change?

No, you will continue to remain under NSW Health Manager (State) Award and Conditions.

How can I give feedback about the change?

Any feedback, concerns, and suggestions about the proposed structure and role descriptions can be sent via email to the dedicated mailbox: Moh-HSSG-HumanResources@health.nsw.gov.au

What will happen after the consultation?

Once the consultation period has closed, all feedback will be considered and assessed, and the final structure will be presented to all staff with the Executive Director's response to any feedback or suggestions made during the consultation period. Once all staff have been notified, we will start the recruitment implementation process.

Recruitment into the vacant position will be undertaken in line with the Recruitment and Selection of Staff Policy Directive.

If I am not impacted, can I apply for any position?

Yes, the new role will undergo a merit base recruitment process, and any staff can apply.

I will be on leave during the change implementation. How do I participate?

Staff who are away on forms of leave or secondments during meetings will be asked to provide a contact number or email, or postal address. Information and any updates will continue to be posted to their '@health.nsw.gov.au' email address.

Will my reporting line change?

Health Manager 4 positions will change reporting lines to now report into the newly created Snr Manager InforMH HM5 position.

How will the new permanent position be recruited?

Recruitment will be undertaken via merits in accordance with the Recruitment and Selection of Staff to the NSW Health Service Policy Directive.

Staff will be notified once the advertisement is available to submit applications.

Who is available if I have further questions or need support?

First instant talk to Director Grant Sara, or Executive Director Sharon Smith. Alternatively, you can also speak to HR BP Maritza.Salas@Health.nsw.gov.au or contact our Employee Assistant Program (EAP) via the website at www.convergeinternational.com.au or a union representative.