

NSW Health

InforMH Change Management Consultation

Branch: System Information and
Analytics

Presenter Name:
Sharon Smith

Month 2023





Acknowledgement 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.

Agenda



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Proposal

1

Background

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.

Proposed Change

The proposed change includes:

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

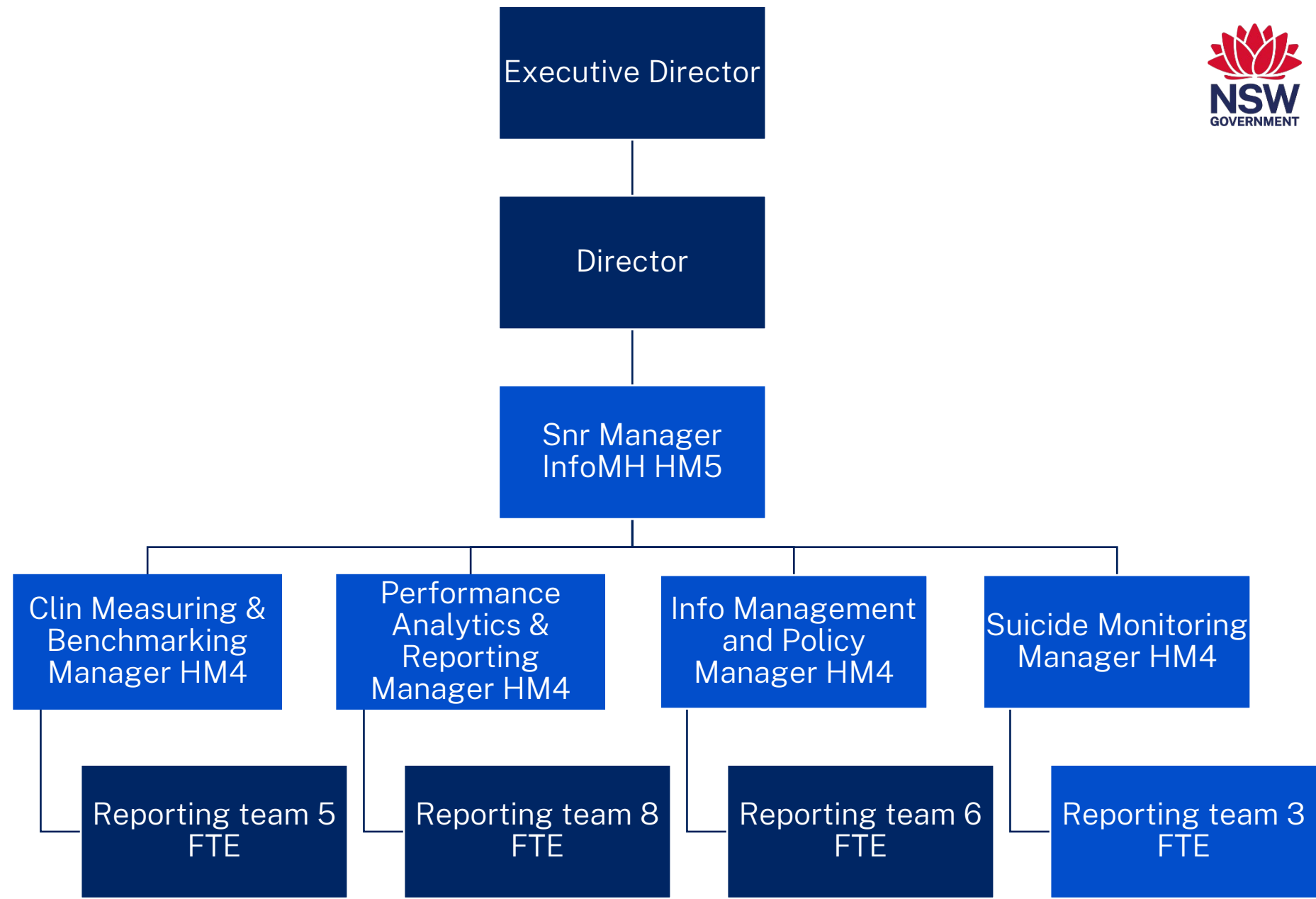
Proposed changes will come into effect from August 2023

Current Reporting Line Structure



Proposed Reporting Line Structure

Propose changes:



Realignment Process

2

The Consultation Process

The **formal consultation** is when the proposed structure is consulted on with staff, and unions/industrial associations. You are encouraged to participate in this process.

The formal consultation period commences on **Tuesday, 18 July 2023**, and will close on **Monday, 31 July 2023**.

A draft role description for the proposed role will be available for affected staff to review during the consultation period.



Talk and think about the proposal



Ask question



Offer suggestion



Seek Clarity

During consultation:

1. One on one meeting with ED/Manager will be scheduled for affected/impacted staff. Staff can choose to bring a support person into these meeting and may request HR be present.
2. Staff are encouraged to send any written question or feedback to MOH-HSSG-HumanResources@health.nsw.gov.au
3. Any question received would be acknowledged with a response via FAQs.
4. Feedback received would be acknowledged and sent to leadership team for consideration during consultation.

Recruitment Process



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.

As the position is graded as an HM5 and in accordance with Managing Excess Staff of the NSW Health Service PD2012_021 and Recruitment and Selection of Staff to the NSW Health Service PD2017_040 the role will need to be advertised at a min internal to NSW Health via a merit-based selection process.

If no suitable candidate has been selected via the internal recruitment process the position will be advertised externally.

Advertisements will range for a min of 1 week.

Timeline

3



Staff Consultation

Consultation period starts **today 18 July** with an end date of **Monday 31 July 2023**



Appointment into new position

Appointments/recruitment into the new positions will start after consultation and in line with relevant policies or procedures. It is proposed this should be finalised by **31 August 2023**



New structure finalised

It is proposed to have the structure finalised by **31 August 2023**

Support for Staff

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Support



Director

Grant Sara on 0421 611
751 or via email at
Grant.Sara@health.nsw.gov.au



Health Service Union

You can contact your
local union
representative
<https://hsu.net.au/contact/>



Human Resources

Name HR BP on
number or
Maritza.Salas@health.nsw.gov.au or MOH-HSSG-HumanResources@health.nsw.gov.au



Employee Assistance Program

Call 02 8644 2323
(option 4) or
<https://www.convergeinternational.com.au/cv/about-us/contact-us/make-an-eap-booking>

Question and Feedback

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