

SWSLHD Executive Leadership and Directorates Restructure 2024

South Western Sydney Local Health District's (SWSLHD) Executive Leadership Team (ELT) recently completed a review resulting in a proposed change to the ELT and their directorate's organisational structure.

The primary objective of the proposed change is to enhance the District Executive and their team's capacity to effectively support the strategic and operational directions of the District.

The proposed change will include the creation and renaming of directorates, realignment of teams, changes in reporting lines, regrading and updates to some position descriptions.

Consultation with impacted employees will occur in accordance with the NSW Health Policy Directive PD2012_021 Managing Excess Staff of the NSW Health Service.

Recommendations:

1. Renaming of Directors

Most Tier 2 positions on the ELT will be renamed to District Director, except for the Executive Director Operations and Performance, which will remain unchanged in line with Ministry of Health requirements.

2. Regrading and updates to position descriptions

As a result of significant changes to roles and responsibilities the following positions will be or have been assessed and regraded:

- The Director, Aboriginal Health, Health Manager Level 5 has been regraded to Health Manager Level 6.
- The Executive Director, Allied Health and Community Services, Health Manager Level 6 has been regraded and titled the District Director Allied Health.
- The General Manager, Primary and Community Health, Health Manager Level 5 has been regraded to Health Manager Level 6.
- The Manager Corporate and Shared Services, Health Manager Level 5, has been regraded to Health Manager Level 6 and titled the Associate Director Corporate Operations.
- The Performance Manager, Health Manager Level 6 has been regraded and titled the Associate Director Clinical Operations.
- The Director Corporate Governance, Health Manager Level 5, will be regraded to Health Manager Level 6 and titled the Director Corporate Governance and Legal.
- The Manager Executive Support Unit, Health Manager Level 3, will be regraded and titled Manager Office of the CE and Board.
- Executive Assistant, Administration Officer Level 6, to the Manager Corporate and Shared Services will be regraded to Health Manager Level 1 and will report to District Director Healthier Communities. The proposed regrade will align with other District Director Executive Assistant gradings.

3. Realignment of teams and changes to reporting lines

There will also be a realignment of some positions and teams within the directorates that will result in a change of reporting line for some employees. Other than the positions subject to regrading, the roles and responsibilities of most other positions will remain unchanged.

Role impacted	Current Line Manager	Proposed New Line Manager
District Clinical Information Manager	Manager Performance	Associate Director, Health Informatics and Decision Science
District Clinical Coding Coordinator	Manager Performance	Associate Director, Health Informatics and Decision Science
General Manager, Primary and Community Health	Executive Director, Allied Health and Community Services	Executive Director, Operations and Performance
General Manager, Drug Health Services	Executive Director, Allied Health and Community Services	District Director, Healthier Communities
Director, Multicultural Services	Executive Director, Allied Health and Community Services	District Director, Healthier Communities
Director, Oral Health Services	Executive Director, Allied Health and Community Services	District Director, Healthier Communities
Director, Population Health	Chief Executive	District Director, Healthier Communities
Manager Outpatients Framework Project	Director, Finance	Associate Director, Corporate Operations
Surgical Access Manager	Executive Director, Operations and Performance	Associate Director, Clinical Operations
Sustainable Access Manager	Executive Director, Operations and Performance	Associate Director, Clinical Operations
Clinical Manager, Women's Health	Director, Nursing and Midwifery	Associate Director, Clinical Operations
Clinical Manager, Cancer and Medical Imaging	Director, Nursing and Midwifery	Associate Director, Clinical Operations
Clinical Manager, Cardiovascular	Director, Nursing and Midwifery	Associate Director, Clinical Operations
Clinical Manager, Critical Care	Director, Nursing and Midwifery	Associate Director, Clinical Operations
Clinical Manager, Internal Medicine	Director, Nursing and Midwifery	Associate Director, Clinical Operations
Clinical Manager, Paediatrics and Neonatology	Director, Nursing and Midwifery	Associate Director, Clinical Operations
Clinical Manager, Surgical Services and Liver, Urology, Gastrointestinal (LUGI) Services	Director, Nursing and Midwifery	Associate Director, Clinical Operations
Clinical Manager, Aged Care and Rehabilitation	Director, Nursing and Midwifery	Associate Director, Clinical Operations
Virtual Care Manager	Director, Digital Health	Associate Director, Clinical Operations
Manager, Corporate and Shared Services (New title: Associate Director Corporate Operations)	Director, Finance	Executive Director, Operations and Performance
Performance Manager (New title: Associate Director Clinical Operations)	Director, Finance	Executive Director, Operations and Performance
Executive Assistant to District Manager – Shared & Corporate Services (New title: Executive Assistant)	Manager Corporate and Shared Services	District Director Healthier Communities
Chief Risk Officer	Chief Executive	Director Corporate Governance and Legal
District Right to Information & Records Manager	Principal Investigations, Privacy and Compliance Officer	Director Corporate Governance and Legal
Executive Officer to the Chief Executive	Director Corporate Governance	Manager Office of the CE and Board
Principal Investigations, Privacy and Compliance Officer	Director Medical Services	Senior Manager HR & IR

The reporting line for the Director, Strategic Communication and Media position has been changed from the Chief Executive (CE) to the District Director Strategy, Partnerships and Research.

4. Creation of a new Unit

The creation of an End-of-Life Unit is proposed under the District Director Healthier Communities consolidating End of life functions currently sitting in various directorates and departments across the district, i.e. Voluntary Assistant Dying. Creating one End-of-Life Unit will enable better, more streamlined service provision for our community and collaboration with facilities and services. Further consultation on the proposed changes will occur once the District Director Healthier Communities role has been filled.

5. Proposed and established new positions

As part of this organisational change there are a number of New positions created:

- Temporary Medical Workforce Project Manager to conduct a thorough review of the Medical Workforce landscape and subsequently identify and implement recommendations. This role is reporting to Director Medical Services.
- Permanent Privacy Officer role reporting to the Director Corporate Governance and Legal.

Some changes have already commenced, including recruitment to the newly established District Director Healthier Communities.