

What is changing?

SWSLHD Executive Leadership team (ELT) is implementing a range of changes to the organisation's structure. The proposed changes include the establishment of the Healthier Communities Directorate and the new District Director, Healthier Communities position, and recent reestablishment of the Operations and Performance Directorate and the Executive Director, Operations and Performance position. In addition, we are proposing the establishment of a Corporate Governance and Legal Directorate.

As a result, there will be a realignment of teams and services, changes in reporting lines, regrades and updates to some position descriptions. Refer to the Executive summary for the detail of the proposed change including all positions that are impacted.

What is the reason for the change?

The primary objective of the proposed change is to enhance the ELT and their directorate's capacity to effectively support the strategic and operational directions of the District. The realignments will assist SWSLHD to support the size and complexity of its growing population more effectively. In addition, teams and positions under each directorate will be realigned to best fit the function, which will allow for better and more effective collaboration, and will positively impact patient care.

What will the changes mean for current staff?

The changes relate to realignment of teams to specific directorates, reporting lines changes, uplift in grades and updates to some position descriptions. Most staff will not be impacted by this change.

When will the change happen and will it be permanent?

Yes, the change will be permanent. We expect a phased approach with all changes to be implemented by November 2024. Where practical, the aim is to finalise the proposed change as soon as possible. The reason for the extended timeline is to allow for recruitment to occur and positions to be filled prior to finalising the reporting line changes of teams or individuals.

What will happen from here?

All impacted staff and industrial bodies have been contacted to advise of the proposed changes. Consultation meetings have been scheduled to provide staff with the opportunity to be informed about the changes, ask questions and provide feedback.

Once consultation has been concluded impacted staff will be notified of the next steps.

Who can support me through this change or who can I contact about the change?

Following the initial contact, impacted staff will receive regular communications advising them of the planned changes and implementation steps. If you have any questions about the change process you should raise them with your current manager in the first instance. You may also raise any concerns or questions you have about the change or the change process via email to District People and Culture SWSLHD-peopleandculture@health.nsw.gov.au or contact Larissa Selch, Senior Manager – HR Employment Hub via Larissa.Selch@health.nsw.gov.au or 0429 838 288.

The District Workforce Support Unit is available via email SWSLHD-DistrictWorkforceSupportUnit@health.nsw.gov.au.

The Staff Wellbeing and Support Service (previously EAP) is also available at SWSLHD-StaffWellbeingSupportService@health.nsw.gov.au or on (02) 8738 4552 should you wish to seek confidential counselling.