

Restructure – Consultation Document (Procedure reference PR2014_016)

Document control sheet

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Contents

Stage 1 – Scope, Plan and Approval	3
1.1 The Need for Change	3
1.1.1 Description of Proposed New Services.....	3
1.1.2 Reason and Purpose for the Realignment	3
1.1.3 Current Structure	4
1.1.4 Current Position Description	4
1.2 Restructure Plan	5
1.2.1 Proposed New Structure	5
1.2.2 Proposed Change to Position Descriptions.....	5
1.2.3 Impact on Services and Functions	5
Stage 2 – Consultation	6
2.1 Notification to employees	6
2.2 Notification to Union/Industrial Bodies and other relevant parties	6
Stage 3 – Implementation	6
Stage 4 – Review	7

Stage 1 – Scope, Plan and Approval

1.1 The Need for Change

1.1.1 Description of Proposed New Services

The NSW Ministry of Health has provided additional recurrent funding to Northern Sydney Local Health District (NSLHD) to assist in the establishment of a new Safe Haven service within the District, to be located within the Brookvale Community Health Centre. An existing district Safe Haven is situated at Macquarie Hospital, in North Ryde.

The Safe Haven service is intended for young people who are aged 12-17 who are suicidal, live in the NSLHD catchment area, and otherwise would attend emergency departments as a first option.

The new Brookvale Safe Haven will be a multidisciplinary mental health service supporting these vulnerable priority populations. The initiative will be managed by NSLHD Mental Health Drug and Alcohol, Child and Youth Mental Health Service (CYMHS), within the scope of the services offered by the Youth Response Team (YRT).

The enhanced funding received supports an additional 1.6 FTE Mental Health Clinicians and 2.0 FTE Peer Workers. The new Brookvale Safe Haven is proposed to operate 7 days a week from 4pm to 8pm, whereby young people can attend the centre, staffed each shift by one Mental Health Clinician and one Peer Worker, offering safety planning, one to one support, assistance with referral to other services and social support. Strategically, the Safe Haven Mental Health Clinicians and Peer Workers work within the YRT, based at either North Ryde or Mona Vale.

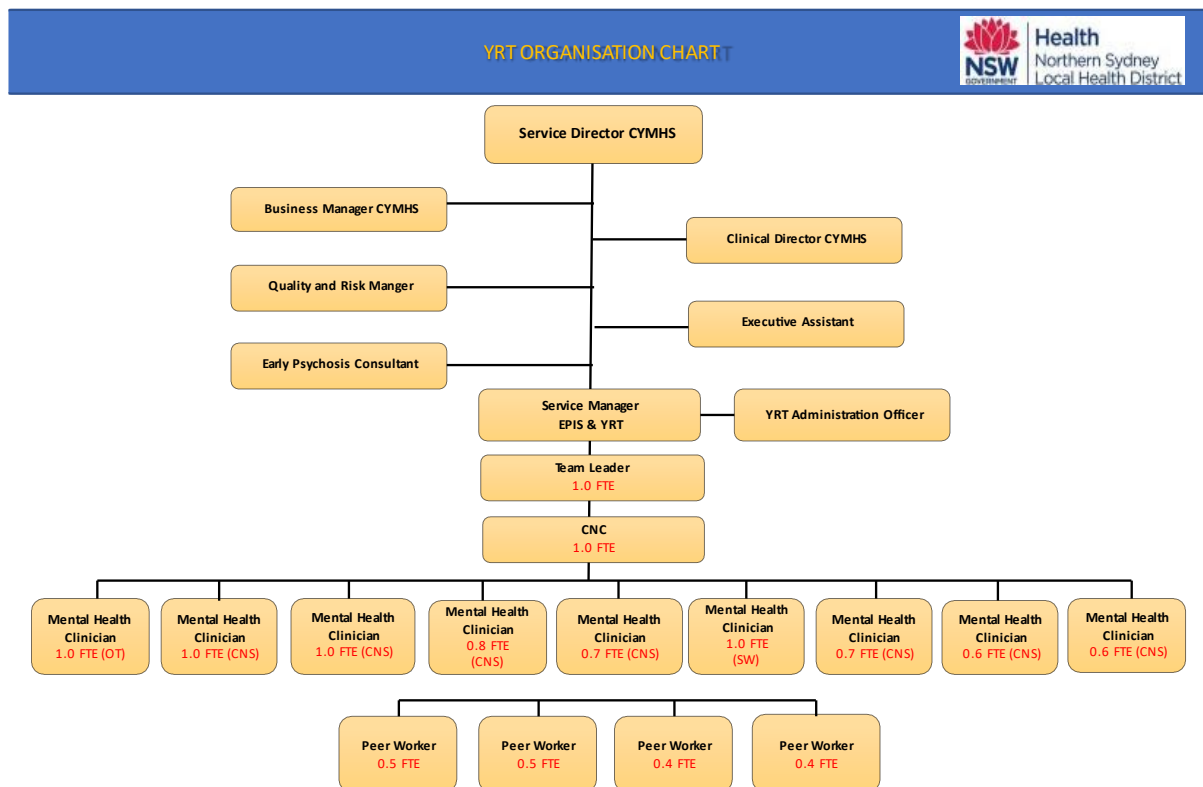
1.1.2 Reason and Purpose for the Realignment

Since opening the Safe Haven at Macquarie Hospital in October 2023 the service has welcomed approximately 50 young people per month from across NSLHD. Consumers have mainly been from the Hornsby and lower North Shore areas due to the Safe Haven's location, but some young people have attended from the Northern Beaches area.

The incidence of attendance at emergency departments has decreased since the commencement of the Youth Response Team and the Macquarie Hospital based Safe Haven. It is anticipated that the number of presentations to the Northern Beaches Hospital will also decrease for this target population, once Brookvale Safe Haven is fully operational.

The proposed new service will enhance the needs of young people in the Northern Beaches area who are suicidal, by offering an alternative to the Emergency Department. The new location was chosen due to accessibility of public transport and nearby existing facilities including the shopping mall.

1.1.3 Current Structure



1.1.4 Current Position Description

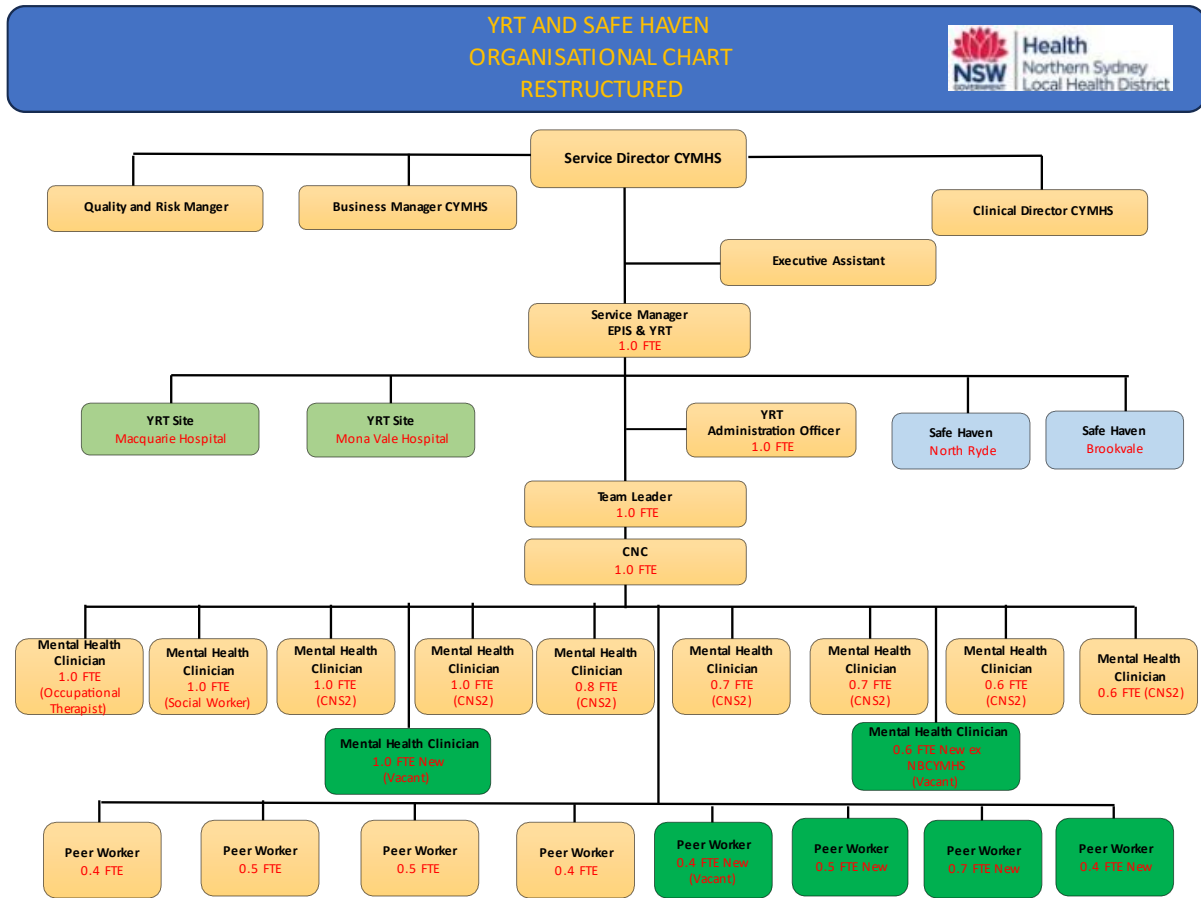
The new Safe Haven requires a staffing structure of 3.6 FTE which consists of 2.0 FTE peer workers and 1.6 FTE clinicians.

The innovative Safe Haven work is to be embedded within the exiting roles of the YRT. With the establishment of the Brookvale Safe Haven, staff from across the enhanced YRT will now be tasked to carry out shifts at the proposed two Safe Havens on a rostered basis.

This will require some minor variations only to existing Position Descriptions.

1.2 Restructure Plan

1.2.1 Proposed New Structure



1.2.2 Proposed Change to Position Descriptions

The main changes proposed to the frontline practitioner's roles will be that:

- All staff employed within the Youth Response Team will be rostered across 7 days to work some shifts at either the North Ryde or Brookvale Safe Haven, to support the service needs.
- Staff rostered to work at Brookvale Safe Haven can work the whole shift at the site if required, due to the location, subject to operational needs.

1.2.3 Impact on Services and Functions

Due to the additional 3.6 FTE staff, it is envisaged that this new structure will have minimal impact on current staff and service requirements.

The new Safe Haven will serve as an additional crisis support that is offered to young people on the Northern Beaches. Youth Response Team members, and CYMHS services will advise current and potential clients of its purpose, the services provided and location.

The additional FTE for the YRT will significantly enhance existing service provision. It will increase the responsibility of the team coordinator and service manager but will not reduce staffing or service provision for YRT consumers.

The service enhancement will provide young people from the Northern Beaches area with a Safe Haven facility that is in closer proximity for them, than having to travel to North Ryde.

Stage 2 – Consultation

2.1 Notification to employees

The Director, CYMHS will provide letters to impacted staff within the YRT, and additionally, CYMHS Executive will consult with staff from the YRT of the proposed changes.

Consultation meetings outlining the new services are planned to be held with impacted staff, with an opportunity to ask questions. Staff can also seek to meet Executive one-on-one.

2.2 Notification to Union/Industrial Bodies and other relevant parties

The relevant unions that need to be consulted are:

- NSW Nurses and Midwives Association
- Australian Salaried Medical Officer Federation
- Health Services Union.

A copy of this consultation paper, including the current and proposed new structure and the amended position descriptions will be provided to the unions. Feedback will be requested within two weeks of issuing the consultation paper, and a meeting with the unions can be held should any issues arise.

Stage 3 – Implementation

It is intended that genuine consultation be completed by mid-June 2024 to allow for formal embedding /recruitment during late June 2024. The table below indicates the key actions to occur and an indicative timeframe.

Action	Timeframe (by when)
Send consultation correspondence to impacted staff and unions.	01 June 2024
Meetings with impacted staff	June 2024
Progression of structure/recruitment activities	20 June 2024

Stage 4 – Review

The Brookvale Safe Haven will be externally evaluated in its first year of operation; and will be reviewed in 6 months after the operational commencement date to analyse whether the Service was able integrate within the CYMHS Service and meet set targets from the Ministry Of Health.