

# Frequently Asked Questions for Staff

## Consultation on the Single Digital Patient Record Implementation Authority (SDPRIA) organisational structure

NOTE: This document will be updated throughout the course of Consultation to include any common questions asked in staff briefing sessions or via other feedback channels. Where necessary, questions and answers will be generalised to protect employee's privacy and individual circumstances.

These Q&As only cover what is in scope for the consultation, which includes impacts to your role and reporting line. You may have other questions about the impacts of the change which will be addressed separately to this process.

## 1. The proposal

### 1.1 What is changing?

Earlier this year the NSW Health Secretary announced the establishment of the Single Digital Patient Record Implementation Authority (SDPRIA) to be led by Dr Teresa Anderson, in partnership with eHealth NSW. It was later announced that the SDPRIA would be its own entity under the *Health Administration Act 1982*.

To enhance governance and collaboration, staff currently working on the SDPR program will be assigned to the new SDPRIA, reporting to the Chief Executive, Dr. Anderson.

The SDPRIA will operate under the eHealth NSW ABN but will function as a separate organisation. This is possible as both eHealth NSW and SDPRIA are employees of the Health Administration Corporation (HAC).

An organisational structure for the SDPRIA has been designed to enable this change, providing clarity on reporting lines. It also details the cross-organisation relationships with eHealth NSW, including some matrix reporting.

The proposed structure recognises the complexity of the program and the close relationship with eHealth NSW as a key delivery partner.

### 1.2 Why are we doing this?

Currently, staff assigned to the SDPR program are located within several teams from across eHealth NSW with various reporting lines.

Assigning staff to the SDPRIA will enhance governance and collaboration and ensure clarity on roles and reporting lines, which is essential to ensuring successful delivery of the SDPR program and maintaining staff engagement and wellbeing.

### 1.3 Who is impacted?

Employees currently supporting the SDPR program will be impacted as they will be assigned to the SDPRIA.

- Staff from Program Delivery (PD) Capability Practice will have a formal reporting line into SDPRIA and will no longer be part of the PD Capability Pool.
- Some staff in Service Delivery (SD) supporting the SDPR program (Reporting, Data & Analytics, Integration – BAU) will remain in SD but will have a matrix reporting line to SDPRIA.
- SDPRIA will have a small number of dedicated corporate support staff (Finance, Comms, People & Culture (P&C), Procurement and Legal) reporting into SDPRIA. They will work with the broader eHealth NSW corporate support teams as required to deliver to the needs of the SDPRIA.

You will have been notified if you are an affected staff member.

## 1.4 What does this mean for me?

Your reporting line manager will change, and you will be assigned to the SDPRIA.

Your workstream will not change.

Some role descriptions will be updated to accurately reflect the proposed changes.

The terms and conditions of your employment will not change.

## 1.5 Are there any job losses as part of this proposal?

There will be no job losses as part of the proposed change.

# 2. My employment and salary

## 2.1 Will my employing entity change?

No, staff will remain employed by eHealth NSW but be assigned to the SDPRIA as its own entity.

## 2.2 Will I receive a new employment letter of offer?

No, as your current employment status with eHealth NSW will remain unchanged including your classification/grade and salary.

## 2.3 Will there be changes to my current salary?

No, your current employment status with eHealth NSW will remain unchanged including your classification/grade and salary.

## 2.4 Will there be a change to my work location?

Your work location will not change; however, you may be required to work in other work locations from time to time in line with program needs. For example, 1 Reserve Road, St Leonards (1RR), Charlestown and/or LHD locations.

## 2.5 Who will now conduct my annual Growth and Development conversation.

As per the proposed structure, your new reporting line manager will conduct your annual Growth and Development conversation.

If you have already created goals for the 2024/2025 performance cycle, your new manager should meet with you to discuss these after implementation to ensure you are both clear of expectations for the coming year.

## **2.6 What happens to my role once the SDPR has been implemented across the NSW Health system?**

Permanent staff will continue to support SDPR as business as usual once rolled out. You will keep your role and provide ongoing support and training across the system. Any proposed changes and impacts to existing roles will be consulted with staff at that time.

## **2.7 What are my options if am currently in Capability Practice, Program Delivery and I don't want to move across to the SDPRIA?**

Existing staff (excluding Digital Health SDPR SATA Group & Trainers) can opt to stay in their Capability Practice, however, you will risk not being placed on a program or project. If you are concerned about being assigned to SDPRIA and you are currently in the Capability Practice, please contact Maria Treminio, HR Business Partner at [maria.treminio@health.nsw.gov.au](mailto:maria.treminio@health.nsw.gov.au).

## **2.8 Will there be any Voluntary Redundancies offered?**

No, all existing positions will be created in the SDPRIA structure. As such, no staff will be declared affected or excess and there will be no Voluntary Redundancies offered.

# **3. The Process**

## **3.1 What is the proposed implementation process staff can expect if the structure is approved?**

If approved, staff will be advised of the outcome and actions will occur behind the scenes, including:

- New structures will need to be created for the SDPRIA in StaffLink.
- An announcement will be sent to all staff advising of the implementation date that the new structure will 'go live'.
- Staff with direct reporting line changes will receive a letter confirming their new arrangements.
- All impacted staff may receive a notification of changes to their assignment in StaffLink (creation of a contingent worker assignment within SDPRIA)

## **3.2 Will my access to systems change?**

No. You will continue to have access to systems required to do your job. The system access you have today will be the same system access you have when the proposed transition is complete.

# **4. Consultation**

## **4.1 What consultation will occur as part of this change?**

A consultation period of two weeks will start from the day of announcement, where eHealth NSW employees can provide feedback, ask questions about the proposal and how it may impact your role, reporting lines or

the customers you interact with. We invite you to put forward suggestions or improvement ideas so we can work together to create the best possible outcome for eHealth NSW, our employees and our customers.

We are also consulting the Health Services Union (HSU), NSW Nurses & Midwives' Association (NSWNMA) and the Australian Salaried Medical Officers Federation (ASMOF) as part of the process.

Consultation is scheduled to close on 20 September 2024.

## 4.2 How can I provide my feedback on this change?

Suggestions and feedback on the proposal are encouraged and can be asked/submitted via the following means:

- Live during staff briefings
- In person with your manager/senior leader
- By emailing your manager or HR Business Partner directly
- By speaking with your Union delegate

We acknowledge that not all staff will feel comfortable raising questions during briefings or face to face, or you may think of questions after these sessions. An [online form](#) has been created so you can submit any questions, queries and feedback. The form will be monitored and triaged to the most appropriate contact in the business to provide an answer.

You will not be able to submit questions anonymously as we want to make sure we can provide responses or address concerns with the person who submitted them.

## 4.3 Where can I review the proposal and find more information?

A SharePoint page has been created to house important information, presentations, organisation charts, frequently asked questions (FAQs) and other supporting resources. Information, including these FAQs, will be updated with further information as consultation progresses.

— Core Made Real

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- sleep and fatigue
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- you are looking for clarity around your next career step and would like impartial support to identify future job options and opportunities
- you are experiencing major change in your personal or professional life prompting re-evaluation of your career goals and priorities
- you would benefit from speaking with an independent person about your current or future career plans.



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