



STRICTLY PRIVATE & CONFIDENTIAL

TRIM Ref: NSHN/22/23406

Mr Gerard Hayes
Secretary
Health Services Union (HSU) NSW
Level 2, 109 Pitt Street
Sydney NSW 2000

*Attention: Mr Josh Dodsworth
Via email: info@hsu.asn.au*

Dear Mr Hayes,

RE: MACQUARIE REHABILITATION PROGRAM RESTRUCTURE

I wish to advise the Health Services Union (HSU) of the proposed organisational change with respect to the Macquarie Hospital Rehabilitation Program within Northern Sydney Local Health District (the District).

The Mental Health Rehabilitation Program is an integral component of Rehabilitation Services provided at Macquarie Hospital. A proposed restructure has been developed to enable all units and teams to be aligned and working together towards a shared goal for consumers on site.

The vision for the Mental Health Rehabilitation Program is:

- 1) That the Rehabilitation Program Team provide therapeutic goals driven by the consumers alongside the treating teams which support consumers sustainable and effective transition to the community.
- 2) Consumers are empowered through education and other opportunities to understand the reasons for the need for thorough assessments that occur in the early stages of their admission, and the benefits of the variety of rehabilitation activities that are offered in line with their individual recovery goals. This is to assist the consumers to achieve optimal recovery in preparation for transition and return to the community to live their best possible lives.
- 3) Staff from the Rehabilitation Program Team will in-reach to the units to participate in Consumer Clinical Reviews, collaborative care planning and provide regular updates on each consumers rehabilitation progress in a formalised process.
- 4) Enhanced collaborative partnership between the consumer, carers, rehabilitation program team and treating teams, in the ongoing development and evaluation of the mental health rehabilitation program.

The proposed restructure has taken significant resources to design an innovative Rehabilitation Program Team to be led by a newly created position of Rehabilitation Program Manager. All nursing staff that currently report to the NUM1 of Day Programs will report to this new position, along with the occupational therapy staff as identified in the table below.

The benefits of this new Rehabilitation Program Team brings staff from the Nursing and Occupational Therapy teams to work together cohesively and provide an individualised consumer rehabilitation experience. The team will engage in ongoing regular robust evaluation involving all stakeholders to ensure the program meets the needs of consumers. The staff from the Rehabilitation Program Team will in-reach to the units to participate in Consumer Clinical Reviews, collaborative care planning and provide regular updates on consumers rehabilitation progress. This will be a formalised process and

Northern Sydney Local Health District
ABN 63 834 171 987

PO Box 4007
Royal North Shore Hospital LPO
St Leonards NSW 2065
Tel (02) 9926 8418 Fax (02) 9926 6025

work in partnership with the wider multi-disciplinary team to support safe coordinated consumer transition to the community.

After the HSU has had the opportunity to assess the attached information, the District, in accordance with the NSW Health Policy Directive 'Industrial Consultative Arrangements within the NSW Health Service' (PD2019_059), is prepared to have a Union Specific Consultation Committee (USCC) so that consultation may begin. It is requested that the HSU respond by **COB, Friday 1 April 2022** should you wish to meet, otherwise it will be presumed that the HSU has no concerns with the proposal. Alternatively, the HSU may wish to respond in writing by this date.

If you require any questions, or require further clarification, please don't hesitate to contact myself on (02) 9887 5901 or Ms Jessica Mastroianni on 0477 762 341 / Jessica.Mastroianni@health.nsw.gov.au.

Yours sincerely,



Elisabeth Manning
Service Director / Sit Manager – Macquarie Hospital

Date: 18/3/2022 .

Cc: Mark Joyce, Acting Director Mental Health Drug and Alcohol
Jane Dyer, Allied Health Manager, Mental Health Drug and Alcohol
Sarah Eldridge-Smith, People and Culture Manager, Mental Health Drug and Alcohol

Encl:

Position Description Quality and Risk Manager
Position Description Rehabilitation Program Manager
Position Description Nurse Unit Manager Level 1
Organisational Charts
Affected / New positions

AFFECTED POSITIONS (HSU)		
Position	Classification / FTE	Impact / Proposed Management
Macquarie Hospital Operations Manager	Health Manager 4 1FTE (permanent)	Additional direct reports of: <ul style="list-style-type: none"> - Rehabilitation Program Manager (1FTE) - Clinical Nurse Specialist (3FTE) - Registered Nurse (3.96FTE) - Enrolled Nurse (1.47FTE)
Quality & Risk Manager	Health Manager 3 0.6FTE (permanent)	No direct impact to role however additional 0.4FTE will be advertised and current incumbent and new 0.4FTE will job share role.
Senior Occupational Therapist	OT Level 5 1FTE (permanent)	Removal of below direct reports <ul style="list-style-type: none"> - Rehabilitation Co-ordinator OT Level 4 (1FTE) - OT Level 1/2 (3FTE) - Art Therapist Level 1/2 (0.84FTE) - Music Therapist Level 1/2 FTE (0.21FTE) Creative Arts HEO (0.42FTE)
Occupational Therapist	OT Level 4 1FTE (permanent)	Deletion of 0.42FTE changing position to be 0.58FTE.
Rehabilitation Co-ordinator	OT Level 4 1FTE (permanent)	Change of Reporting Line from Senior Occupational Therapist to newly created multidisciplinary Rehabilitation Programs Manager position.
Occupational Therapist	OT Level 1/2 3FTE (permanent)	Change of Reporting Line from Senior Occupational Therapist to newly created multidisciplinary Rehabilitation Programs Manager position.
Art Therapist	AT Level 1/2 0.84FTE (permanent)	Change of Reporting Line from Senior Occupational Therapist to newly created multidisciplinary Rehabilitation Programs Manager position.
Music Therapist	MT Level 1/2 0.21FTE (permanent)	Change of Reporting Line from Senior Occupational Therapist to newly created multidisciplinary Rehabilitation Programs Manager position.
Creative Arts HEO	Health Education Officer 0.42FTE (permanent)	Change of Reporting Line from Senior Occupational Therapist to newly created multidisciplinary Rehabilitation Programs Manager position.

NEW POSITIONS (HSU)		
Position	Classification / FTE	Proposed Management
Quality & Risk Manager	Health Manager 3 0.4FTE (permanent)	Position will be advertised externally to NSW Health for normal advertising period (2 weeks) and advertised as 'Job Shared' with current 0.6FTE incumbent.
Rehabilitation Programs Manager	Multidisciplinary NUM 2 / OT Level 5 / SW Level 5 / Clinical Psychologist 1FTE (permanent)	Position will be advertised externally to NSW Health for normal advertising period (2 weeks).

