



Gerard Hayes  
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Via email: [gerard.hayes@hsu.asn.au](mailto:gerard.hayes@hsu.asn.au)  
cc: [info@hsu.asn.au](mailto:info@hsu.asn.au)

Dear Mr Hayes,

**Proposed Allied Health future governance arrangements, Nepean Blue Mountains  
Local Health District**

I write to inform the union and its members of the recent independent review of Allied Health Professional Governance undertaken by Nous group and the subsequent proposed future governance model within the Allied Health Directorate, Nepean Blue Mountains Local Health District (NBMLHD).

**Reasons for Change**

NBMLHD allied health services must support delivery of key strategic priorities, respond to evolving community needs and ensure sustainability to meet future demands to achieve the LHD's vision of *'together achieving better health'*. In recent times, the LHD has undergone substantial change - responding to the evolving COVID situation, designing and implementing new models of care, incorporating value-based health care and integrated approach to delivery, and transitioning new allied health leadership.

The proposed future governance model ensures an equity of representation across all allied health disciplines and enables adaptability to different allied health disciplines within emerging multi-disciplinary models of care.

There will be no affected staff or staff with job loss as a result of the proposed changes. There will however be some financial loss to staff who currently hold temporary lead clinician positions. All staff in such roles will resume their substantive permanent positions at the cessation of their current temporary appointments on 4 November 2022.

In summary the proposed future governance model involves the following key changes:

1. All lead clinician positions and/or district seniors will finalise their current temporary appointment arrangements on 4 November 2022, with employees returning to their substantive positions. Accordingly, this proposal impacts the following roles:

- a. Lead Clinician Physiotherapy
  - b. Lead Clinician Nutrition and Dietetics
  - c. Lead Clinician Speech Pathology
  - d. Lead Clinician Social Work
  - e. Lead Clinician Podiatry
  - f. Lead Clinician Occupational Therapy
  - g. Lead Clinician Exercise Physiology
  - h. Principal Clinical Psychologist
2. Creation of new part time position titled Deputy Director Allied Health, with proposed classification as Health Manager Level 5. This position will be recruited internally on a 3 year temporary contract basis with the successful applicant working the balance of their hours in their existing substantive role.
  3. Creation of new permanent full time position titled Allied Health Workforce and Policy Manager, proposed classification of Health Manager Level 3.
  4. Creation of a revised Principal Psychologist role, with proposed classification as Principal Psychologist. This position will be recruited internally on a 3 year temporary contract basis with the successful applicant working the balance of their hours in their existing substantive role.

Further details of the proposed future governance arrangements, including reasons for change, key benefits, details of impacted positions, draft organisational structure, proposed new position descriptions and the proposed consultation and implementation timeline are outlined within the attached Consultation Paper.

A two week consultation process with staff within the Allied Health Directorate and broader workforce regarding the changes has commenced. We would now like to open up consultation with the HSU and its members. We request that any feedback on the enclosed documentation be provided by close of business on **15 July 2022**. If you have any questions in relation to this matter, please contact Gaye Wright, Manager HR Business Partners at [gaye.wright@health.nsw.gov.au](mailto:gaye.wright@health.nsw.gov.au).

Yours sincerely,



Jacqui Clark  
Director People and Culture  
**Nepean Blue Mountains Local Health District**

Attachments – Consultation Paper (including all related documents)