Northern Sydney Local Health District

Mr Gerard Hayes
Secretary Health Services Union
Level 2, 109 Pitt Street
Sydney NSW 2000
info@hsu.asn.au

Attention: Ms Kym Morgan, Organiser Public Health Metro, Health Services Union

Invitation for Consultation on Proposed Restructure – Aged Care Assessment Services

Dear Mr Hayes

I write to advise of a proposed restructure within the Aged Care Assessment Services across Northern Sydney Local Health District (NSLHD).

Following the Royal Commission into Aged Care Quality and Safety, the Commonwealth Department of Health and Aged Care, and the NSW Ministry of Health, require Local Health Districts (LHDs) to establish a single, integrated organisational structure for the Commonwealth funded Aged Care Assessment Team (ACAT) including the Australian National Aged Care Classification (AN-ACC), and the Regional Assessment Services (RAS) to streamline assessment service experiences for clients and improve overall service efficiency.

It is therefore proposed that the existing District Commonwealth funded Aged Care Assessment Services, ACAT (including AN-ACC), and RAS, are combined under one manager, to achieve one District Aged Care Assessment Service.

Provided below is a high-level overview of impacts that the proposed changes will have on staff. Please see attached detailed consultation proposal (TAB A) for further information.

Position Changes
Position changes are as documented in the attached proposal. There is an overall decrease of 2.26 FTE positions. This includes the currently vacant Manager of RAS position, and currently long term vacant ACAT Assessor position.

The proposal does not involve any staff being made redundant.

Location Changes
It is proposed that existing RAS Assessor staff will be located across three sites: Mona Vale, Macquarie and Hornsby and co-located with site based existing ACAT teams. This will involve the relocation of some RAS staff from Macquarie Hospital to the Mona Vale and Hornsby sites. This will provide more equitable distribution of RAS assessors across the district in line with demand. Additionally, this will involve Macquarie based RAS Scheduler and Assessor staff being relocated within the Macquarie Hospital site to be co-located with the ACAT team. Integration of the assessor

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Northern Sydney Local Health District is located on the traditional lands of the Eora Nation

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roles will allow for better allocation of assessments, with ACAT delegated the more complex cases and RAS delegated the more entry level (to Aged Care services) cases.

Consultation and Next Steps
A staff consultation meeting was held Friday 12 January 2024 to advise staff of the proposal. In this meeting, staff were also emailed a letter regarding the proposal outlined above.

Affected employees will be informed in writing.

I invite you to provide any feedback, comments, questions or concerns on this proposal. Further, in accordance with the NSW Health Policy Directive Industrial Consultative Arrangements (PD2011_002), I wish to extend the opportunity for a Union Specific Consultative Committee (USCC) meeting to discuss the proposal in detail (if requested or deemed required). The proposed close date for this consultation period is Monday 29 January 2024.

Should the Union have any queries regarding the information in this correspondence or would like to arrange a meeting to discuss the proposed changes, please contact Hayley Johnson, HR Business Partner at Hayley.Johnson1@health.nsw.gov.au or on 0491 226 542. It would be appreciated if a response relating to the proposed changes was received within two weeks of receipt of this correspondence.

Yours sincerely

Kim Field
Director Primary and Community Health

Date: 12/1/24

cc Judith Henderson, Manager Aged and Chronic Care and Allied Health, Primary and Community Health
Sarah Eldridge-Smith, People and Culture Manager – HR Business Partners
Hayley Johnson, HR Business Partner

Encl.

TAB A Consultation Proposal Aged Care Assessment Services Streamlining Restructure