

## Bankstown-Lidcombe Hospital



**Health**  
South Western Sydney  
Local Health District

SWD24/001291

Mr Gerard Hayes  
Secretary  
Health Services Union  
Level 2, 109 Pitt Street  
SYDNEY NSW 2000  
[secretary@hsu.asn.au](mailto:secretary@hsu.asn.au)

Dear Mr Hayes

I am writing to advise you of proposed changes to the Occupational Therapy Department within Bankstown-Lidcombe Hospital, South Western Sydney Local Health District (SWSLHD) which has the potential to directly affect your members.

The Occupational Therapy department employees 23.98 FTE across 4 teams, the acute, outpatients, rapid response service (RRS) and aged care and rehabilitation (AC&R) teams. These teams are each managed by a team leader who reports to the Head of Department. The proposed change is a structural realignment of the Rapid Response Service (RRS) into the acute team to ensure teams are operationally aligned. This will affect 3.69FTE staff and change the reporting lines of the RRS from the Head of Department to the acute team. The attached current and proposed organisational charts illustrates the changes.

The Acute Team leader position has previously had the additional responsibilities of the Deputy Head of Department. However, the proposed changes also include removing these responsibilities from the role. The realignment of the RRS with the acute team and removal of the Deputy Head of Department responsibilities will result in:

- Improved department and team operational governance
- Improved strategic planning for services
- Improved skill development of staff within teams to ensure improved clinical coverage within teams
- Improved alignment of the various areas within a team to a single model of care
- Improved succession planning for team leaders into management positions

The changes outlined above do not impact any of the staff or team leader gradings or pay grades.

To ensure the proposed changes have the input of employees, formal consultation with impacted employees is planned prior to final approval being sought.

I invite you to provide any comments regarding the proposed changes within two weeks of the date of this letter. Alternatively, I would be happy to arrange a meeting with union representatives and Ms Kathryn Vickers, Director of Allied Health.

If you would like to discuss the proposed changes further, please do not hesitate to contact Ms Vickers by

South Western Sydney Local Health District acknowledges the traditional owners of the land

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email Kathryn.vickers@health.nsw.gov.au or by phone 02 9722 8018.

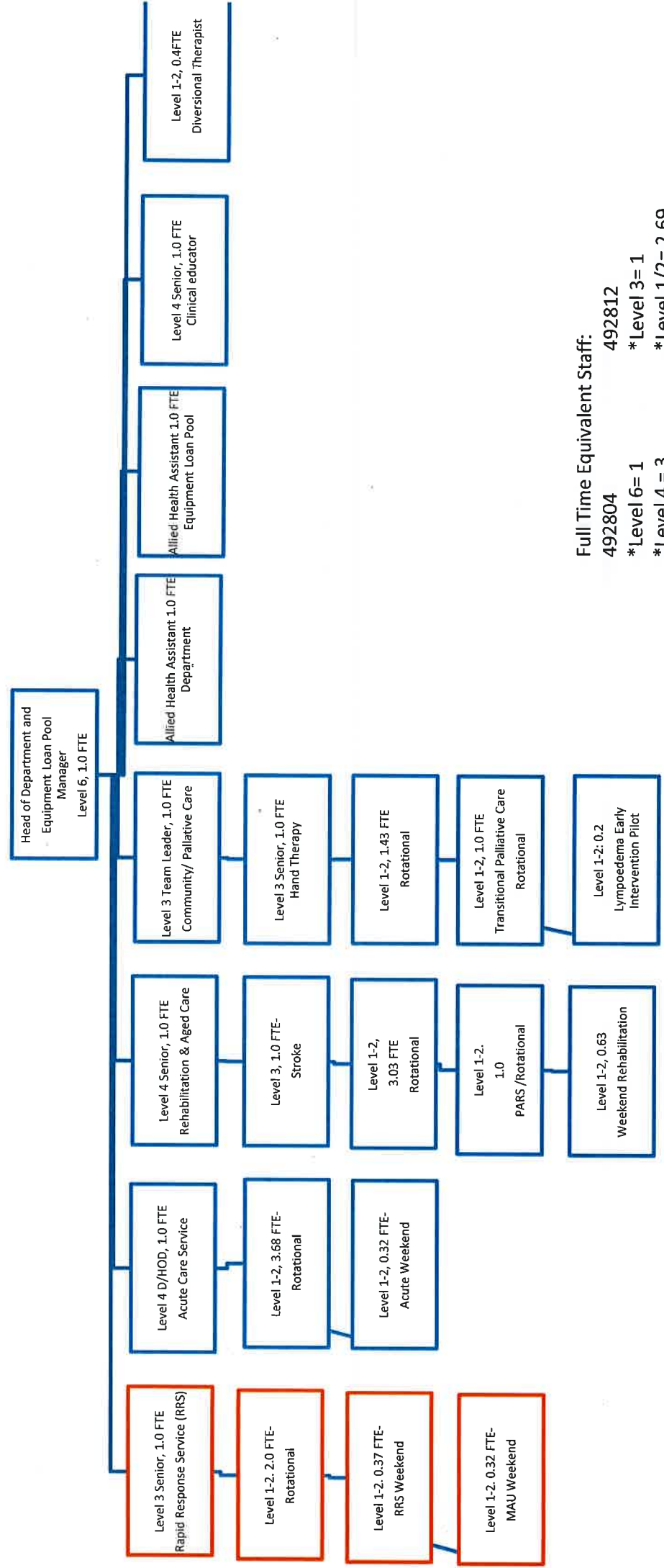
Yours sincerely



Mr Peter Rophail  
**General Manager**  
**Bankstown-Lidcombe Hospital**  
**SWSLHD**

Date: 08 January 2024

# Organisational Chart: Occupational Therapy Department Bankstown-Lidcombe Hospital October 2023



Full Time Equivalent Staff:  
 492804  
 \* Level 6 = 1  
 \* Level 4 = 3  
 \* Level 3 = 3  
 \* Level 1/2 = 10.56  
 \* AHA = 2

492812  
 \* Level 3 = 1  
 \* Level 1/2 = 2.69

# Organisational Chart: Occupational Therapy Department Bankstown-Lidcombe Hospital Proposed

