

Mr Gerard Hayes  
Secretary Health Services Union  
Level 2 109 Pitt Street  
Sydney NSW 2000

By Email: [Gerard.Hayes@hsu.asn.au](mailto:Gerard.Hayes@hsu.asn.au)

Dear Mr Hayes

### **Re: Consultation on the Forensic Hospital Workforce Restructure**

As previously advised, in May 2020, The Forensic Hospital undertook a comprehensive review of the hospitals Nursing, Allied Health and Administrative workforce in 2019.2022. The review was extensive and accompanying Forensic Hospital Workforce Restructure and plan highlighted a need for a workforce restructure to better support quality care, safety, role clarity interdisciplinary collaboration, and career progression.

- Enhancing Allied Health and Administrative Services, a stepped management structure, a significant increase in Allied Health FTE positions,
- The Workforce Plan proposes that the senior management team will be led by a Service Director.

The key changes proposed for Allied Health and Administrative positions are;

#### **Allied Health**

- The introduction of a Service Director graded at Health Manager (HM) level 5,
- Change the Manager Allied Health HSM level 4 to Recovery Manager Level 7, grade 2. This change makes the role (targeted for Allied Health and responds to the growing demand on our Allied Health workforce,
- Change Senior Social Worker Level 4, to Team Leader Social Care, Level 4,
- Regrade one Social Worker Level 1/2 will be regraded Senior Social Worker Level 3.
- Change Rehabilitation Coordinator HM 2, to Team Leader Better Living HSM 2,
- Change Occupational Therapist Level 4, to Team Leader Functional Recovery, Level 4.
- Regrade one Occupational Therapist Level 1/2 to a Senior Occupational Therapist Level 3,
- Change the Senior Clinical Psychologist, Psychologist State Award to HM level 4, and position title to the Manager for Forensic Rehabilitation and Psychology.

#### **Administrative Officers;**

- An Administrative Officer (AO6) position will be converted into a HM 1 position to provide operational management and oversight of administrative staff.
- An AO5 position will be regraded to an AO6 position to provide administration support to recovery manager and the manager forensic psychology.
- The Mental Health Review Tribunal Liaison & Reports Coordinator - AO6 be repurposed to provide administration support to nursing management and their duties will be dispersed

Where possible existing staff will be mapped to new/changed roles in April 2023. It is anticipated recruitment to vacant positions will commence also in April 2023. Staff will transition to new/changed roles as recruitment or mapping is completed.

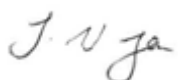
Consultation with Forensic Hospital staff will commence on the propose workforce structure and we are now in a position to advise the HSU of the proposed changes. Please see the consultation document attached for further information and details on the current and proposed organisational chart.

Prior to a final decision being made, staff and key impacted teams will be invited to provide feedback during the formal consultation period from **Monday 20 March 2023** until **Sunday 9 April 2023**.

The HSU is invited to provide any feedback they wish to be considered or request for a meeting to Brooke Craig, Senior Industrial Relations Officer, [brooke.craig@health.nsw.gov.au](mailto:brooke.craig@health.nsw.gov.au)

This is an exciting expansion for the Forensic Hospital and an important staff and patient safety initiative for the broader Mental Health System, to better meet the needs of our patients.

Yours sincerely



Tracy Varga  
Manager Realignments  
Justice Health and Forensic Mental Health Network

15 March 2023

CC Parthiv Mehta HSU Organiser

**Attachment:**  
Forensic Hospital Consultation Document