



Our Ref: HR File

16 March 2022

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

Via email: gerard.hayes@hsu.asn.au

Attention: Gwenny Asimus (via email at Gwenny.Asimus@hsw.asn.au)

Re: Reporting Line Change—Medical Workforce Unit

Hunter New England Local Health District is consistently focused on improving patient care, reducing inefficiencies and planning for long-term sustainability of our services. As part of this focus, the Health District is always looking at better ways to deploy the current workforce.

I write to inform you of the reporting line changes impacting the HNE Medical Workforce Unit as a result of the District Manager, Medical Workforce Expressing an Interest in Voluntary Redundancy and this being approved by the Health District effective 1 July 2022.

A review was undertaken which identified a suitable and beneficial strategic realignment of the two work streams within the Medical Workforce Unit - Medical Recruitment (including Medical Locums) and the Prevocational Training Network and the Basic Physician and Emergency Medicine vocational training networks within the Health District. These work streams have historically reported to the District Manager, Medical Workforce

The changes will come into effect 4 July 2022, following the deletion and exit of the District Manager Medical Workforce position

Specifically the changes are:

- **District Manager Medical Workforce (HM5)**
 - This position will be deleted
 - The employee has expressed interest in a voluntary redundancy
- **Medical Workforce Team – Medical Recruitment**
 - Medical Recruitment will form part of the Human Resource Corporate team which currently includes General Recruitment, Rostering Support, Workforce Analytics, Transactional HR and Human Resources
 - The Manager, Medical Recruitment Audit & Quality (Health Manager level 2) will report to Senior HR Consultant, Human Resources Corporate.

The reporting line change for the Medical Recruitment function is a strategic realignment which will ensure it is appropriately aligned with the wider district recruitment services. This will ensure high level service delivery in an integrated and coordinated way across both medical and general recruitment. The change will allow for increased efficiency of resources for the achievement of service activity deliverables and core functions of the team.

- **Medical Workforce Team – Prevocational Training Network and the Basic Physician and Emergency Medicine vocational training**
 - The Operations Manager, Medical Education Training and Support Unit (Health Manager level 3) will report to the Executive Director Workforce.



There will not be any changes to the overarching roles and responsibilities of staff within the Medical Workforce Team. There will not be any changes to FTE with the exception of the deletion of the District Manager, Medical Workforce, Health Manager level 5 (1.0FTE)

Staff affected through the realignment of the line management change have been consulted and will be provided formal written advice in this regard.

If you wish to discuss this matter further, please contact Kevin O'Malley, Senior HR Manager Workforce Services on 4985 3282.

Yours sincerely,



Kim Nguyen
Executive Director Workforce and Allied Health
Hunter New England LHD

cc Kevin O'Malley, Senior HR Manager
Alice Hoffman, Senior HR Consultant