

Private & Confidential

14 August 2024

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

Sent via email: info@hsu.asn.au; secretary@hsu.asn.au

Dear Mr Hayes,

Re: Proposed changes to New England North-West Mental Health Services, Hunter New England Local Health District

I write to the Health Services Union (HSU) to advise and provide notice of consultation in relation to the proposed amalgamation of the structure for New England North-West Mental Health Service which incorporates Peel, Tablelands and Mehi Sectors within Hunter New England Local Health District (HNELHD).

By way of background, the geographical region includes the Peel, Tablelands and Mehi sectors. Each sector currently operates independently with separate medical and non-medical leadership. Consumers of the service are cared for through inpatient services located at Tamworth (Peel Sector) and Armidale (Tablelands Sector) and by community teams across the sectors.

It is proposed that the Peel, Tablelands, and Mehi Mental Health sectors be incorporated into the one ***New England North-West Mental Health service***. All inpatient units and community services will be realigned as one service. This will improve the coordination and delivery of our Mental Health Services in the region.

To assist, I attach the current and proposed organisation charts reflecting the changes (**Attachments 1 & 2**), which in summary includes the following new and realigned leadership roles:

- A Service Manager, (HSM4)
- A Nurse Manager (NM4) that will have operational accountability for all inpatient units. This role will also be the professional lead for nursing.
- Two Community Managers (HSM2)– who will be operational responsible for the delivery of community services across the region as follows:
 - North-West - will incorporate Tamworth, Gunnedah, Narrabri, and Moree (includes other communities already connected to these larger sites); and
 - New England - will incorporate Armidale, Inverell, Glenn Innes, and Tenterfield (includes other communities already connected to these larger sites).
- Two Clinical Coordinators (HSM3) for the region.

Jonathan Holt

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- Two Clinical Team Leads - Allied Health Level 4 for North-West and a Senior Clinical Psychologist for New England.
- Acute Care Team Manager – operational accountability for acute care teams across the region.

These changes are consistent with recent changes undertaken within the District and will ensure our services are delivered in a streamlined and collaborative way to the community.

The new structure will improve clinical governance and patient safety, and will enhance consumer care and experience through greater continuity of care. It will provide clearer lines of accountability, whilst offering more options for professional support, development and career progression.

It is acknowledged that the proposed changes will affect a small number of existing leadership roles and therefore a small number of permanent staff.

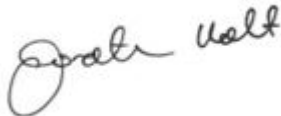
We will continue to work closely with these staff in accordance with the relevant policies to provide them with suitable alternatives and opportunities within the realigned structure.

We are committed to working with all staff and keeping them informed during the consultation process. I welcome any feedback or comments from the HSU by COB Wednesday, 28th August 2024.

Thank you for your members ongoing commitment to Mental Health Services and the District in caring for our clients.

If you have any concerns or questions regarding this matter, please do not hesitate to contact me via email Jonathan.Holt@health.nsw.gov.au or on 4033 5169.

Yours sincerely,



Jonathan Holt
General Manager
HNE Mental Health Services
HNE Local Health District

Enc.

CC: Ben Tinman, Director of Nursing Mental Health Services
Rebecca North, Operations Manager Mental Health Services
Mark Andrei, Snr HR Business Partner Mental Health Services

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