

Mr Randall Millington  
Health Services Union NSW Branch  
Level 2, 109 Pitt Street  
Sydney NSW 2000

*By email: [randall.millington@hsu.asn.au](mailto:randall.millington@hsu.asn.au)*

Dear Mr Millington:

**Re: Proposed Changes – Alignment of the role of Education Support Officer (ESO), BMDH to the WSLHD Education Structure**

I write to advise you to proposed changes to the reporting structure for the position of ESO at Blacktown Mount Druitt Hospitals.

The position of Education Support Officer (Administration Officer Level 5) currently reports to the JMO Manager at Blacktown Mount Druitt (Health Manager Level 2).

As you are aware, the District's Facility and Services Structure was finalised in November 2020. This provided the opportunity for BMDH to review the structure of the BMDH Medical Services directorate structure to better support the facility and to more closely align with the structure with the other Education resources across the District.

A review of the BMDH Medical Services directorate identified the need for District level support to the Medical Education program and provision of additional professional development for the ESO role.

Given the above, the District proposes the following changes to the Medical Services Directorate at BMDH:

1. Align the Education Support Officer position to the WSLHD Research and Education Network (REN) by changing the reporting line from BMDH to the REN Director Operations.

There are minimal changes required as part of this transition. All other reporting lines and positions will remain unchanged.

It is considered that the proposed changes will provide the following benefits:

- The proposed realignment for the Education Support Officer position will work closely with the other WSLHD Education Support Officers in supporting the delivery of Medical Education programs and enhancing the efficiencies to provide consistent support to the Directors of Training and REN.
- The proposed realignment will also provide additional professional development opportunities to the Education Support Officer allowing greater participation in networking opportunities and ongoing career development.

The position proposed for realignment is currently filled by Mr Dinesh Narayan and he is aware he is affected by the proposed changes and is supportive. These changes will not adversely impact clinical staff or result in any changes to the services currently provided to patients.

We provide for your consideration:

1. A copy of the proposed organisational chart reflecting the proposed changes is attached for your consideration (**Tab A**).

### **Consultation**

Western Sydney Local Health District (WSLHD) is committed to meeting its obligation to consult with staff and the Health Services Union (HSU), consistent with our obligations under the *Public Hospital Medical Officers (State) Award*, the *Health Employees (State) Award*, and the NSW Health PD2011\_002, *Industrial Consultative Arrangements*.

On the 27<sup>th</sup> of May 2022 I notified the HSU of this proposal and conversations have occurred with the BMDH Medical Services directorate and REN.

We invite any feedback by no later than close of business **Thursday 4<sup>th</sup> of August 2022**.

If you have any questions or wish to discuss this matter further, please don't hesitate to contact Kim Daniel, Director Human Resources Business Partner on 0419 518 478 or [kim.daniel@health.nsw.gov.au](mailto:kim.daniel@health.nsw.gov.au).

Yours sincerely,



**Kim Daniel**  
Director Human Resources Business Partner

Date: 22/07/2022.