



9 December 2024

Gerard Hayes
The Secretary
Health Services Union
Locked Bag 3
Australia Square, NSW 1215

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

Cc: randall.millington@hsu.asn.au, andrei.bilic@hsu.asn.au

Dear Gerard

Re: proposed group structural change within Quality Performance & Improvement.

I write to advise that St Vincent's Hospital Sydney (**SVHS**) has taken steps to introduce a proposed change in leadership and organisational structure within the Quality, Performance & Improvement division.

As per clause 28 – Consultation regarding Major Workplace Change of the *Named NSW (Non-Declared) Affiliated Health Organisations' Health Employees Agreement 2019 (Agreement)* where an employer has made a definite decision to introduce major changes in production, program, organisation, structure or technology that are likely to have significant effects on employees, the employer must notify the employees who may be affected by the proposed changes and their representatives, if any.

Change Impact Statement

The Quality, Performance and Improvement Directorate has grown, merged and evolved over the past three years creating opportunities for new synergies, better alignment, and standardisation across the Directorate. This includes:

- Structure review: Despite best efforts, teams are unable to effectively collaborate, share resources, and leverage knowledge, leading to inefficiencies and missed opportunities.
- Inconsistent role, title and function: Discrepancies exist in use of titles across similar levels, lack of functional clarity and perceived inequities.

Effects of change

Across the QPI Directorate, there will be no loss of jobs for those currently employed.

The changes proposed within each of the divisions.

Clinical Information Systems

- Role title changes to reflect functional rather than specific system being supported, to align to future direction of an electronic medical record

Improvement

- Consistent grading of roles across the improvement leads
- Roles relating to patient experience and consumer engagement are aligned with the new Patient Experience and Engagement team
- Senior Manager role to transition across to lead the new Patient Experience and Consumer Engagement team

Patient Safety & Quality Teams

- Renaming of role titles to reflect role focus
- Realignment of roles to support operational function of patient safety and quality systems
- Roles relating to patient experience and consumer engagement are aligned with the new Patient Experience and Engagement team

Patient Experience & Engagement Team

- Creation of a new senior manager role
- Realignment of roles to better support their relevant function

The proposed new roles are covered by the Agreement and will be taken through either an open recruitment process, or, an expression of interest process where appropriate.

The proposed reporting line changes of current employees covered by the Agreement is being done to gain improved alignment with the mission, strategy and long term goals of the directorate, best practice and impact of clearly articulated responsibilities. It is not anticipated that these changes will have any adverse impact.

Benefits of change

The proposed changes look to achieve:

- The promotion of collaboration and streamlining of operations to support the long term goals of the organisation and directorate.
- Greater equity and alignment between like for like roles ensuring fairness and equity.

- Greater transparency.

Commencement of change

We commence consultation of this proposed structure at a staff meeting Monday 9 December 2024 with consultation closing on Friday 13 December, 2024. It is hoped the new structure would be, pending any feedback will be launched on 13 January 2024.

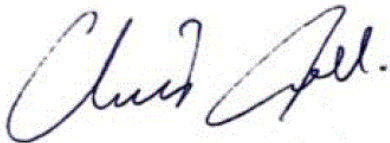
If you would like to meet to discuss this proposal, please contact me by Thursday 12 December, and I can facilitate a suitable meeting time with relevant key stakeholders.

My contact details are chris.ball@svha.org.au.

We appreciate your confidentiality as we work through this change with our employees.

We will keep you up to date with any further changes that may be required over the coming weeks.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Chris Ball'.

Chris Ball

Executive Director Quality Performance & Improvement
St Vincent's Hospital Sydney

Attached

Change pack